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Phillippe, John [redacted]@bp.com]; Scher, Robert [redacted]@bp.com]
Sent: Wed 27/05/2020 4:42:10 PM (UTC)
Subject: FW: Preparation for Biodiversity Position Roll Out
[Biodiversity policy launch - stakeholder engagement plan_07052020 \(004\).docx](#)
[BP Biodiversity Position Statement - 15052020 Final.pdf](#)

Redacted - First Amendment

Bob Stout

Robert L. Stout, Jr.
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From: Mogstad, Isabel [redacted]@bp.com>
Sent: Wednesday, May 27, 2020 9:59 AM
To: Keller, Heidi [redacted]@bp.com>; Nolan, James [redacted]@bp.com>; Magallanes, Downey [redacted]@bp.com>
Cc: Stout, Robert <[redacted]@bp.com>
Subject: Preparation for Biodiversity Position Roll Out

Team,

As we started to discuss last week (and per Giulia's note below) we're gearing up for the launch of our new biodiversity position on June 5th. I've attached a final copy of the position statement here for convenience.

London is preparing a robust stakeholder engagement plan (also attached), which already includes outreach to some key US ENGOS. However, there is likely opportunity for further engagement, which we're hoping to get your feedback on and help with. As a proposed next step, I'd suggest the following:

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- Please flag any outstanding questions or clarifications that need to be addressed to aid outreach.

Thanks in advance for your input. Please let me know if you have any immediate questions.

Isabel

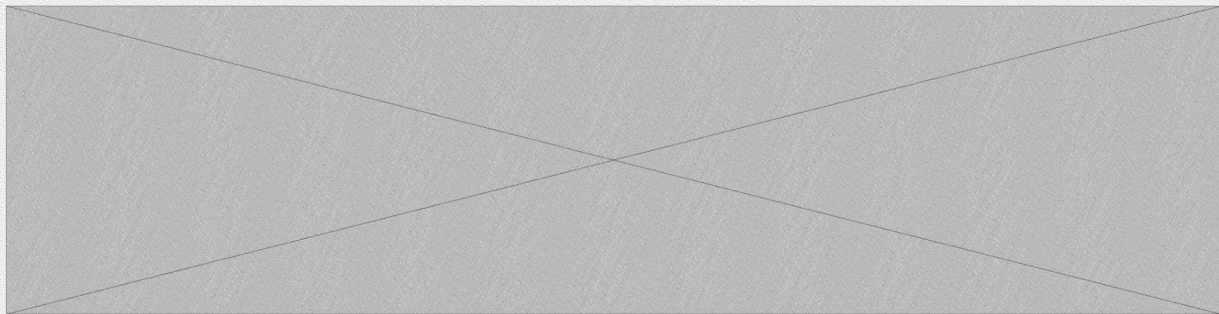
Isabel Mogstad

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Confidential

From: Giulia Chierchia <[REDACTED]@comms.bp.com>
Sent: Tuesday, May 26, 2020 11:29 AM
To: Mogstad, Isabel <[REDACTED]@bp.com>
Subject: Our biodiversity position and human rights policy



Tuesday 26 May

Dear colleagues,

I hope you are all staying well and healthy. I have not had the chance to meet most of you in person yet, but I look forward to doing that once it is safe. I know it's been an incredibly challenging last few months – and in many ways a strange time to join bp. But I am so proud to be a member of such a fantastic team, who are delivering such incredible work in trying circumstances.

In February this year bp adopted a new purpose – **reimagining energy for people and our planet**. Throughout the COVID-19 crisis bp people have been putting that purpose into

action, stepping up to help their communities. This has only underlined the importance of putting purpose at the core of everything we do as a company and to think about the actions we can take to help our planet and improve people's lives. To that end, I wanted to share with you some exciting new developments for our broader sustainability agenda.

1. We're launching a new biodiversity position

The rich biodiversity of our planet is under threat. There is increasing international concern about the global decline in biodiversity and the potential impacts on human welfare. Transformative change is needed and we recognise the intrinsic link between the need for global action on biodiversity and climate change. So we are taking action to restore, maintain and enhance nature, through a new position on biodiversity, in which:

- 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.

You can find an embargoed copy of the new position [here](#), which provides some important additional detail.

2. We've updated our human rights policy

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:

- More explicit commitments to respecting the human rights of vulnerable groups;
- 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 human rights policy is applicable to all employees and bp operated activities, and a new governance process for our human rights defenders statement will be communicated from 1 June. We are **all** accountable for delivering our commitments on human rights, from the board-level to the local level.

The human rights policy will be formally launched the week of **11 June** and available from today on [bp.com](https://www.bp.com).

What we need from you

You have an important role in implementing and cascading the position and policy. Please familiarise yourself with the content and take the necessary action to conform with them.

If you have any questions, please contact [Nili Safavi](#) for human rights and [Mark Johnston](#) for biodiversity.

We will be hosting briefing sessions on Teams - you can download the invites below.

We also want to make sure our stakeholders are aware of these important new steps from bp – so we encourage you to share this news following the **official external launch for**

each policy (so not before the 5 June or 11 June). If you have more questions about engaging externally on these new documents, please contact Jessica Burton.

I look forward to being able to share more with you on our sustainability agenda as the year progresses – this is something that will be front and centre of our new strategy going forward.

Thank you for your continued support to sustainability in bp.

Giulia

Download invites to introductory briefing sessions:

Biodiversity introductory session, 9 June, 8.30am UK time

Biodiversity introductory session, 9 June, 4.30pm UK time

Human rights introductory session, 11 June, 1pm UK time

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For expert and practitioner audiences a programme of more in depth sessions will be held on these topics over the coming weeks, including:

- Two sessions on Human Rights Defenders on 1 & 2 June
- Two Global Environment Forum sessions on biodiversity on 10 & 11 June
- Two sessions on implementing the Human Rights policy, hosted by Fuzzy Bitar on 18 June

So keep an eye out for invitations as applicable, and reach out to the relevant SMEs referenced above if you have any questions.

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