



UK Modern Slavery and Human Trafficking Statement 2025

June 2026

About this statement

This statement relates to the financial year ending 31 December 2025. It describes our approach to assessing and addressing the risk of modern slavery in connection with our business and supply chain. It is published by BP p.l.c. and its relevant subsidiaries in compliance with the UK Modern Slavery Act 2015.

bp subsidiaries included in the scope of this statement are:

Air BP Ltd, Arco British Ltd, LLC, BP (Abu Dhabi) Ltd, BP Eastern Mediterranean Ltd, BP Exploration (Alpha) Ltd, BP Exploration (Azerbaijan) Ltd, BP Exploration (Caspian Sea) Ltd, BP Exploration (Delta) Ltd, BP Exploration (Epsilon) Ltd, BP Exploration Operating Company Ltd, BP Gas Marketing Ltd, BP Hydrogen and CCS Development Company Ltd, BP International Ltd, BP Kuwait Ltd, BP Marine Ltd, BP Mauritania Investments Ltd, BP Middle East Ltd, BP Oil UK Ltd, BP Pension Trustees Ltd, BP Senegal Investments Ltd, BP Shipping Ltd, BP Wiriagar Ltd, Britoil Ltd, Castrol Ltd, Chargemaster Ltd, Lubricants UK Ltd, and Wiriagar Overseas Ltd (BVI).

References in this statement to 'bp', 'we', 'our' and similar terms are to BP p.l.c. and its subsidiaries generally (except Lightsource bp subsidiaries), to one or more of them, or to those who work for them. BP p.l.c. and its subsidiaries are separate legal entities.

Our solar business, Lightsource bp, publishes a separate statement describing the steps it has taken to mitigate the risk of modern slavery and human trafficking in its business and supply chains. This statement is available on its website – lightsourcebp.com – and includes information on its business and supply chains, as well as on its independent policies, processes and actions.

'Suppliers' is used as a collective term in this statement. Where we use the term contractors this refers to suppliers that are service providers to our businesses, usually when these services are provided at a bp site. Contractors and their workforce at our sites have been the focus of much of our supply chain labour rights risk management to date.

About bp and our supply chain

We operate at the heart of the energy system helping countries across the world with their energy needs and serving millions of customers every day. We provide energy products and services by producing and refining oil and gas, generating lower carbon energy, supplying fuels and lubricants, and providing EV charging and convenience retail.

In 2025 we operated in 61 countries and employed 93,700 people. We have around 30,000 suppliers, including contractors, vendors, service providers and contingent labour, many of whom have their own suppliers.

We recognize the potential for labour rights violations in our industry and supply chain. Our businesses and functions identify areas in the supply chain to focus their work on managing labour rights risks, including modern slavery risks, based on where we believe that risk is greatest.

This statement has been approved by the board of BP p.l.c. and of each of its relevant subsidiaries, in compliance with the UK Modern Slavery Act. It was approved by the board of BP p.l.c. on 28 May 2026.

Meg O'Neill
Chief executive officer

11 June 2026

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More information

→ [Read our case studies attached as an appendix to this statement on page 11.](#)

[Read our previous modern slavery and human trafficking statements at \[bp.com/reportingcentre\]\(https://bp.com/reportingcentre\)](https://bp.com/reportingcentre)

[Read our code of conduct, human rights policy and labour rights and modern slavery principles at \[bp.com/humanrights\]\(https://bp.com/humanrights\)](https://bp.com/humanrights)

Introduction

Modern slavery is a term used in policy and law to describe forms of exploitation that constitute serious violations of human rights, including human trafficking and forced labour. This type of exploitation is contrary to our commitment to respecting the rights of our workforce. We support the elimination of all forms of modern slavery.

At group level, we set expectations for how our businesses conduct their activities, through our code of conduct, human rights policy, labour rights and modern slavery (LRMS) principles and Operating Management System (OMS). For recently acquired bp businesses, there is typically a transition period while bp's policies, practices, standards and management systems (including OMS) are integrated or aligned.

