



Business and human rights policy

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1. Introduction

There are many ways in which human rights issues might be associated with our activities, including impacts on people's livelihoods, access to water, land and resources, workforce rights – including modern slavery, and the actions of the security forces who protect our sites. Our actions and operations can also bring about major benefits and improvements to individuals, communities and society.

We want to contribute to sustainable development and are working to do more to support the delivery of the UN Sustainable Development Goals. We also recognize the importance of a just transition as envisaged

by the Paris Agreement – one which delivers decent work, quality jobs and supports the livelihoods of local communities. We aim to actively advocate for policies that support net zero. This includes encouraging the use of finance and revenues from carbon pricing to support the just transition.

To deliver our purpose we must continue to work to a consistent and high set of standards wherever we operate in the world. There will be instances where we won't get it right, and we will need the support and challenge of others to help us make a positive, and sustainable difference to people's lives.

2. Commitment

2.1. We conduct our business in a manner that respects the rights and dignity of all people, complying with all legal requirements.

2.2. We respect internationally recognized human rights as set out in the International Bill of Human Rights and the core labour standards recognized by the International Labour Organization (ILO), as set out in the ILO Declaration on Fundamental Principles and Rights at Work.

2.3. In meeting our responsibility to respect human rights, we consider relevant international human rights standards, including UN instruments establishing or elaborating on the rights of specific groups. We respect the rights of individuals belonging to groups or populations which may be particularly vulnerable to adverse impacts, including: indigenous people; women; national or ethnic, religious and linguistic minorities; children; LGBT+ people, people with disabilities; and migrant workers and their families.

2.4. We recognize our responsibility to respect human rights and avoid complicity in human rights abuses, as stated in the UN Guiding Principles on Business and Human Rights (UNGPs) and reiterated in the human rights chapter of the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

2.5. Consistent with our commitment to respect ILO core labour standards, we respect freedom of association and collective bargaining. We support the elimination of all forms of forced or compulsory labour, the effective abolition of child labour and the elimination of discrimination in respect of employment and occupation.

2.6. We treat everyone who works for bp fairly and without discrimination. Our employees, agency staff and suppliers are entitled to work in an environment and under conditions that respect their rights and dignity.

2.7. We will abide by applicable domestic laws concerning non-interference in our workers' right to form or join a trade union or to bargain collectively, as well as their right not to do so. Where our employees wish to be represented by trade unions or works councils, we will co-operate in good faith with the bodies that our employees collectively choose to represent them. In situations where freedom of association is restricted or prohibited by law, we will be open to and supportive of alternative means of worker representation and engagement.

2.8. We respect the human rights of people in communities that may be affected by our activities.

2.9. We endorse the Voluntary Principles on Security and Human Rights (Voluntary Principles) and are committed to implementing them, as the global standard for the provision of responsible security in our industry.

2.10. We seek to make contractual agreements with our suppliers that require them to respect internationally recognized human rights in their work for bp, consistent with the commitments in this policy, as appropriate to the nature of their work for us. We have standard contract clauses to support this.

3. Delivery

3.1. We will meet our responsibility to respect human rights by implementing the UNGPs and incorporating these principles into the internal processes, policies or guidance that support our business activities. This includes: training; conducting human rights due diligence – as described by the UNGPs – through our risk and impact management processes; and grievance management. By doing this, we aim to enable our businesses to identify potential impacts on the rights of individuals in local communities and workers affected by our activities.

3.2. Our code of conduct and expectations of suppliers reinforce and support our commitment to respect human rights.

3.2.1. Our expectations of suppliers are a tool for communicating the expectations in the code – and the expectation that our business partners should respect human rights and meet the responsibilities set out in the UNGPs – to our suppliers, including contractors, vendors and providers of services such as contingent labour.

