



ESG datasheet 2022



March 2023



Introduction

This ESG datasheet aims to provide a consolidated overview of bp's non-financial performance. Metrics included in this datasheet cover our activities during the period 1 January to 31 December for the years indicated.

Selected performance data included in this datasheet is discussed further in the sustainability report 2022. The datasheet should be read in conjunction with the sustainability report and is not a substitute for it. The report is available at bp.com/sustainability.

How we report ESG data

As we transition from an International Oil Company to an Integrated Energy Company, we are reinventing our old business model. Our upstream/downstream business model was in place up to 31 December 2020 and that is how we previously reported our ESG data. We transitioned to our new business model on 1 January 2021, and this is reflected in how we have reported selected ESG data for 2022.

We report group-level data and, for 2022, we now provide breakdowns for safety and GHG, energy and environment data. Safety data (including spills) is reported by (i) group, (ii) production, (iii) refining (iv) unconventional onshore US (including bpx) and (v) other. GHG, energy and environment data is reported by (i) group, (ii) exploration, production and LNG, (iii) refining and chemicals and (iv) other (including our customers & products businesses). We think this breakdown is most relevant to aid understanding of our performance. Due to these changes in our ESG reporting, it is not possible to restate prior year data on a new segmental basis. For historical data reported against the old upstream/downstream business model, please see the ESG datasheets for prior reporting years, available at bp.com/reportingcentre.

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Reports and reporting frameworks

Copies of all of bp's key reports, and an archive, can be found in our reporting centre: bp.com/reportingcentre.








Reports

-  [Annual Report and Form 20-F 2022](#)
-  [Diversity, equity & inclusion report 2021](#)
-  [Energy outlook 2023](#)
-  [Gender and ethnicity pay gap report 2022](#)
-  [Modern slavery and human trafficking statement 2021](#)
-  [Net zero ambition progress update](#)
-  [Payments to governments 2021](#)
-  [Protected areas 2022](#)
-  [Statistical review of world energy 2022](#)
-  [Sustainability report 2022](#)
-  [Tax report 2021](#)
-  [Trade associations – 2022 climate review](#)

Reporting frameworks

-  [CDP climate change questionnaire 2022](#)
-  [GRI standards index](#)
-  [SASB index](#)

Policies and positions

-  [bp's commitment to HSSE performance](#)
-  [bp's expectations of its suppliers](#)
-  [bp labour rights and modern slavery principles](#)
-  [Business and human rights policy](#)
-  [Environmental policy](#)
-  [Our biodiversity position](#)
-  [Our code of conduct](#)

Metrics subject to assurance for 2022

The selected sustainability information below were subject to limited assurance by Deloitte LLP in accordance with the International Standard for Assurance Engagements ("ISAE") 3000 (Revised). Please see the sustainability report 2022 for Deloitte's independent assurance statement, at bp.com/sustainability.

An associated 'basis of reporting' document is available on bp.com/basisofreporting.

Safety indicators:

1. Recordable injury frequency (RIF) (employees and contractors)
2. Days away from work case frequency (DAFWCF) (employees and contractors)
3. Total fatalities (employees and contractors)
4. Process safety events (total of tier 1 and tier 2)

Environment indicators:

5. Scope 1 (direct) GHG emissions (operational boundary) (MtCO₂e) (aim 1)
6. Scope 1 (direct) GHG emissions from UK locations (operational boundary) (MtCO₂e) (aim 1)
7. Scope 1 (direct) GHG emissions from global locations (excluding UK and offshore) (operational boundary) (MtCO₂e) (aim 1)
8. Scope 2 (indirect) GHG emissions (operational boundary) (MtCO₂e) (aim 1)
9. Scope 2 (indirect) GHG emissions from UK and offshore locations (operational boundary) (MtCO₂e) (aim 1)
10. Scope 2 (indirect) GHG emissions from global locations (excluding UK and offshore) (operational boundary) (MtCO₂e) (aim 1)
11. Scope 1 (direct) GHG emissions (equity boundary) (MtCO₂e) (aim 1)
12. Scope 2 (indirect) GHG emissions (equity boundary) (MtCO₂e) (aim 1)
13. Total sustainable emissions reductions (SERs) (MtCO₂e) (aim 1)
14. Scope 1 (direct) carbon dioxide emissions (operational boundary) (MtCO₂) (aim 1)
15. Scope 1 (direct) methane emissions (operational boundary) (Mte) (aim 1)
16. Emissions from the carbon in our upstream oil and gas production (MtCO₂e) (aim 2)
17. Average carbon intensity of our sold energy products* (gCO₂e/MJ) (aim 3)
18. Methane intensity (%) (aim 4)
19. Energy consumption for UK and offshore locations (operational boundary) (GWh, base units of kWh)
20. Energy consumption for global locations (excluding UK and offshore) (operational boundary) (GWh, base units of kWh)

* Sold energy products include both marketed sales and physically traded energy products.