Our businesses are required to conduct their activities in conformance with applicable expectations and manage the risks associated with their activities, including modern slavery risks. Our businesses often establish local requirements or other processes to help them do this.

Our work to identify, prevent and remedy LRMS risks in bp, and to carry out related activities, is conducted by several teams. These include our central LRMS specialists, who provide support and advice across bp (for example, in relation to local LRMS due diligence); our procurement teams; practitioners who work in the field at specific projects and operations – including site management; managers accountable for contracts; and members of our health, safety, environment & carbon (HSE&C) and people, culture & communications (PC&C) teams.

In 2025 we:

- Evaluated 100% of existing high-risk tier 1 suppliers by the end of 2025. See [page 5](#).
- Delivered LRMS learning sessions to our businesses and procurement practitioners. See [page 7](#).
- Hosted our virtual bp supplier sustainability summit, which was attended by more than 360 participants from our procurement teams and suppliers. See [page 7](#).
- Contributed to Ipieca and Building Responsibly, as a member of both organizations, by sharing knowledge and engaging in discussions about the management of LRMS risks. See [page 9](#).

Governance of modern slavery

The risk of modern slavery is a serious concern. The BP p.l.c. board and our executive leadership team regularly review our progress in identifying and addressing potential modern slavery issues in higher-risk parts of our businesses and supply chain.

At board level, our safety and sustainability committee has oversight of matters relating to human rights, including LRMS risk management, and it annually reviews our approach to assessing and managing risks associated with modern slavery as part of our governance processes. At executive management level, our group operational risk committee (sustainability) regularly reviews our performance and progress in managing operational and supply chain risks associated with LRMS.

The LRMS governance group meets on a quarterly basis to oversee and track LRMS performance. It is comprised of senior leaders from our HSE&C, sustainability, PC&C, and procurement teams.

[Read more about sustainability governance in the bp Sustainability Report 2025, page 8.](#)

Our policies related to modern slavery and human trafficking

We are committed to respecting workers' rights and we expect our suppliers to do the same, as set out in our human rights policy. The policy aligns with the UN Guiding Principles on Business and Human Rights and is underpinned by the International Bill of Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work, including its Core Conventions.

We expect workers in our operations and supply chain to be treated with respect and care and not subject to abusive or inhumane practices, such as child labour, forced labour, trafficking, slavery or servitude, discrimination, or harassment. Our code of conduct and supplier expectations reinforce this. Our sustainable purchasing position outlines our procurement function's intent for sustainable purchasing, including promoting respect for human rights in the supply chain. Our LRMS principles are intended to assist our businesses and suppliers as they work to assess their performance against our expectations.

[Read our code of conduct, human rights policy and LRMS principles: \[bp.com/humanrights\]\(https://bp.com/humanrights\)](#)

[Read our supplier expectations: \[bp.com/supplierexpectations\]\(https://bp.com/supplierexpectations\)](#)

[Read our sustainable purchasing position at \[bp.com/reportingcentre\]\(https://bp.com/reportingcentre\)](#)

Grievance mechanisms

Our code reinforces the importance of speaking up and makes it clear that everyone who works for bp has a responsibility to do so about anything that is unsafe, unlawful or inconsistent with our code, including human rights abuses. We encourage suppliers, communities and other third parties to do the same. At our sites we help ensure that contractors and their workers are aware of OpenTalk – our confidential global helpline – and, where relevant, our community complaints systems and workforce grievance mechanisms. Building and maintaining a speak up culture is a continuous process and we engage with suppliers about how best to achieve this. We promote the use of these channels with zero tolerance for retaliation, which we consider to be misconduct. See [page 6](#).

Risk, remedy and capability

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Risk assessment and due diligence

Our supplier contracts reference our expectation that suppliers should work in ways that are consistent with the bp human rights policy. Before any contract is awarded, we consider a supplier's scope of work and where the work will be carried out. This helps us conduct LRMS risk assessments and prioritize our due diligence activities.

