



UK Modern Slavery and Human Trafficking Statement 2024

June 2025

About this statement

This statement relates to the financial year ending 31 December 2024. It describes our approach to assessing and addressing the risk of modern slavery in connection with our business and supply chains. It is published by BP p.l.c. and its relevant subsidiaries^a in compliance with the UK Modern Slavery Act 2015.

About bp and our supply chain

We are an integrated energy company with operations in Europe, North and South America, Australasia, Asia and Africa.

In 2024 we operated in 61 countries and employed 100,500 people. We have around 31,000 suppliers, these include contractors, vendors, service providers and contingent labour, many of whom also have their own suppliers^b.

We recognize the potential for labour rights violations in our industry and supply chain, and we focus our efforts where we believe that risk is greatest.

Our businesses and functions identify areas of focus in our supply chain for their work to manage labour rights risks, including modern slavery risks.

^a References in this statement to 'bp', 'we', 'our' and similar terms are to BP p.l.c. and its subsidiaries generally, to one or more of them, or to those who work for them. BP p.l.c. and its subsidiaries are separate legal entities. 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 International Ltd, BP Kuwait Ltd, BP Marine Ltd, BP Middle East Ltd, BP Oil UK Ltd, BP Pension Trustees Ltd, BP Shipping Ltd, BP Wiriagar Ltd, Britoil Ltd, Castrol Ltd, Chargemaster Ltd, Lubricants UK Ltd, and Wiriagar Overseas Ltd (BVI).

^b Suppliers is used as a collective term in this statement. Where we use the term contractors this refers to suppliers who 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.



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More information

-  Read our previous modern slavery and human trafficking statements at bp.com/reportingcentre
-  Read our human rights policy and labour rights and modern slavery principles at bp.com/humanrights
-  Read our code of conduct at bp.com/codeofconduct

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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. bp supports the elimination of all forms of modern slavery.

At a 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)^a. Our businesses are required to conduct their activities in conformance with applicable expectations and manage the risks associated with them, 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; and practitioners who work in the field at specific projects and operations – including site management, contract accountable managers and members of our health, safety, environment & carbon (HSE&C) and people, culture & communications (PC&C) teams.

In 2024 we:

- Introduced new LRMS self-assessment questionnaires as part of our supplier due diligence processes – one for potential tier 1 high-risk suppliers during their pre-contract evaluation and one for existing tier 1 high-risk suppliers that have not previously been evaluated either pre- or post-award. Read more on [page 6](#).

- Brought all our businesses carrying out operating activities, with the exception of those businesses we recently acquired, into conformance with the LRMS-related risk requirements in our OMS. All of these businesses had assessed LRMS risk, across a sample of their suppliers as a minimum, by the end of 2024 (an increase from 88% at the end of 2023). Read more on [page 5](#).
- Carried out 14 on-site supplier assessments. Read more on [pages 6 and 7](#).
- Hosted our first bp supplier sustainability summit which was attended by more than 800 participants from our procurement teams and supplier community. Read more on [page 9](#).
- Ran online and face-to-face LRMS training, which was completed by around 500 employees, including those working in our operations, and PC&C and procurement teams. Read more on [page 9](#).
- Actively contributed to the industry association Ipieca, and Building Responsibly, as a member of both organizations. Read more on [page 11](#).
- Continued working with our businesses to encourage remedy of LRMS issues by suppliers where we have identified concerns and began developing guidance to support this, with this work set to continue in 2025.



^a For recently acquired businesses, there is typically a transition period while bp's policies, practices, standards and management systems (including OMS) are integrated or aligned.

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 chains.

The safety and sustainability committee of the BP p.l.c. board has oversight of matters relating to human rights and annually reviews our approach to assessing and managing risks associated with modern slavery, as part of our governance processes. At an executive level, the group operational risk committee reviews our progress in managing the risks of modern slavery.


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

 Read more about sustainability governance in the [bp Sustainability Report 2024, page 14](#)

Our policies related to modern slavery and human trafficking

We are committed to respecting workers' rights, in line with the International Labour Organization's Core Conventions on Rights at Work and we expect our suppliers to do the same. We set out this commitment in our human rights policy.


Our expectation is that workers in our operations and supply chains are treated with respect and care and are 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 message. Our LRMS principles are intended to assist our businesses and suppliers as they work to check performance against these expectations.