Net zero

| Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 |
|---|-----------------------|------|-------|-------|-------|--------------|
| Net zero aims | | | | | | |
| Aim 1 – Scope 1 (direct) and Scope 2 (indirect) greenhouse gas emissions ^a | MtCO ₂ e | 54.2 | 54.4 | 45.5 | 35.6 | 31.9 |
| Aim 2 – Emissions from the carbon in our upstream oil and gas production (our Scope 3 aim) ^b | MtCO ₂ | – | 360.9 | 327.6 | 303.6 | 306.7 |
| Aim 3 – Average carbon intensity of our sold energy products ^{cd} | gCO ₂ e/MJ | – | 79 | 77 | 78 | 77 |
| Refined energy products carbon intensity ^{de} | gCO ₂ e/MJ | – | 95 | 92 | 92 | 92 |
| Gas products carbon intensity ^{df} | gCO ₂ e/MJ | – | 68 | 67 | 67 | 67 |

| Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 |
|--|-----------------------|------|--------|--------|--------|---------------|
| Bioproducts carbon intensity ^{dg} | gCO ₂ e/MJ | – | 47 | 44 | 43 | 43 |
| Power products carbon intensity ^{dh} | gCO ₂ e/MJ | – | 57 | 59 | 56 | 52 |
| Aggregate lifecycle emissions associated with sales of energy products ^{di} | MtCO ₂ e | – | 1,638 | 1,410 | 1,418 | 1,334 |
| Aggregate energy associated with sales of energy products ^{dj} | PJ | – | 20,856 | 18,410 | 18,284 | 17,313 |
| Aim 4 – Methane intensity ^{kl} | % | 0.16 | 0.14 | 0.12 | 0.07 | 0.05 |
| Aim 5 – Transition growth investment ^{mn} | \$ million | – | 634 | 995 | 2,437 | 4,911 |

a Operational control data comprises 100% of emissions from activities operated by bp, going beyond the IPIECA guidelines by including emissions from certain other activities such as contracted drilling activities.

b Estimated CO₂ emissions from the assumed combustion of upstream production of crude oil, natural gas and natural gas liquids (NGLs) based on bp's net share of production, excluding bp's share of production in Rosneft. On 27 February 2022, following the military action in Ukraine, the bp board announced that bp intends to exit its 19.75% shareholding in Rosneft Oil Company (Rosneft). It is assumed that all produced volumes undergo full stoichiometric combustion to CO₂. These emissions are broadly equivalent to the GHG Protocol, Scope 3, category 11, with the specific scope of upstream production volumes.

c Carbon intensity metric showing GHG emissions estimated on a lifecycle basis from the use, production, and distribution of sold energy products per unit of energy (MJ) delivered. For this purpose, lifecycle covers the 'well-to-wheel' emissions of fuel products and the 'well-to-wire' emissions of power products, and excludes embodied emissions from capital goods and assets.

d Following the changes to aim 3 announced in February 2022, we have updated our aim 3 metric from the average carbon intensity of our marketed energy products to the average carbon intensity of our sold energy products. The previously reported aim 3 figures have been recalculated in accordance with the expanded sales boundary, methodology improvements for power, and updated carbon intensity factors and physical/chemical properties, and so differ from those presented in the 2019-2021 bp Annual Report and Form 20-F, sustainability report and ESG datasheet. For more detail on how this metric is calculated see the bp basis of reporting.

e The refined energy products carbon intensity has been updated to exclude bio-content blended in gasoline and diesel, and ethyl tertiary butyl ether (ETBE) blended in gasoline, which were presented in the refined energy products carbon intensity in the 2019-2021 bp Annual Report and Form 20-F, sustainability report and ESG datasheet, but are now presented in the bioproducts carbon intensity, and to exclude natural gas liquids (NGLs) and liquefied petroleum gas (LPG) which were presented in the refined energy products carbon intensity in the 2019-2021 bp Annual Report and Form 20-F, sustainability report and ESG datasheet but are now presented in the gas products carbon intensity. Consistent with our internal processes, the industry standard carbon intensity factors, and physical/chemical properties used in the calculation of the refined energy products carbon intensity for 2019-2022 have been updated to use the most up-to-date factors for the year of reporting, and to use a consistent source for carbon intensity and physical/chemical properties wherever possible.

f The gas products carbon intensity has been updated to exclude biogas which was presented in the gas products carbon intensity in the 2019-2021 bp Annual Report and Form 20-F, sustainability report and ESG datasheet but is now presented in the bioproducts carbon intensity, and to include natural gas liquids (NGLs) and liquefied petroleum gas (LPG) which were presented in the refined products carbon intensity in the 2019-2021 bp Annual Report and Form 20-F, sustainability report and ESG datasheet. Consistent with our internal processes, the industry standard carbon intensity factors, and physical/chemical properties used in the calculation of the

g The bioproducts carbon intensity has been updated to include biogas, which was presented in the gas products carbon intensity in the 2019-2021 bp Annual Report and Form 20-F, sustainability report and ESG datasheet; and the bio-content blended in gasoline and diesel, and ethyl tertiary butyl ether (ETBE) blended in gasoline which were presented in the refined products carbon intensity in the 2019-2021 bp Annual Report and Form 20-F, sustainability report and ESG datasheet. Following our internal process, the industry standard carbon intensity factors, and physical/chemical properties used in the calculation of the bioproducts carbon intensity for 2019-2022 have been updated to use the most up-to-date factors for the year of reporting, and to use a consistent source for carbon intensity and physical/chemical properties wherever possible. More specific industry standard carbon intensity factors, and physical/chemical properties were also used to reflect the specific feedstock of the bioproducts wherever possible.