Our risk assessment process

The first stage of our approach is the development of risk heatmaps, with each country categorized as low, medium or high risk. We create these heatmaps using external LRMS data sources, such as Maplecroft risk indices (see map, right). When we conduct supplier risk assessments, country-level risk is considered along with the scope of work and composition of the supplier workforce.

Supplier risk assessment is also included as a requirement in our Operating Management System (OMS). This is designed to enable our businesses to determine if any further due diligence and actions are required to mitigate supply chain LRMS risks. All in-scope businesses carrying out operating activities (except those recently acquired) now conform with this requirement and, in 2025, 65% assessed LRMS risk for at least a sample of their supplier base.

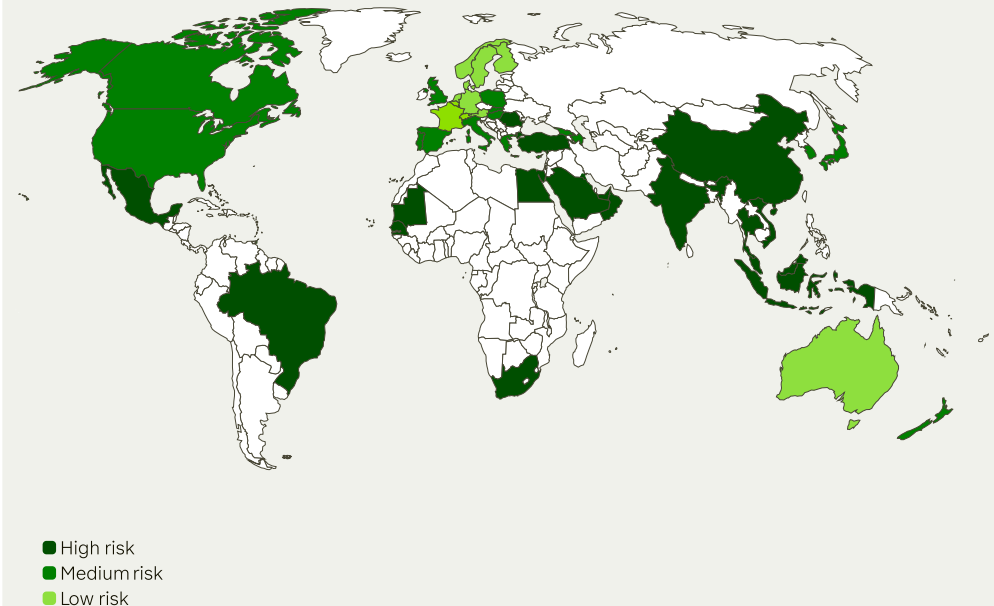
In 2025 some projects used a risk assessment tool and LRMS implementation guidance, issued by our projects team, to support their management of LRMS risks.

We draw on information from a wide range of sources to help determine where our resources are best directed for on-site supplier assessments and other monitoring activities related to existing suppliers. The risk criteria we apply include workforce composition (for example, the presence of migrant workers, and the nature of the roles and/or skill levels required), the use of recruitment agents, and the number of supply chain tiers. We supplement these risk criteria with information from our speak up channels and from routine worker interviews conducted as part of our monitoring activities.

Trading risk assessment

Our trading business trades in energy and related products and supplies to customers in over 140 countries. It assesses and seeks to address potential LRMS risks through a combination of counterparty due diligence, risk management processes, and relevant staff training. Counterparty due diligence of third parties includes corporate structure vetting, assessment of sanctions and any criminal activity, along with the monitoring of negative press and social media coverage. LRMS risks may also be identified, assessed and appropriate actions taken as part of trading's risk management processes. This includes in new business investment cases where these are required based on the scale and value of the opportunity.

Illustrative risk assessment heatmap of the main countries in which bp operates



Supplier due diligence

Pre-contract evaluation

Before contracts are awarded, we consider a supplier’s scope of work and where work is carried out to assess potential LRMS risks. In 2025 our procurement team continued to refine our sourcing tool, making it easier to use and reducing the administrative steps for our procurement practitioners. The outcome of LRMS risk assessments is used to prioritize our due diligence activities.

