**BP response regarding workers’ rights abuses in Azerbaijan**

*Business & Human Rights Resource Centre invited BP to respond to the following item:*

- *«Evaluation of the implementation of legislation on Labor, economic and social rights of Azerbaijan’s oil sector Report on 2015 », Oil-Workers’ Rights Protection Organization (OWRO), January 2016*

<http://www.nhmt-az.org/frontend/pages/human-rights-inner.php?id=98>

*In response, BP sent the following statement:*

**1.**Employee rights during redundancies

Our response:

In the challenging business environment of the past few years BP has looked for opportunities to improve its competitiveness including removing unnecessary complexity and increasing efficiency in all parts of its activities.

As part of these efforts, in 2015 BP reviewed its organisational structure and made some changes to become a smaller organisation as required by its business agenda.

As a result, some positions were made redundant and this impacted roles occupied by both national and expatriate employees.

All of these decisions and their implementation were consistent with BP’s Code of Conduct, as well as with the relevant legislation of the Republic of Azerbaijan, including Article 77 of the Labour Code of the Republic of Azerbaijan. In Azerbaijan BP works in consistence with and shows respect for the local laws.

Human rights are an important element in BP’s approach to responsible business conduct. BP has commitment to respecting fundamental rights at work, through its Group Business and Human Rights policy which articulates its commitment to respecting internationally recognised human rights as set out in the International Bill of Human Rights and the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work.

**2**.      Employees’ trades union rights

Our response:

In compliance with its Code of Conduct BP has created a work environment of mutual trust and respect for its multinational staff and BP will continue to pursue this policy during its long-term presence in the Republic of Azerbaijan.

BP has not received any trade union establishment related requests from its employees in the Republic of Azerbaijan.

**3.**Environmental legislation

Our response

In all countries where BP operates it remains committed to protecting the environment. We are committed to avoiding damage to the environment and related impact to the communities. Our respective goals are: no accident, no harm to people and no damage to the environment.

In the Republic of Azerbaijan, as well as elsewhere where BP operates, its environmental performance and activities are regulated by relevant local legislation, including the Production Sharing Agreements. In addition, BP applies a consistent and high set of specific standards for the operations in the Caspian Sea and works closely with the relevant regulatory bodies to minimize the potential impact of its operations on the environment.