h The power products carbon intensity has been updated to cover the lifecycle emissions on a 'well-to-wire' basis with emissions determined using industry standard factors such as lifecycle residual grid factors or lifecycle emissions factors (for solar/wind/bio-power), based upon our knowledge of the geography and environmental attributes of the power sold.

i Aggregate lifecycle GHG emissions associated with bp's sold energy products, as determined in the calculation of the average carbon intensity of our sold energy products. For this purpose, lifecycle covers the 'well-to-wheel' emissions of fuel products and the 'well-to-wire' emissions of power products, and excludes embodied emissions from capital goods and assets.

j Aggregate energy associated with sales of energy products, as determined in the calculation of the average carbon intensity of our sold energy products, with electricity represented as fossil equivalence of sold energy. 1 PJ (Petajoule) = 1 billion (10⁹) MJ.

k Methane intensity refers to the amount of methane emissions from bp's operated upstream oil and gas assets as a percentage of the total gas that goes to market from those operations. Our methodology is aligned with the Oil and Gas Climate Initiative's (OGCI).

l Methane intensity is currently calculated using our existing methodology and, while it reflects progress in reducing methane emissions, will not directly correlate with progress towards delivering the 2025 target under aim 4.

m Our transition growth engines are bioenergy, convenience, EV charging, renewables and power, and hydrogen. We have restated our aim 5 metric to align with our transition growth investment. 2019-2021 values have been restated to align with transition growth investment.

n In 2022, capital expenditure against aim 5 activities (transition growth investment) increased from \$2.4 billion on an equivalent basis in 2021 (\$2.2 billion based on previous aim 5 low carbon investment metric). Most of this spend related to investments in biogas, EV charging, offshore wind, power and convenience.

Greenhouse gas emissions and energy

| Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 | Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 |
|---|--|-------|-------|------|-------|--------------|--|--|------|------|------|-------|--------------|
| GHG – Operational control ^{op} | | | | | | | GHG – Equity share ^{ox} | | | | | | |
| Scope 1 (direct) greenhouse gas emissions ^q | MtCO ₂ e | 48.8 | 49.2 | 41.7 | 33.2 | 30.4 | Scope 1 (direct) greenhouse gas emissions ^q | MtCO ₂ e | 46.5 | 46.0 | 41.3 | 36.5 | 33.9 |
| Exploration, production and LNG | MtCO ₂ e | – | – | – | 15.5 | 13.8 | Exploration, production and LNG | MtCO ₂ e | – | – | – | 17.7 | 14.6 |
| Refining and chemicals | MtCO ₂ e | – | – | – | 16.9 | 15.9 | Refining and chemicals | MtCO ₂ e | – | – | – | 17.5 | 16.3 |
| Other | MtCO ₂ e | – | – | – | – | 0.7 | Other | MtCO ₂ e | – | – | – | – | 3.0 |
| Scope 1 (direct) carbon dioxide emissions | MtCO ₂ e | 46.4 | 46.8 | 39.8 | 32.0 | 29.7 | Scope 1 (direct) carbon dioxide emissions | MtCO ₂ e | 43.3 | 43.0 | 39.1 | 34.8 | 32.6 |
| Exploration, production and LNG | MtCO ₂ e | – | – | – | 14.4 | 13.1 | Exploration, production and LNG | MtCO ₂ e | – | – | – | 16.0 | 13.4 |
| Refining and chemicals | MtCO ₂ e | – | – | – | 16.9 | 15.9 | Refining and chemicals | MtCO ₂ e | – | – | – | 17.5 | 16.2 |
| Other | MtCO ₂ e | – | – | – | – | 0.7 | Other | MtCO ₂ e | – | – | – | – | 2.9 |
| Scope 1 (direct) methane emissions | Mt | 0.09 | 0.10 | 0.07 | 0.05 | 0.03 | Scope 1 (direct) methane emissions | Mt | 0.13 | 0.12 | 0.09 | 0.07 | 0.05 |
| Exploration, production and LNG | Mt | – | – | – | 0.04 | 0.03 | Exploration, production and LNG | Mt | – | – | – | 0.07 | 0.05 |
| Refining and chemicals | Mt | – | – | – | 0.00 | 0.00 | Refining and chemicals | Mt | – | – | – | 0.00 | 0.00 |
| Other | Mt | – | – | – | – | 0.00 | Other | Mt | – | – | – | – | 0.00 |
| Sustainable GHG emissions reductions (Scope 1 and 2) ^t | MtCO ₂ e | 1.3 | 1.4 | 1.0 | 1.6 | 1.5 | Scope 2 (indirect) emissions | MtCO ₂ e | 5.7 | 5.7 | 4.2 | 2.6 | 1.6 |
| Scope 2 (indirect) emissions | MtCO ₂ e | 5.4 | 5.2 | 3.8 | 2.4 | 1.5 | Exploration, production and LNG | MtCO ₂ e | – | – | – | 0.2 | 0.2 |
| Exploration, production and LNG | MtCO ₂ e | – | – | – | 0.0 | 0.1 | Refining and chemicals | MtCO ₂ e | – | – | – | 2.0 | 1.1 |
| Refining and chemicals | MtCO ₂ e | – | – | – | 2.2 | 1.2 | Other | MtCO ₂ e | – | – | – | – | 0.4 |
| Other | MtCO ₂ e | – | – | – | – | 0.2 | Greenhouse gas intensity (Scope 1 and 2) | | | | | | |
| Greenhouse gas intensity (Scope 1 and 2) | | | | | | | Exploration, production and LNG ^y | tCO ₂ e per thousand boe of production | – | – | – | 22.4 | 18.4 |
| Exploration, production and LNG ^s | tCO ₂ e per thousand boe of production | – | – | – | 15.9 | 14.2 | Refineries ^z | tCO ₂ e per utilized equivalent distillation capacity | – | – | – | 1,067 | 1,022 |
| Refineries ^t | tCO ₂ e per utilized equivalent distillation capacity | – | – | – | 1,060 | 1,028 | Petrochemicals | tCO ₂ e per thousand tonnes of production | – | – | – | 688 | 653 |
| Petrochemicals ^u | tCO ₂ e per thousand tonnes of production | – | – | – | 688 | 653 | | | | | | | |
| Methane intensity ^v | % | 0.16 | 0.14 | 0.12 | 0.07 | 0.05 | | | | | | | |
| Flaring ^w | kt | 1,634 | 1,395 | 831 | 967 | 654 | | | | | | | |