Our pre-contract LRMS evaluation process includes a self-assessment questionnaire (SAQ). All prospective tier 1 suppliers assessed to be potentially high risk for LRMS are required to complete this SAQ. We review preferred bidders’ responses to determine alignment with bp’s LRMS principles on areas such as recruitment practices, pay and rest periods. As part of the contracting process, we may agree corrective action plans with suppliers, as necessary, to address any gaps that are identified.

In 2025 we increased the number of pre-contract supplier evaluations for goods and services suppliers by 40% to 689 (2024 493), with 70 corrective action plans consequently issued.

Self-assessment for existing suppliers

To complement our pre-contract and on-site due diligence activities, in 2025 we continued to implement a process that requires tier 1 high-risk suppliers that have not previously been evaluated (either pre- or post-contract award), to complete an LRMS-related SAQ.

Suppliers are required to answer questions and submit evidence of relevant corporate policies – for example their human rights policy, Employer Pays Principle, pay, hours, and discrimination policies – and how these policies are put into practice. They are also required to provide information about the workforce they deploy in the locations where they provide goods or services to bp.

The evidence provided is reviewed and, where gaps are identified, we work with our suppliers to agree a corrective action plan that they can address over time. Their progress against corrective action plans is monitored with third-party support.

This process helps suppliers to understand our requirements better and provides important information for us to evaluate LRMS risks and encourage action to avoid or reduce these risks where needed.

By the end of 2025 100% of high-risk tier 1 suppliers were evaluated^a – either pre-award for new suppliers or post-award for existing suppliers.

Due diligence of existing suppliers

We conduct monitoring activities such as worker interviews and on-site assessments of existing suppliers. These are carried out by bp employees who have completed relevant training.

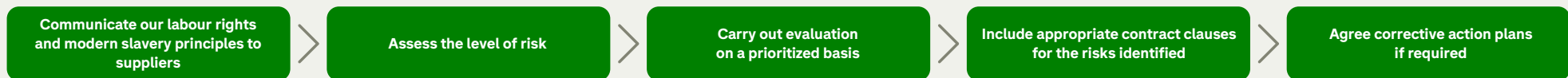
On-site assessments involve discussions with suppliers’ management teams, reviews of relevant documents and interviews with a representative sample of workers, especially vulnerable workers, to triangulate data and assess suppliers’ performance against our LRMS requirements.

On-site supplier assessments continued in 2025. In addition to these on-site assessments, in 2025 76% of our operated businesses undertook worker interviews at our sites (2024 87%) with around 2,300 workers being interviewed as part of routine monitoring activities.

Where our on-site assessments and monitoring activities identified concerns, we worked with suppliers to devise prioritized corrective action plans and reviewed their performance on a regular basis, including during contract performance review meetings. Where necessary these corrective action plans are currently being implemented.

Elements of supplier due diligence

Pre-contract due diligence



Post-contract due diligence



^a This percentage relates to suppliers to our operated businesses that go through our integrated procurement platform. High-risk suppliers were identified using a combination of work activity and location. Spend and contract lifespan thresholds were also applied, so that it was more likely we would have leverage to address any concerns identified. Suppliers are considered evaluated when all their self-assessment questionnaires are submitted and reviewed, and corrective action plans, where issued, are communicated to the supplier.

Providing our workers with access to remedy

Our human rights policy states that we do not impede access to state-based judicial processes. If we cause or contribute to adverse impacts on human rights, we provide for, or co-operate in, their remediation through legitimate processes intended to deliver effective remedy, while not preventing access to other forms of remedy if justified.

In discussing remedy in this statement, we have included how we address LRMS concerns whether or not an adverse impact on an individual's rights occurred. Actions discussed may therefore include risk prevention or mitigation actions as well as remedy itself.

Concerns, including those related to human rights, can be raised through our confidential global helpline, OpenTalk. It is available in more than 75 languages and can be accessed at all times by telephone or online, and by employees, the wider workforce, communities, business partners and other stakeholders. Anyone has the right to contact OpenTalk anonymously, except where anonymity is prohibited by law. All concerns are taken seriously and we do not tolerate retaliation of any kind. bp employees or contractors and their workforce can submit a report to OpenTalk at opentalkweb.com.