 Read more about our policies in our [Modern Slavery and Human Trafficking Statement 2020](#)

 Read our human rights policy and LRMS principles: bp.com/humanrights

Grievance mechanisms

We encourage a speak up culture among our employees and supplier workforce. In addition to requiring our employees to report human rights abuses, we expect them to speak up if they see something that they think could be unsafe, unlawful or unethical. 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 our confidential global helpline, OpenTalk and, where relevant, our community complaints systems and workforce grievance mechanisms. Building and maintaining a speak up culture is a continuous process and we continue to engage, where needed, with our contractors on how best to do this. We promote the use of these channels with zero tolerance for retaliation, which we consider to be misconduct.

 Read more about providing our workers with access to remedy on [page 8](#)



Risk, remedy and capability

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Risk assessment and due diligence

Supplier due diligence

Pre-contract evaluation

Before contracts are awarded, we consider a supplier's scope of work and where this is carried out to assess the supplier's potential LRMS risk. In 2024 our procurement team updated our sourcing tool by automating the identification of supplier risk ratings, removing some of the potential for error and reducing the administrative steps for our practitioners. The outcome of this LRMS risk assessment is used to prioritize our due diligence activities. In the contracting process, we work with our suppliers to agree corrective actions plans to address any gaps that are identified.

In 2024 we amended our existing pre-contract LRMS evaluation process to include a new self-assessment questionnaire (SAQ). All potential tier 1 suppliers who are assessed to be potentially high risk for LRMS are required to complete this SAQ in the bidding process. For the preferred bidder, we review their responses to determine alignment with bp's LRMS principles on areas such as recruitment practices, pay and rest

periods and issue a corrective action plan to address any gaps identified.

We increased the number of pre-contract evaluations completed for service suppliers by 70%, from 245 in 2023 to 418 in 2024. As part of this, we also extended the process to cover potential suppliers of high-risk goods, for which we completed 75 pre-contract evaluations, amounting to 76% of high-risk goods sourcing events.

Self-assessment for existing suppliers

To complement our pre-contract and on-site due diligence activities, in 2024 we implemented a new process that requires tier 1 high-risk suppliers that have not previously been evaluated (either pre- or post-award), to complete a LRMS-related SAQ. Suppliers are required to answer questions and submit evidence of selected relevant corporate policies – for example their human rights policy, Employer Pays Principle (EPP), pay, hours, and discrimination policies – and how these policies are put into practice. Suppliers also provide information about the workforce they deploy in the locations where they provide goods or services to bp.

Evidence provided is reviewed and where gaps are identified, we work with our suppliers to agree a corrective action plan for the supplier to address over time.

In 2024 we evaluated^a 38 existing suppliers and the self-assessment process for existing suppliers will continue in 2025. This process helps suppliers to understand our requirements better and provides important information for us to evaluate LRMS risks and encourage action to prevent and mitigate these risks where needed.

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 supplier's management team, 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.

In 2024 we completed 14 on-site assessments (2023 15) covering 13 local suppliers and one global supplier. The methodology is detailed in our 2023 Statement on page 12. We also started on-site assessments of three global suppliers in 2024 that have continued into 2025.

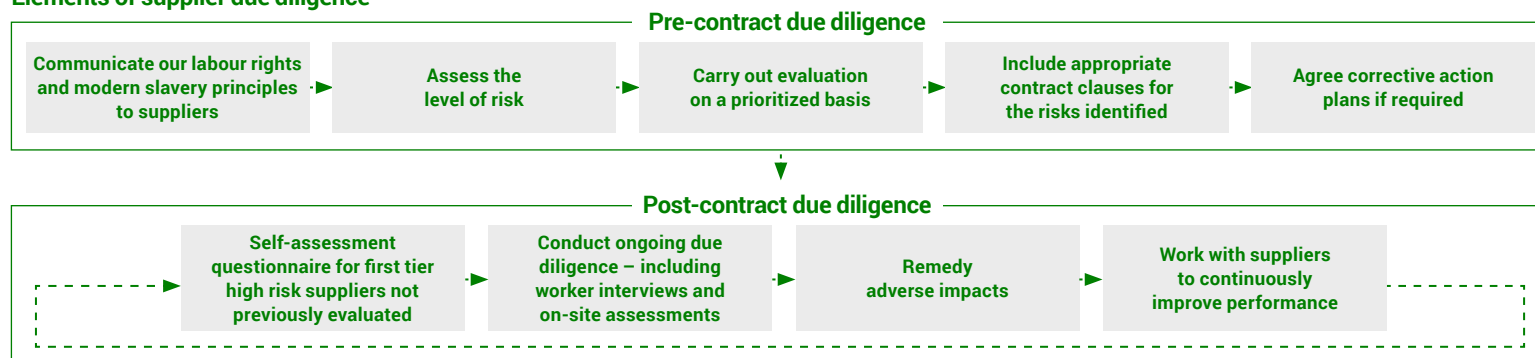
bp Modern Slavery and Human Trafficking Statement 2023

Our expenditure with all suppliers that were subject to on-site assessment in 2023 and 2024 accounted for 13% of our total supplier spend in 2024, of which 5% was with the 28 local suppliers and 8% with the four global suppliers referred to above.