Greenhouse gas emissions and energy

| Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 |
|--|--|-------|-------|---------|---------|----------------|
| Energy – Operational control ^{op} | | | | | | |
| Energy consumption ^{aa} | GWh | – | – | – | 128,805 | 121,697 |
| Exploration, production and LNG | GWh | – | – | – | 46,033 | 43,748 |
| Refining and chemicals | GWh | – | – | – | 79,177 | 74,589 |
| Other | GWh | – | – | – | – | 3,361 |
| Energy intensity | | | | | | |
| Exploration, production and LNG ^{bb} | GJ per thousand boe of production | – | – | – | 169.8 | 162.1 |
| Refineries ^{cc} | Energy intensity performance index (indexed to 2010) | 103.9 | 104.5 | 106.5 | 102.8 | 103.4 |
| Petrochemicals ^{dd} | GJ per tonnes of production | – | – | – | 11.5 | 11.8 |
| Energy consumption – Streamlined Energy and Carbon Reporting (SECR) ^{ee} | | | | | | |
| UK and offshore ^{ff} | GWh/base units kWh | – | – | 7,005 | 4,386 | 4,376 |
| Global (excluding UK and offshore) ^{gg} | GWh/base units kWh | – | – | 172,999 | 124,419 | 117,321 |

o bp total figures and 'Exploration, production and LNG' data for GHG emissions and energy include bpx (onshore US operations).

p Operational control data comprises 100% of emissions from activities operated by bp, going beyond the IPIECA guidelines by including emissions from certain other activities such as contracted drilling activities.

q We provide data on GHG emissions material to our businesses on a carbon dioxide-equivalent basis. This includes CO₂ and methane for Scope 1 emissions.

r Sustainable emissions reductions (SERs) result from actions or interventions that have led to ongoing reductions in Scope 1 (direct) and/or Scope 2 (indirect) greenhouse gas (GHG) emissions (carbon dioxide and methane) such that GHG emissions would have been higher in the reporting year if the intervention had not taken place. SERs must meet three criteria: a specific intervention that has reduced GHG emissions, the reduction must be quantifiable and the reduction is expected to be ongoing. Reductions are reportable for a 12-month period from the start of the intervention/action.

s Scope 1 (direct) and Scope 2 (indirect) GHG emissions in tCO₂e from bp operated exploration, production and LNG assets per thousand boe of upstream oil and gas production.

t Scope 1 (direct) and Scope 2 (indirect) GHG emissions in tCO₂e from bp operated refineries per utilized equivalent distillation capacity.

u Scope 1 (direct) and Scope 2 (indirect) GHG emissions in tCO₂e from bp operated petrochemical facilities per thousand tonnes of petrochemicals produced.

v Methane intensity refers to the amount of methane emissions from bp's operated upstream oil and gas assets as a percentage of the total gas that goes to market from those operations. Our methodology is aligned with the Oil and Gas Climate Initiative's (OGCI).

w We report the total hydrocarbons flared from our upstream operations.

x bp equity share data comprises 100% of emissions from subsidiaries and the percentage of emissions equivalent to our share of joint arrangements and associates, other than bp's share of Rosneft. On 27 February 2022, following the military action in Ukraine, the bp board announced that bp intends to exit its 19.75% shareholding in Rosneft Oil Company (Rosneft).

