



Regional VP & ELT Meeting

4 June 2020

Agenda



No	Time	Topic	Speaker
1	13:00 – 13:30	Biodiversity and Human Rights update <ul style="list-style-type: none">• Introduction and background• Summary of key changes• Advocacy plan / expectations of C&A	David Bickerton Jessica Burton Phil Grainger Philippa Latimer
2	13:30 – 13:40	Policy advocacy priorities	Rachel Woods
3	13:40 – 13:50	8 June update <ul style="list-style-type: none">• BL 8 June note• BL #keepingconnected event	Geoff Morrell
4	13:50 – 14.00	AOB and Q&A	All



bp biodiversity position
and human rights policy

bp biodiversity position



We are taking action to restore, maintain and enhance nature, through a new position on biodiversity.

- We commit **not to operate any new oil and gas exploration or production activities inside the boundary of officially inscribed UNESCO World Heritage sites**, or inside the boundary of Strict Nature Reserves (IUCN Ia) or Wilderness Areas (IUCN Ib) as listed by IUCN on 1 January 2020.
 - We will **aim to achieve a net positive impact on biodiversity** in our new projects.
 - We will **aim to enhance biodiversity** around our existing major operating sites.
 - We will aim to **support biodiversity restoration** and the **sustainable use of natural resources** in countries where we have existing and growing investments.
 - The biodiversity position launch will happen externally on **5 June**, to coincide with World Environment Day.
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We are taking action to restore, maintain and enhance nature, through a new position on biodiversity

04 January 2022

bp biodiversity position



Our initial plans

- **Objective:** demonstrate commitment to 12 February ambition, purpose & aims; gain recognition as an industry leader in sustainability policies, with a drumbeat of updates, starting with biodiversity.
 - **Tone:** collaborative, humble, 'we've listened', 'we know we have more work to do'.
 - **In a nutshell:** use a CEO LinkedIn blog to share the new biodiversity commitments and goals on World Environment Day (5 June – this year's theme is Biodiversity); seek NGO support for this as a significant step forward for bp (and the industry as a whole).
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04 January 2022

bp biodiversity position



Useful resources

- You can find an embargoed copy of the new position [here](#), which provides some important additional detail.
 - Download an invite to an introductory briefing session:
 - 9 June, 8:30am UK time: [here](#)
 - 9 June 4:30pm UK time: [here](#)
 - Campaign assets will be available on [percolate](#) from tomorrow.
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bp human rights policy



“

bp’s purpose is to reimagine energy for people and our planet. That means more than just producing the energy the world needs. It means doing so in ways that improve people’s lives. For the communities where we live and work, and everyone who works for and with us.

We make choices all the time that affect people. Decisions on where we operate, what we do and how we do it. And we set exacting standards for ourselves. We know we can make mistakes, but our human rights policy, along with our code of conduct, demands we aim high. And by being transparent about what we expect and require of bp people, we hope to earn society’s trust. We believe – no matter where in the world we do business – we should do so responsibly, respecting the rights of our workforce and our neighbours. That is the right thing to do, and it is central to fulfilling our purpose. We shouldn’t stand for anything less.”

Bernard Looney
Chief executive officer

Policy is grounded in our purpose – to reimagine energy for people and our planet.

That means more than just producing the energy the world needs. It means doing so in ways that improve people’s lives. For the communities where we live and work, and everyone who works for and with us. We make choices all the time that affect people.

Our human rights policy, along with our code of conduct, demands we aim high.

And by being transparent about what we expect and require of bp people, we hope to earn society’s trust.

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bp human rights policy



What's changed?

- > More **clarity around previous commitments** to respecting the human rights of **vulnerable groups**; **grievance mechanisms**; and **suppliers**.
 - > A new statement on the value we attach to **open societies, respect for civic freedoms and the rule of law**, recognizing the important role that **human rights defenders** can play in the countries where we operate.
 - > More detail on our approach to respecting human rights in some important areas: **water and sanitation, indigenous peoples' rights, land rights, freedom of speech and worker rights**, through our [Labour Rights and Modern Slavery Principles](#).
 - > The new policy is at bp.com/humanrights.
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Why are we taking action?

Since we published our original human rights policy seven years ago the world has moved on significantly. To reflect the role we want to play in respecting and protecting people, we have updated our policy to include.

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bp human rights policy



Our initial plans:

- > **Objectives:** demonstrate commitment to purpose and ambition; gain recognition as an industry leader in sustainability policies; raise awareness with all staff and drive adoption where needed.
 - > **Tone:** collaborative, humble, 'we've listened', 'we know we have more work to do'.
 - > **In a nutshell:**
Externally, focus on key stakeholders via outreach, supported by SME interview/policy on bp.com/ social.
Internally, awareness communications to all staff; targeted communications to key audiences.
 - > **Timing:**
Policy was **published on 26 May**; Communications from **11 June**.
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The policy is grounded in our purpose -

Internal audiences

Objective 1: All staff to be aware of the policy and what they need to do.

Objective 2: For those staff who need to take action to conform with the Policy, to take the action.

External stakeholders

Objective 3: For key stakeholders to be aware of the key changes to our commitments and have a positive view of this.

Objective 4: For benchmarking organisations to be aware in a timely fashion to include in benchmark.□

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We need your help on both biodiversity and human rights:



- > The **conversation needs to continue**.
 - > We're looking to engage **key stakeholders**. Can you speak to/ identify local stakeholders? Internal and external – local teams, local NGOs, local communities? If so please contact **Jessica Burton**.
 - > The policy is for **all staff**, so **CSA has a vital role** in implementing and cascading the policy. Please familiarise yourself with the content and take the necessary action to share.
 - > Biodiversity intro sessions on 9 June, am and pm.
 - > Human rights intro session on 11 June.
 - > Sessions on **implementing the Human rights policy**, hosted by Fuzzy Bitar on 18 and 24 June.
Please forward invite OR tell us who to include.
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Practitioners calls (deep dives)

Fuzzy will host two practitioner calls with more details on practical implementation of the new Human Rights Policy with a focus on GDP 3.6 Social requirements. We have decided to combine the deployment of the recently updated Human Rights Policy and the deep dives so as to reduce stakeholder fatigue.

When: June 18th (western hemisphere) and 24th (eastern hemisphere)

Who: including project/ops managers, RCE/HSE Managers, Environmental and Social Practitioner Networks. Those C&A practitioners that are members of the Social Practitioner Forum will receive an invite. All VPs C&EA are members of the SPF.

Ask: will the VPs C&A forward the invite to those that they consider that the session is relevant or they would rather letting Jaume Corbella know who to include in Fuzzy's invite (i.e specific names or GAL distribution lists). The invite will be sent Monday morning the latest.

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C+A 2020 strategy on a page

Bernard's goal

To be valued by shareholders, trusted by society, motivating for employees

C&A Objective

Build credibility and belief in BP's net zero ambition

Target audiences

Staff, society and shareholders, including groups that are willing to constructively challenge us

Ambition campaign

Reimagining energy The 10 Aims

Redacted - First Amendment

Performance campaign

Performing while transforming

Safe and reliable operations, financial discipline and plan delivery

Internal change campaign

Reinventing bp

How we engage

Open
Listen and engage in genuine dialogue

Humble
Recognize we don't have all the answers

Empathetic
Demonstrate we share society's climate concerns

Honest
Be clear and unambiguous about our beliefs

Purposeful
Keep people and planet at the heart of all we do

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