In addition to these supplier specific on-site assessments, in 2024, 87% of our operated businesses undertook worker interviews at our sites as part of routine monitoring activities (2023 84%). This resulted in interviews with more than 1,250 workers.

Where our 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



^a 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^a

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.

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 all day, every day on the telephone or internet, 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.

At the end of 2024 100% (2023 84%) of our businesses carrying out operating activities, with the exception of those recently acquired^b, had communicated what labour rights were and how they could raise a grievance with their employer or bp to our contractor workforces – 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, to improve the availability of expert support for investigating concerns and to facilitate remedy for workers. Concerns raised through OpenTalk or other speak up channels are reviewed during the concerns management process and at the end of 2024 we had closed 80% of LRMS-related

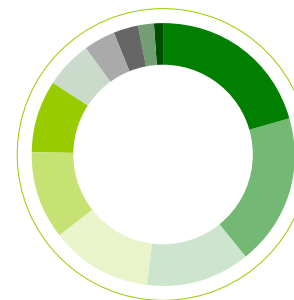
concerns raised through OpenTalk and other speak up channels. The main issues raised related to discrimination, harassment, working hours and pay. Once substantiated concerns had been addressed, we worked to identify root causes and set out actions to prevent issues arising in future.

Access to remedy: issues and responses

The chart right highlights issues identified in 2024 during 14 on-site supplier assessments completed by our central LRMS teams. This reflects our risk-based approach and the focusing of our effort on locations where forced labour indicators are most likely to be found. 13% of all issues raised were related to recruitment fees and processes. Other prevalent issues raised in 2024 related to pay, working time, terms and conditions, discrimination and harassment and grievance mechanisms. These topics raised through the on-site assessments broadly align with the issues raised through other channels such as routine monitoring worker interviews and through OpenTalk or other speak up channels.

Issues related to discrimination and harassment accounted for 2% of issues identified through on-site assessments. Of the LRMS-related concerns raised through OpenTalk or other speak up channels, 29% also included issues related to bullying and harassment. These different channels help us uncover issues in our supplier workforces.

Issues identified in on-site assessments in 2024^c



Working time and rest	21%
Pay	19%
Terms, conditions and contracts	13%
Fees	13%
Grievance	12%
Systems and controls	8%
Passports, documents and legal status	6%

Protection of young workers	4%
Free movement	3%
Discrimination, harassment and wellbeing	2%
Working conditions and accommodation	1%
Freedom of association	0%

Issues identified in supplier workforces

Example of actions taken by suppliers

Non-payment, late payment and partial payment of wages, overtime pay and holiday pay.

- Workers repaid.
- Improvements made in record-keeping systems and processes, including payslips.

Extended working hours and rotations.

- Improved record keeping.
- Implemented oversight process to check that limits were maintained.

Inaccuracy of worker terms and conditions.

- Terms and conditions updated and issued to workers and explanations given.

Workers paying monies during the recruitment process.

- Investigations to establish who has paid fees to who, when, and how much.
- Facilitating reimbursement of monies paid.
- Improving process (internally and/or of recruitment agents) to prevent fees being charged in the future.

^a In discussing remedy in this statement, we have included how we address LRMS concerns raised through OpenTalk and issues identified through LRMS due diligence, 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.

^b For recently acquired businesses, there is typically a transition period while bp's operating standards, as set out in our OMS, are integrated or aligned.

^c Due to rounding, the sum total of these percentages exceeds 100%. This does not affect the underlying values on which the associated chart is based.

Providing our workers with access to remedy

We work with suppliers to tackle discrimination and harassment and with our operated businesses to promote an inclusive culture in which bp employees, suppliers and their workforce, feel comfortable to speak up about any concerns.

Since we began regularly conducting on-site assessments in January 2022, we have completed assessments of 40 suppliers, 35 of which continue to supply to bp. The assessments of these 35 suppliers, which covered all topics set out in our LRMS principles, identified around 550 issues requiring actions, of which more than 40% have been resolved^a. It can take time for suppliers to resolve issues and for us to verify close-out, so we are developing systems and guidance to help facilitate remedy and implement preventative measures with our suppliers. We continue to work with these suppliers to close-out remaining actions.