y bp equity Scope 1 (direct) and Scope 2 (indirect) GHG emissions in tCO₂e from exploration, production and LNG assets per thousand boe of upstream oil and gas production.

z bp equity Scope 1 (direct) and Scope 2 (indirect) GHG emissions in tCO₂e from refineries per utilized equivalent distillation capacity.

aa Total energy consumption in line with Streamlined Energy and Carbon Reporting (SECR).

bb Total energy consumption in GJ from bp operated exploration, production and LNG assets per thousand boe of upstream oil and gas production.

cc Based on Solomon Associates Energy Intensity Index methodology.

dd Total energy consumption in GJ from bp operated petrochemicals facilities per thousand tonnes of petrochemical production. This replaces the previous petrochemicals (energy intensity) metric which included total primary energy consumption in the numerator.

ee Energy content of flared or vented gas is excluded from energy consumption reported as although they reflect loss of energy resources, they do not reflect energy use required for production or manufacturing of products.

ff UK and offshore energy consumption 4,376,000,000kWh in 2022.

gg Global (excluding UK and offshore) energy consumption 117,321,000,000kWh in 2022.

Safety^{hh}

| Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 | Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 |
|--|--------------------------------|-------|-------|-------|-------|-------|--|--------------------------------|------|------|------|-------|-------|
| Personal safety^{hhii} | | | | | | | | | | | | | |
| Fatalities – workforce ^{jj} | # | 1 | 2 | 1 | 1 | 4 | Day away from work case frequency (DAFWCF) – workforce – production ^{ll} | DAFWC per 200,000 hours worked | – | – | – | 0.046 | 0.034 |
| employee | # | 0 | 1 | 1 | 0 | 2 | employee | DAFWC per 200,000 hours worked | – | – | – | 0.000 | 0.000 |
| contractor | # | 1 | 1 | 0 | 1 | 2 | contractor | DAFWC per 200,000 hours worked | – | – | – | 0.072 | 0.051 |
| Day away from work cases (DAFWC) – workforce ^{kk} | # | 79 | 77 | 58 | 56 | 78 | Day away from work case frequency (DAFWCF) – workforce – refining ^{ll} | DAFWC per 200,000 hours worked | – | – | – | 0.089 | 0.083 |
| employee | # | 33 | 29 | 19 | 18 | 38 | employee | DAFWC per 200,000 hours worked | – | – | – | 0.090 | 0.059 |
| contractor | # | 46 | 48 | 39 | 38 | 40 | contractor | DAFWC per 200,000 hours worked | – | – | – | 0.088 | 0.096 |
| Day away from work cases (DAFWC) – workforce – production ^{kk} | # | – | – | – | 6 | 4 | Day away from work case frequency (DAFWCF) – workforce – unconventional onshore US ^{ll} | DAFWC per 200,000 hours worked | – | – | – | – | 0.103 |
| employee | # | – | – | – | 0 | 0 | employee | DAFWC per 200,000 hours worked | – | – | – | – | 0.000 |
| contractor | # | – | – | – | 6 | 4 | contractor | DAFWC per 200,000 hours worked | – | – | – | – | 0.130 |
| Day away from work cases (DAFWC) – workforce – refining ^{kk} | # | – | – | – | 14 | 16 | Day away from work case frequency (DAFWCF) – workforce – other ^{ll} | DAFWC per 200,000 hours worked | – | – | – | – | 0.067 |
| employee | # | – | – | – | 6 | 4 | employee | DAFWC per 200,000 hours worked | – | – | – | – | 0.098 |
| contractor | # | – | – | – | 8 | 12 | contractor | DAFWC per 200,000 hours worked | – | – | – | – | 0.044 |
| Day away from work cases (DAFWC) – workforce – unconventional onshore US ^{kk} | # | – | – | – | – | 4 | Recordable injuries (RI) – workforce ^{mmm} | # | 328 | 273 | 174 | 181 | 215 |
| employee | # | – | – | – | – | 0 | employee | # | 108 | 88 | 57 | 60 | 80 |
| contractor | # | – | – | – | – | 4 | contractor | # | 220 | 185 | 117 | 121 | 135 |
| Day away from work cases (DAFWC) – workforce – other ^{kk} | # | – | – | – | – | 54 | Recordable injuries (RI) – workforce – production ^{mmm} | # | – | – | – | 41 | 23 |
| employee | # | – | – | – | – | 34 | employee | # | – | – | – | 9 | 9 |
| contractor | # | – | – | – | – | 20 | contractor | # | – | – | – | 32 | 14 |
| Day away from work case frequency (DAFWCF) – workforce ^{ll} | DAFWC per 200,000 hours worked | 0.048 | 0.047 | 0.044 | 0.051 | 0.068 | | | | | | | |
| employee | DAFWC per 200,000 hours worked | 0.046 | 0.042 | 0.031 | 0.035 | 0.082 | | | | | | | |
| contractor | DAFWC per 200,000 hours worked | 0.049 | 0.050 | 0.054 | 0.064 | 0.058 | | | | | | | |