In 2025 88% (2024 100%) of our businesses carrying out operating activities had explained labour rights to our contractor workforces, including information on how employees and contractors can raise a grievance with their employer or bp. This engagement happens during inductions, in 'toolbox talks', and via on-site promotional posters, as appropriate. These actions promote worker rights topics and are intended to further reinforce awareness of OpenTalk.

We continue to develop our ability to monitor LRMS concerns raised through OpenTalk; improve the availability of expert support for investigating concerns; and facilitate remedy for workers. Concerns raised through all speak up channels are

reviewed during the concerns management process. By the end of 2025 we had closed 86% of LRMS-related concerns that were raised during the year.

The main issues raised in 2025 related to discrimination, harassment, working hours and pay. Once substantiated concerns are addressed, we work to identify root causes and set out actions to prevent issues arising in future.

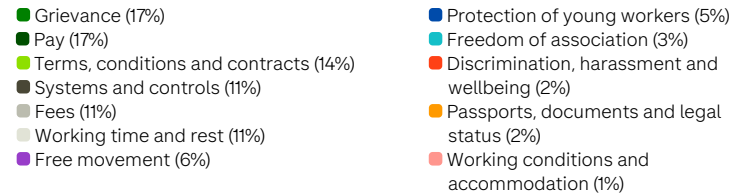
Access to remedy: issues and responses

The chart, right, highlights issues identified in 2025 during on-site supplier assessments completed by our central LRMS teams. These on-site supplier assessments reflect our risk-based approach and our focus on locations where forced labour indicators are most likely to be found.

Prevalent issues raised in 2025 related to pay, terms and conditions, and grievance mechanisms. These topics broadly align with the issues raised through other channels such as routine monitoring worker interviews and OpenTalk or other speak up channels.

Different speak up channels help us uncover different issues in our supplier workforces. For example, issues related to discrimination, harassment and wellbeing accounted for 2% of issues identified through on-site supplier assessments. Of the LRMS-related concerns raised through OpenTalk or other speak up channels, issues related to discrimination, harassment and wellbeing accounted for 11%.

Issues identified in on-site supplier assessments in 2025



Common issues identified in supplier workforces Example of actions taken by suppliers

Workers unable to raise grievances anonymously, unaware of grievance mechanisms and/or unclear on follow up processes.	<ul style="list-style-type: none"> Developed/promoted anonymous grievance mechanisms. Implemented grievance monitoring and investigation process. Promoted speaking up without fear of retaliation.
Non-payment, late payment and/or partial payment of wages, overtime pay and holiday pay.	<ul style="list-style-type: none"> Workers paid and payslips provided. Systems improved to facilitate more accurate and timely payments.
Workers not provided with or able to understand written terms and conditions.	<ul style="list-style-type: none"> Improved systems to provide terms and conditions to workers in a language they understand.
Lack of robust processes to screen new suppliers and monitor LRMS performance of existing suppliers.	<ul style="list-style-type: none"> Developed and adopted a risk-based system to screen new suppliers. Set out expectations in supplier contracts. Developed processes to monitor supplier LRMS performance.
Workers paying fees during the recruitment process.	<ul style="list-style-type: none"> Identified fees paid, to whom and how much. Facilitated reimbursement of fees paid. Improved systems to prevent fees being charged in the future.

We have completed 47 on-site supplier assessments since January 2022 when we first introduced regular on-site supplier assessments. Of these, 32 suppliers currently provide goods or services to bp, and on-site assessments of these suppliers identified around 630 issues requiring action. More than 40% of these issues have been resolved. We verify resolution of issues through a combination of desktop review of information provided by suppliers and/or worker interviews, as appropriate to the nature of the action. We continue to work with suppliers to close out remaining actions.

On-site assessments cover topics set out in our LRMS principles, with some assessments focusing on specific topics, for example recruitment processes, pay and hours systems. This approach can help us target the most prevalent issues and the topics that matter most to workers and potentially have the greatest impact on them.

