

## Mission

In support of our business objectives to become a premier company with a competitive advantage, BP will establish long term mutually beneficial relationships based on trust, respect and understanding with the Aboriginal people of Canada.

## Vision

BP will proactively promote opportunities for Aboriginal people which establishes sustainable self-sufficiency through employment, education, business development and community involvement.

## Values

- We value diversity and respect and honour traditional Aboriginal values and individual differences.
- We will be honest, fair and trustworthy.
- We share a pledge with Aboriginal people to respect the environment.

BP Native Affairs operates within the BP corporate structure to advise, educate and assist in the development and implementation of programs whereby Aboriginal communities and BP can constructively work together.

\* Aboriginal includes First Nations, Metis, Inuit and non-status.

## Policy Guidelines

### Employment

- Objective** • Proactively develop and increase the opportunity for employment of Aboriginal people in all phases of BP operations.

- Opportunities for Dialogue*
- Recruit qualified Aboriginal people.
  - Promote Aboriginal employee career management.
  - Provide internship opportunities.
  - Provide summer employment and temporary employment for qualified Aboriginal people.

- Objective** • Build a work environment that is diverse and culturally aware.

- Opportunities for Dialogue*
- Develop ongoing strategic alliances with other companies and organizations to enhance the opportunities for Aboriginal people.
  - Develop an Aboriginal employees support network.
  - Develop an Aboriginal element in our orientation program

### Education

- Objective** • Create a climate of opportunity for Aboriginal people to further their education, skills development and experience.

- Opportunities for Dialogue*
- Offer scholarships/awards programs.
  - Work with the local community to conduct workshops, open houses and career fairs.
  - Support specialized programs with local educational institutions.
  - Promote stay-in-school incentives.
  - Support and promote traditional values textbooks written by the local communities.

### Issues Awareness

- Objective** • Encourage BP employees to obtain an understanding of the Aboriginal culture, treaties, history and current issues.

- Opportunities for Dialogue*
- Organize and participate in speaker forums.
  - Provide cross-cultural workshops on issues of mutual concern.
  - Organize and participate in cross-cultural social and athletic events.

### Aboriginal Business Development

- Objective** • Develop joint working agreements with Aboriginal communities to build business relationships and commitment.

- Opportunities for Dialogue*
- Support life skills programs.
  - Support pre-employment seminars.

- Objective** • Invite Aboriginal businesses and contractors to participate in BP activities.

- Opportunities for Dialogue*
- Identify a liaison person in operating centres.
  - Provide lead time to Aboriginal businesses to enable them to mobilize resources and bid on items of work or services.
  - Facilitate the timely payment of invoices.

### Community Involvement

- Objective** • Maintain “good corporate citizenship” within Aboriginal communities in BP’s core areas.

- Opportunities for Dialogue*
- Support events and programs organized by the Aboriginal community.
  - Support initiatives and partnerships with Aboriginal people that promote self-sustainability.
  - Support Aboriginal involvement in events and programs organized outside the Aboriginal community.

### Public Consultation

- Objective** • Ensure Aboriginal communities and BP have a clear understanding of each other’s plans and needs and to communicate these plans and needs on a timely basis.

- Opportunities for Dialogue*
- Develop a process to involve Aboriginal people from the very early planning stages of exploration through production to post-production restoration.
  - Ongoing dialogue and consultation on concerns specific to Aboriginal communities.
  - Initiate discussions with Aboriginal communities to establish a mutually beneficial partnership.