Safety

| Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 | Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 |
|--|--|-------|-------|-------|-------|--------------|---|--|------|------|------|-------|--------------|
| Recordable injuries (RI) – workforce – refining ^{mm} | # | – | – | – | 56 | 50 | Recordable injury frequency (RIF) – workforce – refining ⁿⁿ | recordable injuries per 200,000 hours worked | – | – | – | 0.355 | 0.258 |
| employee | # | – | – | – | 24 | 19 | employee | recordable injuries per 200,000 hours worked | – | – | – | 0.359 | 0.280 |
| contractor | # | – | – | – | 32 | 31 | contractor | recordable injuries per 200,000 hours worked | – | – | – | 0.352 | 0.247 |
| Recordable injuries (RI) – workforce – unconventional onshore US ^{mm} | # | – | – | – | – | 8 | Recordable injury frequency (RIF) – workforce – unconventional onshore US ⁿⁿ | recordable injuries per 200,000 hours worked | – | – | – | – | 0.206 |
| employee | # | – | – | – | – | 0 | employee | recordable injuries per 200,000 hours worked | – | – | – | – | 0.000 |
| contractor | # | – | – | – | – | 8 | contractor | recordable injuries per 200,000 hours worked | – | – | – | – | 0.261 |
| Recordable injuries (RI) – workforce – other ^{mm} | # | – | – | – | – | 134 | Recordable injury frequency (RIF) – workforce – other ⁿⁿ | recordable injuries per 200,000 hours worked | – | – | – | – | 0.167 |
| employee | # | – | – | – | – | 52 | employee | recordable injuries per 200,000 hours worked | – | – | – | – | 0.150 |
| contractor | # | – | – | – | – | 82 | contractor | recordable injuries per 200,000 hours worked | – | – | – | – | 0.180 |
| Recordable injury frequency (RIF) – workforce ⁿⁿ | recordable injuries per 200,000 hours worked | 0.198 | 0.166 | 0.132 | 0.164 | 0.187 | Hours worked – workforce | million hours | 331 | 329 | 264 | 221 | 230 |
| employee | recordable injuries per 200,000 hours worked | 0.152 | 0.128 | 0.094 | 0.117 | 0.173 | employee | million hours | 143 | 138 | 121 | 102 | 92 |
| contractor | recordable injuries per 200,000 hours worked | 0.233 | 0.193 | 0.163 | 0.204 | 0.196 | contractor | million hours | 189 | 191 | 144 | 119 | 138 |
| Recordable injury frequency (RIF) – workforce – production ⁿⁿ | recordable injuries per 200,000 hours worked | – | – | – | 0.316 | 0.197 | | | | | | | |
| employee | recordable injuries per 200,000 hours worked | – | – | – | 0.194 | 0.235 | | | | | | | |
| contractor | recordable injuries per 200,000 hours worked | – | – | – | 0.384 | 0.178 | | | | | | | |

Safety

| Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 |
|--|---------------------------------|------|------|------|------|------|
| Process safety ^{hhii} | | | | | | |
| Tier 1 process safety events ^{oo} | # | 16 | 26 | 17 | 16 | 17 |
| production | # | – | – | – | 2 | 1 |
| refining | # | – | – | – | 6 | 9 |
| unconventional onshore US | # | – | – | – | – | 5 |
| other | # | – | – | – | – | 2 |
| Tier 2 process safety events ^{pp} | # | 56 | 72 | 53 | 46 | 33 |
| production | # | – | – | – | 9 | 5 |
| refining | # | – | – | – | 23 | 13 |
| unconventional onshore US | # | – | – | – | – | 13 |
| other | # | – | – | – | – | 2 |
| Vehicle safety ^{hhii} | | | | | | |
| Severe vehicle accident rate ^{qq} | accidents per million km driven | 0.04 | 0.05 | 0.01 | 0.03 | 0.04 |
| Total vehicle accident rate ^{rr} | accidents per million km driven | 0.87 | 0.91 | 0.71 | 0.8 | 0.72 |
| Severe vehicle accidents | # | 18 | 24 | 5 | 10 | 10 |
| Total vehicle accidents | # | 431 | 430 | 261 | 227 | 205 |
| Kilometres driven | million km | 457 | 444 | 329 | 269 | 268 |

hh bp total figures for safety data include bpx (onshore US operations). Where the combined totals are broken down, bpx safety data is included under 'unconventional onshore US'.

ii This represents reported incidents occurring within bp's operational HSSE reporting boundary. That boundary includes bp's own operated facilities and certain other locations or situations.

jj The total number of fatalities by employee and contractor for bp group.

kk DAFWC – Day away from work cases: the number of incidents that resulted in an injury where a person is unable to work for a day (shift) or more.

ll DAFWCF – Day away from work case frequency: the number of DAFWC incidents per 200,000 hours worked.

mm RI – Recordable injury: the number of work-related incidents that result in injuries or that caused fatality, loss of consciousness, restriction of work or motion, transfer to another job, or require treatment other than simple first aid.

nn RIF – Recordable injury frequency: the number of reported RI incidents per 200,000 hours worked.

oo Losses of primary containment from a process of greatest consequence – such as causing harm to a member of workforce, costly damage to equipment or exceeding defined quantities (per API Tier 1 definitions).

pp Losses of primary containment of lesser consequence (per API Tier 2 definitions).

qq Rate of severe vehicle accidents (per one million km) involving light and heavy motor vehicles being operated by a member of the bp workforce while undertaking business travel, resulting in fatality, recordable injury, or vehicle rollover.

rr Total vehicle accident rate (TVAR) is the sum of all on-road and off-road motor vehicle accidents per one million kilometres driven. The measure is concerned with any accident, whether it caused harm to any person or only resulted in vehicle damage.