Suppliers' recruitment and deployment of foreign migrant workers

Although the recruitment and use of foreign migrant workers is associated with higher LRMS risk, if done correctly it can provide workers with beneficial opportunities. To help realize these opportunities, we are working with suppliers in various locations to encourage them to adopt and implement the Employer Pays Principle – which includes having clear terms and conditions with recruitment agents that state that workers should not be charged recruitment costs or expenses – and clearly communicate and apply this principle along their supply chain.

This work includes: encouraging suppliers to carry out checks on the recruitment agents they use for implementation of the Employer Pays Principle; confirming that the recruitment agents and sub-contractor employers have clear terms and conditions with recruitment agents; and making clear that any costs should be borne by the employer plus a service fee for any agents used to cover their recruitment services.

In our on-site supplier assessments, suppliers using recruitment agents are asked to demonstrate they have paid recruitment costs and agency service fees in both home and host countries. This is relevant because previous supplier on-site assessments and self-assessment questionnaires have shown that although many suppliers have a human rights policy (or equivalent) stating that workers should not pay any recruitment fees, these policies do not always specify that the employer should pay the fees instead. Consequently, responsibilities remain unclear, and workers employed by first and second tier suppliers can still end up paying recruitment fees.

We also encourage suppliers with whom we engage on LRMS issues to interview their direct and indirect workforces on a regular basis to find out if they believe they were recruited responsibly or otherwise. If suppliers discover practices such as worker payment of recruitment fees or costs, then they work to address these practices, with our support as needed.

Training and capability building

Our approach focuses on meeting two specific needs:

- 1. Raising awareness** of LRMS issues among employees across bp. We aim to improve understanding of the risks present and help employees identify other potential issues during their daily work, so they can serve as our first line of defence. To enable this, in 2025 we:
 - Continued to offer online training for procurement practitioners.
 - Delivered learning sessions to our businesses and procurement practitioners including on updates to our LRMS due diligence process, risk assessments and monitoring.
 - Ran online and face-to-face LRMS training, for employees including those working in our operations, and people, culture & communications teams.

2. Building capability to support our due diligence requirements. We provide targeted training designed to help employees identify and manage LRMS risks and provide workers with ways to share their concerns with bp.

We also provide training to support employees who conduct field conversations with workers on the ground. These conversations facilitate direct engagement with workers and can provide insights into the issues that workers face that may not be picked up by formal grievance mechanisms.

Building capability with suppliers

We are working to encourage suppliers to take ownership of LRMS due diligence in their businesses and their own supply chains. Doing so involves explaining our expectations, engaging with them on LRMS and giving them the chance to learn through ongoing dialogue with us.

In 2025 we hosted a virtual bp supplier sustainability summit, which was attended by more than 360 participants from our procurement teams and suppliers. The summit included a session highlighting changes to our post-award due diligence process and a discussion about how effectively managing LRMS risk throughout the contract cycle can drive positive outcomes for workers and suppliers.

Progress and next steps

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Assessing the effectiveness of our approach

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Assessing the effectiveness of our approach

We are working to improve our ability to identify, prevent and remedy labour rights and modern slavery (LRMS) issues.

LRMS performance metrics and data

We use a group-wide system to collate performance data related to LRMS and help us measure, support and manage performance. In 2025 this was completed by 32 out of 34 in-scope reporting entities. This table shows some of the measures we used to manage our LRMS performance in 2025 and may reflect ongoing activities. Where we raise actions with our suppliers, it can take time for them to resolve them and for us to verify close-out.