The expectations also ask that our suppliers communicate those expectations to their employees, suppliers and business partners who may provide goods or services to us.

i Read more at bp.com/supplierexpectations

3.2.2 Our labour rights and modern slavery principles reiterate that we expect our contractors, suppliers and joint ventures (JVs) to respect workers' rights, in line with the ILO's Core Conventions on Rights at Work. We set out 13 principles to assist our businesses, contractors and suppliers as they work to check performance on this expectation.

i Read more at bp.com/modernslavery

3.3. The rights of our workforce

Respect for our employees' human rights is integral to our recruitment, management and diversity and inclusion processes. We provide guidance to our businesses and projects on respecting the rights of workers and screen our major projects in the development stages, including with respect to labour rights, to help identify and prevent potential impacts.

3.4. Human rights and communities

Where people in local communities may be affected by our activities, we seek to identify adverse human rights impacts and take appropriate steps to avoid, minimize and/or mitigate them. To support this, we provide guidance to our businesses and projects on engaging with local stakeholders, managing the process of receiving and responding to community complaints.

3.4.1. Water

We respect the rights to water and sanitation for people who could potentially be affected by our activities, including our employees, contractors and neighbouring communities. The availability of water in areas where we work varies greatly, so we consider local conditions, such as water stress and scarcity, in order to understand and mitigate our impacts. We first seek to avoid any impacts and, if not feasible, we adopt mitigation measures that remedy the impact. We review water risks in our portfolio on an annual basis, considering the local availability, quantity, quality and regulatory requirements.

3.4.2. Our approach to the resettlement of communities

We avoid involuntary resettlement of communities and/or individuals, but if this is not possible our guidance for where we need to access or acquire land for our operating activities is aligned with the principles outlined in International Finance Corporation (IFC) Performance Standard 5.

3.4.3. The rights of indigenous peoples

We respect the rights of indigenous peoples (IPs) and, where they may be affected by our business activities, our approach and actions aim to be consistent with the principles set out in international standards for consultation and engagement with IPs, including the ILO's Indigenous and Tribal Peoples Convention (ILO169), the UN Declaration on the Rights of Indigenous People (UNDRIP). Our guidance references IFC Performance Standard 7 and recognizes that it is important that we identify and consult with IPs, seeking to apply the principles of free, prior and informed consent (FPIC) where practical, ideally prior to the commencement of activities.

3.5. Assessment of human rights impacts

3.5.1. We work to embed human rights into environmental and social impact assessments, or undertake independent assessments of potential adverse human rights impacts, as appropriate. In identifying, assessing and addressing the human rights impacts of our operations and relationships, we will consult with those who may be affected.

3.5.2. We will obtain independent third-party assessments of selected sites and business activities on a risk-prioritized basis to assess their conformance with this policy.

3.5.3. We conduct assessments of the risk of modern slavery and human trafficking, both for our own business activities and certain activities of our contractors and suppliers, focusing our efforts where we believe risks to the rights of our workforce are higher. On this basis, we apply our labour rights due diligence process to suppliers and, where our risk-based criteria warrant it, conduct on-site assessments.

3.5.4. All operating sites are required to conduct security risk assessments, through which they consider security-related human rights risks, and to develop action plans, consistent with the Voluntary Principles, to address any they identify.

Our code of conduct supports our commitment to respect human rights, including setting out:

Our expectations on diversity and inclusion, equal opportunity and freedom from abuse or harassment in the workplace. We want to create and maintain a workplace that is free of harassment, intimidation, inhumane treatment and discrimination based on race, colour, national origin, religion, gender, age, sexual orientation, gender identity, marital status, disability, or any other characteristic protected by applicable laws.

We have zero tolerance for retaliation, which includes threats, intimidation, exclusion, humiliation and raising issues maliciously or in bad faith.

We want to work with business partners who share our commitments to safety, ethics and compliance and we communicate clearly our expectations of suppliers and business partners, agreeing contractual obligations where appropriate. We will take appropriate measures where they do not meet those expectations or obligations. This includes appropriately communicating our human rights policy and our expectations concerning the responsibility to respect human rights.

i Read more at bp.com/codeofconduct

3.6. Grievance mechanisms and remediation

3.6.1. We seek to make grievance mechanisms available to our workforce and local communities. We do not impede access to state-based judicial processes. We do not require individuals or communities to permanently waive their legal right to bring a claim through a judicial process as a precondition of raising a grievance through a bp grievance mechanism. Our confidential and anonymous global helpline, OpenTalk, is available to employees, workers employed by our contractors or suppliers and to other third parties, including communities.

