



**Asia-Pacific
Economic Cooperation**

2013/SOM3/ACT/WKSP/006

Ethics and Compliance

Submitted by: BP



**Workshop on Strengthening Integrity
Through Public-Private Partnership:
Preventing Facilitation Payment and
Managing Gift Rules
Medan, Indonesia
24 June 2013**



BP

Dharmawan Samsu, BP Head of Country - Indonesia

Jakarta, June 2013



Ethics & Compliance
Say what is true. Do what is right.

BP Values & Behaviours





- Safety
- Respect
- Excellence
- Courage
- One Team

We are BP reinforces what's important and how we should act everyday.

Angela and Hannah
Chemical Engineers

Our Code is based on four foundations



- What we do
- What we stand for
- What we value
- Speak up

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A message from our CEO



“Bribery and corruption is an ever present risk in the global markets in which we operate. It not only distorts these markets, but is often connected with organised crime that directly affects many of the poorest countries and communities.


Through our Code of Conduct, **BP takes a 'zero tolerance' stance towards bribery and corruption, including so called 'facilitation payments'**. This reflects a responsibility to operate as an ethical company, and to conduct our operations fairly, honestly and openly.”

Bob Dudley, 2011
Communication on the UK Bribery Act





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Why is ABC important to BP?




- BP is a US/UK company operating in Indonesia and therefore has to adhere to US, UK and Indonesian legislations such as :
 - UK Bribery Act
 - SEC requirements (US stock market)
 - Foreign Corrupt Practices Act (FCPA)
 - Indonesia Anti Corruption Law
- Bribery and corruption is BP's E&P Segment's no.1 compliance risk
- BP Indonesia is particularly exposed by the nature of our business :
 - PSC
 - Permits and approvals from government



Our Code



Section 1: Operating safely, responsibly and reliably	Section 2: Our people	Section 3: Our business partners	Section 4: The governments & communities we work with	Section 5: Our assets and financial integrity
Protecting health, safety, security and the environment	Treating people fairly, with dignity and giving everyone equal opportunity Creating a respectful, harassment-free workplace Protecting privacy and confidentiality	Appropriately exchanging gifts & entertainment Preventing conflicts of interest Complying with competition and antitrust laws Complying with trade restrictions, export controls and anti-boycott laws Preventing money laundering Working with suppliers	Eliminating bribery and corruption Dealing with governments Engaging with communities and respecting their rights and dignity Communicating with investors, analysts and the media Our stance on political activity	Accurate and complete information, records, reporting and accounting Protecting BP's assets Respecting intellectual property and protected information Avoiding insider dealing Using our digital systems responsibly and securely

Who must follow our Code?



- Everyone – every **employee** and officer in every BP wholly-owned entity, and in **joint ventures (JVs)** to the extent possible and reasonable given BP's level of participation.
- Where BP does not have overall control of a JV, we will do everything we reasonably can to make sure JVs and JV partners follow similar principles.
- We seek to work with third parties who operate under principles that are similar to Our Code. This includes making a contractual commitment where it is feasible to comply with the applicable laws and work in line with Our Code.
- We expect all our **contractors** and their employees to act in a way that is consistent with Our Code, and follow its principles. We will consider terminating contracts where we believe they have not met our standards or their contractual obligations.

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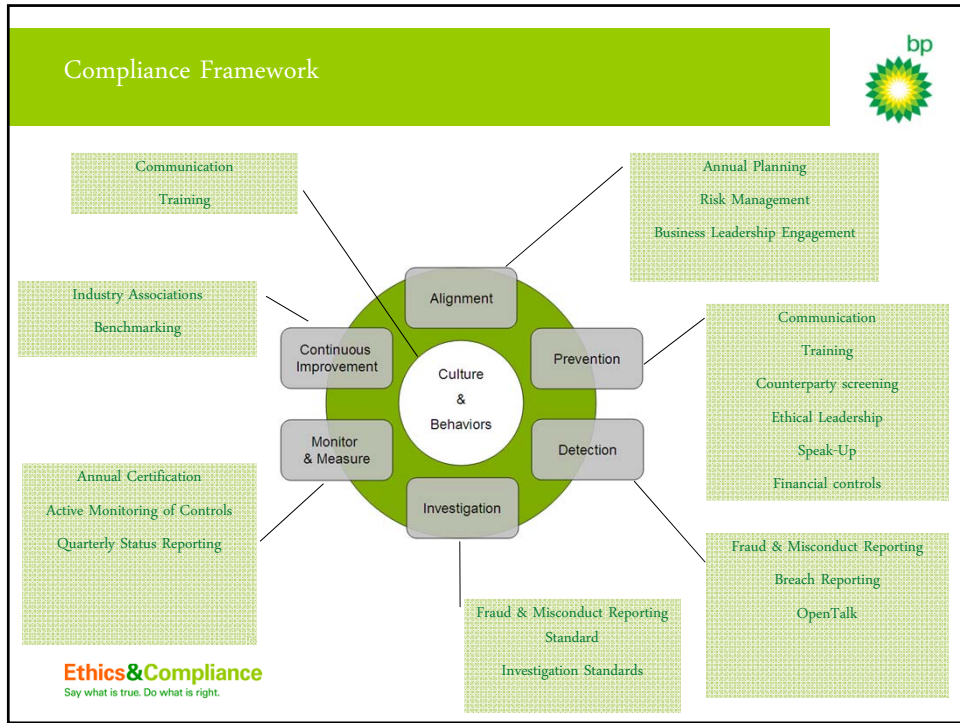
BP's ABC Compliance – Policy & Tools




- BP Code of Conduct
- BP Group Anti-Bribery and Corruption Standard
- Processes and controls addressing:
 - Transfers of value to government officials and/or other 3rd parties :
 - Gifts and entertainment register
 - Government hosting
 - Sponsorship and donations
 - Due diligence procedures with counterparties and contracting parties
 - JV operations
 - Recruitment
- Internal audits/control reviews
- Fraud & Misconduct Reporting Standard (FMRS)
- Training and communications

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My Plan



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We will be assessed against delivery of our job priorities and on our behaviours that support the values

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My Plan for 2012

Stuart Logistics

My Reward

“

Our reward recognizes success of the individual, my team and BP as a whole

”


This is reflected in any annual cash bonus, while potential equity awards place a stronger emphasis on the long-term success of BP



Ellen
Chief Scientist

The image shows a woman in a black dress standing next to a document titled 'My Reward 2012'. The document features a grid of photos of people and the text 'My Reward 2012'. The woman is identified as Ellen, Chief Scientist.

Implementating of Our Code/ABC



- Tone from the top
- Dedicated resource
- Part of performance objective / contract => affecting individual reward

what do leaders say to their workforce

...the Code is a must

.....but the Code is a good thing to do

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Say what is true. Do what is right.

The slide features a green header bar with the text 'Implementating of Our Code/ABC'. To the right is the bp logo. Below the header is a bulleted list of three points. At the bottom, there is a short paragraph and the Ethics & Compliance logo with its tagline.



Thank You