Measure	Supporting metrics	Purpose	Example data points 2025
Systematic approach to identification, prevention and management of LRMS risks.	<ul style="list-style-type: none"> Ongoing monitoring activities. Type and number of identified issues. Presence and status of action plans to address identified issues. 	To understand trends in data relating to issues identified and number of action plans in progress.	<ul style="list-style-type: none"> Entities using worker interviews – 26. Entities performing checks on working hours and overtime – 14. Entities performing payroll checks – 9. Entities performing supplier reviews – 22.
Number of suppliers that closed out corrective action plans within the agreed timeframes ^a .	<ul style="list-style-type: none"> Number of assessed suppliers, with corrective action plans in place. Number of suppliers that closed out corrective action plans within the agreed timeframes. 	To track if suppliers are currently addressing issues raised, within agreed timeframes.	<ul style="list-style-type: none"> Suppliers with corrective action plans in place – 510. Corrective action plans closed out – 155.
Number of workers impacted by issues that were identified through worker interviews and/or assessments, for which remedy was facilitated.	<ul style="list-style-type: none"> Number of workers impacted by issues related to recruitment fees, passport retention, wages or working time. Number of workers for whom remedy was provided by suppliers to address issues related to recruitment fees, passport retention, wages or working time. 	To track how many workers are impacted by key issues and if remedy is provided by suppliers.	<ul style="list-style-type: none"> Workers impacted by issues raised related to fees, passports, wages and/or working time – 1,610. Workers provided with remedy – 410^b.

a Corrective action plans included can arise from due diligence activities such as pre-contract assessments, assessment of existing suppliers, worker interviews and on-site assessments. We verify close-out of issues through a combination of desktop review of information provided by suppliers and/or worker interviews, as appropriate to the nature of the action.

b This figure includes remedy for issues raised in prior years if remedy was provided in 2025.

Consultation and collaboration

Collaborating with our stakeholders and peers is central to our approach. We expect our approach to managing LRMS risks to evolve and welcome constructive challenge. We know that we can achieve more when we address shared challenges through collaboration.

For example, as members of the UN Global Compact Network UK we contributed to the Modern Slavery Working Group, sharing knowledge and experiences with peers. We are also members of Building Responsibly, a group of engineering and construction companies focused on worker rights and welfare. We take part in discussions on responsible recruitment, screening of new suppliers, and alignment on risk assessment processes.

We are also members of the Global Business Initiative on Human Rights, where we focus on best practice human rights due diligence in supply chains.

With Ipieca, the oil and gas association advancing environmental and social performance, we play an active role in the social responsibility, human rights and supply chain working groups. Read more in the attached case study on [page 11](#).

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Case studies

Our businesses around the world are taking action to manage labour rights and modern slavery risks in our operations and our supply chains. These are some examples of our activities in 2025.

Gulf of America – Migrant worker holiday pay

A high proportion of workers at a supplier in our offshore Gulf of America region are migrant workers from the Philippines. During on-site assessments in 2022 we identified that these workers were not receiving the correct holiday allowances. This was identified as a systemic payroll issue that affected the migrant workforce, and we raised it with supplier management.

In 2025 we verified that the supplier has addressed this issue and is paying the correct holiday pay owed to workers. Workers report that this has made a significant difference to their earning potential and the amount of money they can save.

North Sea – Addressing training cost pay deductions

During on-site assessments in 2024 we identified that a supplier in our North Sea region was deducting training costs from workers' pay on a pro-rata basis, if they left the company within a defined period. This resulted in some workers facing disproportionate deductions when they left the supplier, counter to our labour rights and modern slavery principles.

In 2025 our local teams worked with the supplier to introduce a new process for managing final payments to workers, so that training cost deductions no longer disproportionately impact workers based on how long they have been employed.

Collaborating with Ipieca on worker welfare resources

We co-led Ipieca's worker welfare team, a joint project with Ipieca's supply chain and human rights working groups aiming to promote convergence on good practices to advance worker welfare in the industry's supply chains.

In 2025 the worker welfare team focused on identifying and consolidating existing tools and resources on embedding proactive worker engagement and responsible recruitment practices, including those providing guidance on the reimbursement of recruitment fees. These were shared with members to support their operations and procurement functions, and for sharing with suppliers to help them align around common definitions and good practices. They are now provided as a publicly available resource.

Ipieca also collaborated with Building Responsibly as part of this work, aiming to consolidate tools and resources that provide guidance in line with Building Responsibly's Worker Welfare Principles.



Give your feedback

Email the corporate reporting team
at corporatereporting@bp.com

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