In the future, we plan to carry out more topic specific supplier assessments, for example focused on recruitment processes, pay and hours systems, rather than covering all aspects of bp's LRMS principles. This approach will help enable us to 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 such recruitment 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 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 on implementation of the Employer Pays Principle (i.e. workers do not pay agents); confirming that the recruitment agents and sub-contractor employers have clear terms and conditions with recruitment agents that state that workers should not be charged recruitment costs or expenses; and making clear that these costs should be borne by the employer plus a service fee for any agents used to cover their recruitment services.

In our on-site assessments, suppliers using recruitment agents are asked to demonstrate they have paid such fees in both home and host countries. This is relevant because our 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 costs instead. Consequently, responsibilities remain unclear, and workers employed by first and second tier suppliers can still end up paying recruitment fees.

We are also encouraging our suppliers 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 that practices such as worker payment of recruitment fees or costs, then they work to address these practices, with our support as needed.



^a 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.

Training and capability building

Through training and expert technical guidance, we are continuing to develop and build the capability required to effectively identify and manage labour rights and modern slavery (LRMS) risks.

Our approach focuses on meeting two specific needs:

1 Raising awareness of LRMS issues amongst employees across bp. This aims 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 2024 we:

- Ran face-to-face training for around 300 of our procurement practitioners.
- Developed online training for procurement practitioners, which has been completed by around 500 employees in 2024.
- Ran online and face-to-face LRMS training, which was completed by around 500 employees, including those working in our operations, communications & external affairs (C&EA), people, culture & communications (PC&C) and procurement teams.

2 Building capability to support our due diligence requirements, by providing targeted training designed to help employees:

- Identify and manage LRMS risks.
- Engage effectively with workers on the ground.
- Provide workers with ways to share their concerns with bp.

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 of them, engaging with them on LRMS and giving them the chance to learn through ongoing dialogue with us.

In 2024 we hosted our first bp supplier sustainability summit which was attended by more than 800 participants from our procurement teams and supplier community. bp's subject matter experts presented our labour rights and modern slavery principles and how these align with International Labour Organization (ILO) standards and are reflected in our supplier assessment process. We also held an LRMS session with around 50 participants.



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Assessing the effectiveness of our approach

We are working to improve our ability to identify, prevent and remedy 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. We are working to increase the number of internal reporting entities that provide this data, with 33 doing so in 2024 (2023 28).

Measure	Examples of supporting metrics	Purpose	Example data points
Systematic approach to identification, prevention and management of LRMS risks.	<ul style="list-style-type: none">• Ongoing monitoring activities.• Types and numbers of issues identified.• Presence and status of action plans to address issues identified.	Understand trend data relating to issues identified and proportion of action plans in progress.	Our entities select and deploy tools to manage LRMS risks on a risk prioritized basis and consider local context. In 2024 25 entities used worker interviews, 12 performed checks on working hours and overtime, 11 performed payroll checks, and 16 performed supplier reviews.
Number of contractors who closed out corrective actions plans ^a within the agreed timeframes.	<ul style="list-style-type: none">• Number of contractors assessed, with corrective actions in place.• Number of contractors that closed out corrective action plans within the agreed timeframes.	To track if contractors are currently addressing issues raised, within agreed timeframes.	Around 680 contractors had corrective action plans in place for 2023 and 2024, of which more than 560 are now closed out, giving a close-out rate of 84% ^b . We continue to work with our suppliers to progress the remaining actions.
Number of workers impacted by issues identified through worker interviews and/or on-site assessments and remedy 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.	Around 1,850 workers were impacted by issues raised in 2024 related to fees, passports, wages and/or working time. Remedy has been provided for around 1,700 workers in 2024 ^c . The rest are in the process of being remedied.

Consultation and collaboration

Collaborating with our stakeholders and peers is central to our approach as we work to strengthen our ability to assess and address modern slavery risks in our businesses and supply chain.

For example, as members we contributed to the UN Global Compact UK Network’s Modern Slavery Act Working Group, and Building Responsibly^d. We are also members of the Global Business

Initiative on Human Rights, where we focus on best practice for human rights due diligence in supply chains.

We continue to play an active role in the social responsibility, human rights and supply chain working group of Ipieca^e. Ipieca’s key LRMS related actions in 2024 included collating already publicly available resources (including due diligence tools) for Ipieca members on proactive worker engagement and responsible recruitment,

encouraging Ipieca’s members to pilot and share learnings from their use.

We are also working with a group of businesses in the energy sector to further develop the Worker Welfare Group, which is focused on labour rights and worker welfare requirements in the marine construction sector. The Group has developed a set of principles and guidelines primarily intended to help support the Singapore marine construction sector in meeting international standards for worker rights and worker welfare.