3.6.2. In line with this policy and the requirements of our code of conduct, our grievance mechanisms include recording and reporting of grievances raised, including in relation to human rights, and actions taken to address them.

3.6.3. Where bp identifies that we have caused or contributed to adverse impacts on the human rights of others, we provide for or co-operate in the remediation of the adverse impacts through legitimate processes intended to deliver effective remedy while not preventing access to other forms of remedy if justified. This may include co-operating in good faith in the provision of remedy through state-led mechanisms, such as the OECD national contact points. Where adverse impacts are directly linked to our activities through our business relationships, we will support our business partners in the remediation of those impacts through their own grievance management processes, or support collaboration to provide for non-judicial remediation through third parties.

3.7. As a global business and a long-term investor, we value open societies, characterized by the rule of law, good governance and respect for civic freedoms. In respect of our activities, we will not tolerate or contribute to attacks, or physical or legal threats, against those safely and lawfully exercising their human right to freedom of expression, peaceful protest or assembly, including where they are acting as human rights defenders (HRDs)^a, or against workers seeking to exercise their right to freedom of association. We respect the human rights of HRDs and recognize the important role they can play in advancing the fulfilment of universally recognized human rights in the societies where we operate. Where we believe it could be beneficial to do so, we may choose to act in coordination with other stakeholders and, as appropriate to the nature of any leverage available to us, to support HRDs in the exercise of those human rights.

^a For the purposes of this policy, we consider a human rights defender (HRD), to be any person or group of persons working in good faith to promote or protect universally recognized human rights locally, regionally or internationally.

3.8. Co-operation and multi-stakeholder initiatives

3.8.1 We participate in international initiatives that are intended to support human rights, including: the UN Global Compact; the Extractive Industries Transparency Initiative and the Voluntary Principles on Security and Human Rights. We will continue to take a constructive and progressive role in human rights-related multi-stakeholder initiatives and believe that multi-stakeholder efforts are an effective means of promoting reasonable standards for human rights practices at an operational level.

3.8.2. We support and implement the Voluntary Principles as a framework for operational due diligence and management of security-related risks to the human rights of people in communities near our sites. The Voluntary Principles inform the way we work with public and private security forces who protect our facilities, to reinforce respect for human rights. We also provide guidance and training to our businesses on implementation of the Principles.

3.9. We will make sure that our communication with governments, regulatory bodies and public authorities is consistent with our human rights commitments, as stated in this policy.

3.10. Consistent with the UNGPs, in those instances where there is a conflict between a legal requirement and this policy, we seek to apply the higher standard while complying with all applicable laws. We do not follow customs of any kind that would constitute a breach of our code of conduct.

4. Governance

4.1. This policy applies to every employee and officer in every bp wholly owned entity, and in bp-operated JVs.

4.2. We know that, through the conduct of their activities, our business partners – including non-operated JVs, contractors and suppliers – can have direct adverse impacts on human rights. For this reason, we want to work with business partners that share our commitments to human rights, safety and ethics and compliance and we seek to use our leverage, consistent with the UNGPs, to encourage them to act in a manner consistent with the principles underlying the commitments set out in this policy.

4.3. The responsibility and accountability for the management of human rights issues extends across bp. This includes the board-level safety, environment and security assurance committee, which has oversight of

human rights, including review of our performance in managing modern slavery risks. At the executive management level, the group operations risk committee reviews progress on human rights implementation. The human rights working group, which is made up of senior representatives from across the business, considers current and emerging human rights risks of potential group significance. Finally, business functions and local operations are responsible for implementing actions to help meet the commitments in this policy and all relevant group requirements.

4.4. We report annually to stakeholders on the implementation of this policy in a number of relevant disclosures, including our sustainability report, slavery and human trafficking statement and annual report on implementation of the Voluntary Principles.

i Read more at bp.com/humanrights and bp.com/reportingcentre