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HUMAN RIGHTS DUE DILIGENCE

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Human Rights Due Diligence Implementation Report for Bi-Power

1. Introduction

Bi-Power (Iraq) is committed to upholding the highest standards of human rights in its operations. This report outlines the framework and actionable steps for implementing a Human Rights Due Diligence (HRDD) policy, ensuring compliance with international standards and fostering a sustainable, ethical business environment.

2. Objectives

- To identify, prevent, mitigate, and address human rights risks and impacts associated with Bi-Power's activities.
- To align with global human rights frameworks, including the UN Guiding Principles on Business and Human Rights (UNGPs).
- To enhance Bi-Power's reputation as a responsible and ethical supplier in the Oil & Gas industry.

3. Implementation Framework

3.1. Policy Development

- Establish a Human Rights Policy aligned with the Universal Declaration of Human Rights and International Labor Organization (ILO) standards.
- Ensure the policy explicitly prohibits forced labor, child labor, and discrimination.

3.2. Risk Assessment

- Conduct regular assessments to identify potential human rights risks across the supply chain, focusing on vulnerable groups.
- Use tools like stakeholder mapping and impact analysis to prioritize high-risk areas.

3.3. Integration into Operations

- Embed human rights considerations into all business processes, including procurement, hiring, and supplier evaluation.
- Develop and implement a code of conduct for suppliers, ensuring compliance with Bi-Power's human rights standards.

3.4. Training and Capacity Building

- Provide regular training for employees and suppliers on human rights awareness and compliance.
- Engage with stakeholders, including NGOs and local communities, to build mutual understanding and trust.

3.5. Monitoring and Reporting

- Set up a grievance mechanism to allow employees, suppliers, and other stakeholders to report human rights concerns anonymously and without fear of retaliation.
- Conduct periodic audits to monitor compliance and effectiveness of the HRDD process.
- Publish an annual report detailing progress, challenges, and future plans.

4. Action Plan

Action	Responsible Party	Timeline
Draft Human Rights Policy	Compliance Team	Month 1
Risk Assessment	HR and Operations Teams	Month 2-3
Supplier Code of Conduct	Procurement Team	Month 3
Training Sessions	HR and External Consultants	Month 4-6
Grievance Mechanism	Compliance Team	Month 5
Monitoring System	Internal Audit Team	Month 6-12

5. Conclusion

Implementing a robust HRDD policy reinforces Bi-Power’s commitment to ethical practices and human rights. This initiative not only mitigates risks but also strengthens partnerships with stakeholders, enhances brand reputation, and ensures long-term sustainability in the global market.

Signed by: Ghassan Faris
Title: General Manager
Date: 1/Jan/2024

APPROVAL:



The logo for Bi-Power Solutions features a stylized lightning bolt icon to the left of the text "BI-POWER SOLUTIONS". Below the logo, there is a handwritten signature in blue ink that reads "Ghassan Faris".