Environment

| Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 | Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 |
|---|-----------------|------|------|------|------|-------|--|--------------------------|-------|-------|-------|-------|-------|
| Spills^{ss} | | | | | | | | | | | | | |
| Loss of primary containment ^{tt} | # | 186 | 237 | 189 | 191 | 178 | unconventional onshore US – spilled | thousand litres | – | – | – | – | 177 |
| Oil spills – number (>= 1bbl) ^{uu} | # | 124 | 152 | 121 | 121 | 108 | unconventional onshore US – unrecovered ^{xx} | thousand litres | – | – | – | – | 173 |
| contained ^{vv} | # | 63 | 90 | 70 | 73 | 57 | other – spilled | thousand litres | – | – | – | – | 28 |
| reaching land ^{ww} | # | 49 | 53 | 36 | 45 | 39 | other – unrecovered ^{xx} | thousand litres | – | – | – | – | 11 |
| reaching water ^{www} | # | 8 | 5 | 10 | 2 | 7 | Water^{yy} | | | | | | |
| Oil spills – number (>= 1bbl) – production | # | – | – | – | 21 | 22 | Total freshwater withdrawal | million m ³ | 268.8 | 281.0 | 275.6 | 239.4 | 221.0 |
| contained ^{vv} | # | – | – | – | 16 | 13 | Exploration, production and LNG | million m ³ | – | – | – | 4.1 | 6.1 |
| reaching land ^{ww} | # | – | – | – | 3 | 2 | Refining and chemicals | million m ³ | – | – | – | 231.9 | 211.1 |
| reaching water ^{www} | # | – | – | – | 2 | 7 | Other | million m ³ | – | – | – | – | 3.7 |
| Oil spills – number (>= 1bbl) – refining | # | – | – | – | 34 | 38 | Total water withdrawal – reclaimed and recycled water | million m ³ | 2.2 | 2.3 | 3.1 | 2.4 | 2.8 |
| contained ^{vv} | # | – | – | – | 13 | 16 | Exploration, production and LNG | million m ³ | – | – | – | 0.0 | 0.1 |
| reaching land ^{ww} | # | – | – | – | 20 | 18 | Refining and chemicals | million m ³ | – | – | – | 2.4 | 2.7 |
| reaching water ^{www} | # | – | – | – | 0 | 0 | Other | million m ³ | – | – | – | – | 0.0 |
| Oil spills – number (>= 1bbl) - unconventional onshore US | # | – | – | – | – | 24 | Total freshwater withdrawal in areas with water stress or scarcity | % | – | 7 | 7 | 1 | 0 |
| contained ^{vv} | # | – | – | – | – | 12 | Freshwater withdrawal intensity | t withdrawn/t production | 1.1 | 1.0 | 1.2 | 1.1 | 1.0 |
| reaching land ^{ww} | # | – | – | – | – | 12 | Exploration, production and LNG | t withdrawn/t production | – | – | – | 0.0 | 0.0 |
| reaching water ^{www} | # | – | – | – | – | 0 | Refining and chemicals | t withdrawn/t throughput | – | – | – | 2.8 | 2.7 |
| Oil spills – number (>= 1bbl) – other | # | – | – | – | – | 24 | Freshwater consumption | million m ³ | 85.9 | 90.8 | 75.4 | 53.6 | 51.7 |
| contained ^{vv} | # | – | – | – | – | 16 | percentage of withdrawal | % | 32 | 32 | 27 | 22 | 23 |
| reaching land ^{ww} | # | – | – | – | – | 7 | in areas with water stress or scarcity | % | – | 16 | 19 | 4 | 1 |
| reaching water ^{www} | # | – | – | – | – | 0 | Freshwater consumption intensity | t consumed/t production | 0.3 | 0.3 | 0.3 | 0.2 | 0.2 |
| Oil spills – volume | thousand litres | 538 | 710 | 784 | 655 | 1,005 | Discharges to water – Exploration, production and LNG | | | | | | |
| unrecovered ^{xx} | thousand litres | 131 | 300 | 494 | 308 | 335 | mass of produced water managed per unit of mass production | t/t | 0.7 | 0.7 | 0.6 | 0.4 | 0.4 |
| recovered | thousand litres | – | – | 289 | 347 | 671 | produced water generated | million tonnes | 101 | 112 | 85 | 49 | 50 |
| production – spilled | thousand litres | – | – | – | 59 | 343 | | | | | | | |
| production – unrecovered ^{xx} | thousand litres | – | – | – | 7 | 13 | | | | | | | |
| refining – spilled | thousand litres | – | – | – | 224 | 458 | | | | | | | |
| refining – unrecovered ^{xx} | thousand litres | – | – | – | 89 | 138 | | | | | | | |