These principles and guidelines are focused on responsible recruitment, improved accommodation, better transport, and improved access to grievance mechanisms. The Group has engaged with key stakeholders to advocate for systemic improvements and is also working with local organizations to facilitate access to remedy for workers.

We plan to look for further opportunities to collaborate and engage with expert external stakeholders.

a Corrective action plans included here can arise from various due diligence activities such as pre-contract assessments, assessment of existing suppliers, worker interviews and on-site assessments.

b We verify close-out of issues through a combination of desktop review of information provided by contractors and/or worker interviews, as appropriate to the nature of the action.

c This figure includes remedy for issues raised in prior years if remedy was provided in 2024.

d A group of engineering and construction companies working together on promoting the rights and welfare of workers.

e Ipieca is the global oil and gas association dedicated to advancing environmental and social performance across the energy transition. It brings together members and stakeholders to lead in mainstreaming sustainability by advancing climate action, environmental responsibility and social performance across oil, gas and renewables activities.

Our progress and looking ahead

We are open to constructive challenge and expect our approach to managing labour rights and modern slavery risks to evolve. We know there is still work to do and that we can achieve more when we address shared challenges through collaboration.

In 2024 we made progress on the focus areas set out in our 2023 modern slavery and human trafficking statement as follows:

Focus area	Status	Progress in 2024
Continue to scale LRMS risk management activities to cover additional suppliers.	Progress made	<ul style="list-style-type: none"> Evaluated 418 suppliers through pre-contract and existing supplier self-assessment questionnaires (2023 245). Completed 14 on-site supplier assessments including one global supplier (2023 15). Started three global supplier on-site assessments.
Broaden focus to include goods suppliers.	Complete	<ul style="list-style-type: none"> Expanded pre-contract evaluations to include high-risk goods suppliers, evaluating 75 of these in 2024.
Build more guidance and support on remedy.	Progress made	<ul style="list-style-type: none"> Developed draft guidance to support work with our businesses on remedy of concerns by suppliers. This objective is being continued into 2025.

Future focus areas

Our focus areas for the future include:

- Use topic-focused on-site assessments to target the highest risk issues.
- Use data captured through supplier self-assessment questionnaires in our risk assessment process.
- Roll out remedy guidance to our businesses.



Murray Auchincloss

Chief executive officer,
29 May 2025

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 29 May 2025.



Read more in the attached case studies [page 14](#) and at bp.com/sustainability and bp.com/humanrights.

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Case studies

Gulf of America – Understanding terms and conditions

During worker interviews carried out as part of an on-site supplier assessment, we identified that some workers were not aware of, or did not fully understand, how deductions for employee contributions to benefits for private healthcare were calculated and applied, and what constituted paid and unpaid worktime. There were also reports of payments for training time taking a long time to be processed and paid. This was raised with supplier management for consideration and the supplier has since introduced several improvements including:

- A new, simplified benefits deduction model that is clearer and spreads the payments more evenly over the year.

- Revised payroll practice to pay workers for meal breaks.
- A more time-efficient system for approving training timesheets so workers are paid more promptly for this time.
- New software to provide workers with a 'one-stop shop' to access key information, such as payslips and benefits information (including employee payment terms).

Supplier management also actively communicated these improvements to workers to make sure they were aware of and clearly understood these new provisions.

Oman – Developing a worker welfare standard

We recognize that foreign migrant workers, in any country, are particularly vulnerable to being charged recruitment fees. We also know this can be a systemic issue and prevention is better than remedy.

In 2023 bp Oman, along with other companies, worked with OPAL – the business association focusing on the energy and minerals sector in Oman – to develop a worker welfare standard for the industry.

It covers ethical recruitment, safe and healthy working conditions, and fair treatment. We also supported the promotion of the new standard among OPAL members.

bp Oman is now promoting the standard with its suppliers to build understanding and improve LRMS performance.

Malaysia – Restructuring manpower contracts to address working hours

During on-site assessments in 2023 we identified that workers from two suppliers were working hours that were not in line with our LRMS principles. Consequently, our local teams worked with both suppliers to identify the root causes of these working practices. They included an insufficient workforce, a lack of multiskilled operators, and ways of sharing forecast planning with the suppliers that needed to be improved. Our business and procurement teams worked with the suppliers to:

- Increase workforce allowance to provide a 'buffer' to cover absent workers and changes in production needs.
- Provide both suppliers with greater visibility of production forecasts, enabling them to improve workforce planning.
- Introduce systems that allow suppliers and bp to track working hours and take steps to better manage them.

These changes have resulted in more effective relationships with both suppliers, smoother production and more rest time for workers.

Give your feedback

Email the corporate reporting team
at corporatereporting@bp.com



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