

BUSINESS & HUMAN RIGHTS CENTRE

REF: EMAIL DATED 19 JANUARY, 2020

Dear Sir/Madam,

The following is in response to your email dated 19th January, 2020 concerning the statements made in the Bahrain press (Ref. Gulf Daily News Article dated 15th January, 2020) that “600 migrant workers who have been engaged by a construction company on Bapco projects have not been paid since October”.

Bapco regrets not responding sooner on this matter but your incoming email was held by our firewall and has only now been retrieved following an upgrade to our IT and cybersecurity systems in mid-January.

Bapco does not recognize the quoted figure of 600 workers suffering from the non-payment of wages by a contractor engaged by Bapco. However, we are aware of a dispute involving 14 supervisory staff out of a total workforce of 246 working for a local contractor engaged by Bapco to conduct general maintenance and civil work around Bapco’s Refinery and Awali Housing facilities. Therefore, the reference to 600 workers may be in relation to other projects taking place in Bahrain without the involvement of Bapco. Within Bapco, apart from the 14 supervisory staff, the contractor’s other workers have been paid.

Bapco became aware of the foregoing allegation of non-payment of wages by its contractor two days before the article in the Gulf Daily News was published. A letter dated 13th January, 2020 was received from the contractor’s site supervisory staff alleging non-payment of their wages for a period of eight months. The letter was signed by 14 supervisors, and foremen. In response to the supervisors’ letter, Bapco immediately contacted the contractor’s General Manager who indicated that the affected staff would be paid in full without further delay (i.e. within the same week).

Subsequently, Bapco has learned that the affected workers have in fact only been partially paid the wages owed. As a result, Bapco is again pressing the contractor to expedite payment in full of all outstanding wages. Bapco is now informed the balance will be paid within another four weeks when additional funds are expected to be released by the contractor’s bank. During this period Bapco will continue to pursue the contractor for payment.

Bapco wishes to stress that all invoices received from the contractor in this case have been paid promptly within the “30 day” payment terms of the contract between itself and the contractor. There has been no instance of delay in any payment to the contractor by Bapco.

Page 2

Therefore, Bapco is fulfilling its financial obligations promptly to ensure the contractor has the necessary cash flow to pay its workers.

Furthermore, as a socially responsible employer, Bapco takes all issues of worker welfare very seriously and strives to fulfill its social and human rights commitments without exception. Whenever contractor labour complaints are brought to Bapco's attention, discussions are held with the relevant contractor's management, and the issues are investigated thoroughly in an effort to find a solution.

Yours sincerely



Dr. Dawood Nassif
Chief Executive

Date: 2 March 2020