



BP Fuels & Lubricants AS

Human Rights and Environmental Protection statement

June 2023

Air BP Norway AS respects fundamental human rights and decent working conditions in connection with the production of goods and the provision of services, product and ensure the general public access to information regarding how the entity address adverse impacts on fundamental human rights and decent working conditions. Being a subsidiary of an international corporation, the company does not have a separate human rights policy in Norway but is required to follow BP group policies available [here](#).

The company conducts business in a manner that respects the rights and dignity of all people, complying with all legal requirements. BP respects 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. In meeting the responsibility to respect human rights, BP considers relevant international human rights standards, including UN instruments establishing or elaborating on the rights of specific groups. BP respects the rights of individuals belonging to groups or populations which may be particularly vulnerable to adverse impacts, including (without limitation): indigenous people; women; national or ethnic, religious and linguistic minorities; children; LGBT+ people, people with disabilities; and migrant workers and their families.

BP will meet its 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 (without limitation): training; conducting human rights due diligence – as described by the UNGPs – through risk and impact management processes; and grievance management. By doing this, BP aims to enable businesses to identify potential impacts on the rights of individuals in local communities and workers affected by our activities. The code of conduct and expectations of suppliers reinforce and support the commitment to respect human rights. BP's expectation of suppliers are a tool for communicating the expectations in the code – and the expectation that 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 are also that suppliers communicate those expectations to their employees, suppliers and business partners who may provide goods or services to us.

The company works to embed human rights into environmental and social impact assessments, or undertakes independent assessments of potential adverse human rights impacts, as appropriate. In identifying, assessing and addressing the human rights impacts of our operations and relationships, Air BP Norway AS will consult with those who may be affected. The company will obtain independent third-party assessments of selected sites and business activities on a risk-prioritized basis to assess their conformance with this policy. BP conducts assessments of the risk of modern slavery and human trafficking, both for own business activities and certain activities of our contractors and suppliers, focusing our efforts where BP believes risks to the rights of our workforce are higher. On this basis, BP applies labour rights due diligence process to suppliers and, where the risk-based criteria warrant it, conduct on-site assessments. 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.

The company seeks to make grievance mechanisms available to the workforce and local communities. BP's confidential and anonymous global helpline, OpenTalk, is available to employees, workers employed by the contractors or suppliers and to other third parties, including communities. In line with Human rights policy and the requirements of the code of conduct, BP's grievance mechanisms include recording and reporting of grievances raised, including in relation to human rights, and actions taken to address them. Where bp identifies that it caused or contributed to adverse impacts on the human rights of others, BP provides for or co-operates 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 BP's activities through our business relationships, BP 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.

[Business and human rights policy](#)

[Modern slavery and human trafficking statement](#)

[Reimagining energy for people and our planet](#)

[Our code of conduct](#)

[Our beliefs and code of conduct](#)

[Annual report on the voluntary Principles on security and Human Rights](#)

[Policy and advocacy](#)