Environment

| Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 | Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 |
|--|------------------------|--------|--------|--------|--------|-------|---|------|-------|-------|-------|-------|-------|
| produced water generated discharged | million tonnes | 18 | 19 | 22 | 21 | 17 | Air emissions – sulphur oxides | kt | 32 | 23 | 19 | 10 | 10 |
| produced water generated injected | million tonnes | 83 | 93 | 63 | 28 | 33 | Exploration, production and LNG | kt | – | – | – | 1 | 0 |
| produced water generated evaporated | million tonnes | – | – | <1 | <1 | <1 | Refining and chemicals | kt | – | – | – | 9 | 8 |
| oil discharged in muds and cuttings | tonnes | 122 | 35 | 0 | 0 | 0 | Other | kt | – | – | – | – | 1 |
| synthetic based fluids discharged in drilling muds and cuttings | tonnes | 2,389 | 1,277 | 27 | 1,668 | 965 | Air emissions – non-methane hydrocarbons | kt | 64 | 67 | 56 | 42 | 39 |
| drilling chemicals | tonnes | 26,881 | 31,367 | 43,523 | 42,825 | 5,652 | Exploration, production and LNG | kt | – | – | – | 30 | 22 |
| production chemicals excluding drilling | tonnes | 18,798 | 19,764 | 10,917 | 17,534 | 9,567 | Refining and chemicals | kt | – | – | – | 4 | 4 |
| oil discharged – in produced water and effluent | tonnes | 451 | 376 | 432 | 1,042 | 390 | Other | kt | – | – | – | – | 12 |
| hydrocarbon concentration in discharged water | mg/l | 25.4 | 20.0 | 19.9 | 49.7 | 22.5 | Air emissions – methane group | kt | 95 | 96 | 75 | 45 | 30 |
| Discharges to water – Refining and chemicals total water discharged | million m ³ | – | – | – | 59 | 55 | Exploration, production and LNG | kt | – | – | – | 43 | 28 |
| Refining and chemicals – discharged to third party operated wastewater treatment plant | million m ³ | – | – | – | 13.6 | 12.6 | Refining and chemicals | kt | – | – | – | 1 | 1 |
| Refining and chemicals – discharged to bp operated wastewater treatment plant | million m ³ | – | – | – | 45.6 | 42.1 | Other | kt | – | – | – | – | 1 |
| Refining and chemicals – chemical oxygen demand (COD) | mg/l | – | – | – | 38.2 | 40.3 | Waste ^{yy} | | | | | | |
| Discharges to water – Refining and chemicals COD discharged | tonnes | – | – | – | 1,741 | 1,698 | Hazardous waste generated (excluding deepwell) ^{zz} | kt | – | – | 133.7 | 156.5 | 153.6 |
| Air emissions ^{yy} | | | | | | | Hazardous waste recovered-recycled offsite (excluding deepwell) ^{zz} | kt | – | – | 53.1 | 59.1 | 76.4 |
| Total emissions to air | kt | 305 | 296 | 229 | 140 | 117 | Exploration, production and LNG | kt | – | – | – | 20.3 | 18.8 |
| Exploration, production and LNG | kt | – | – | – | 100 | 72 | Refining and chemicals | kt | – | – | – | 33.8 | 47.8 |
| Refining and chemicals | kt | – | – | – | 24 | 23 | Other | kt | – | – | – | – | 9.7 |
| Other | kt | – | – | – | – | 21 | Hazardous waste disposed (excluding deepwell) ^{zz} | kt | 182.8 | 142.6 | 80.6 | 97.4 | 77.2 |
| Air emissions – nitrogen oxides | kt | 115 | 110 | 79 | 43 | 39 | Exploration, production and LNG | kt | – | – | – | 19.6 | 18.1 |
| Exploration, production and LNG | kt | – | – | – | 27 | 21 | Refining and chemicals | kt | – | – | – | 65.5 | 49.7 |
| Refining and chemicals | kt | – | – | – | 9 | 9 | Other | kt | – | – | – | – | 9.4 |
| Other | kt | – | – | – | – | 8 | Non-hazardous waste generated | kt | – | 491.1 | 406.3 | 370.1 | 393.2 |
| | | | | | | | Non-hazardous waste recovered-recycled offsite | kt | 112.7 | 262.8 | 203.2 | 194.5 | 165.7 |
| | | | | | | | Exploration, production and LNG | kt | – | – | – | 14.6 | 15.7 |
| | | | | | | | Refining and chemicals | kt | – | – | – | 157.3 | 125.1 |
| | | | | | | | Other | kt | – | – | – | – | 24.9 |

Environment

| Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 |
|--|------------|-------|-------|-------|-------|-------|
| Non-hazardous waste disposed offsite | kt | 241.5 | 228.3 | 203.1 | 175.6 | 227.6 |
| Exploration, production and LNG | kt | – | – | – | 63.2 | 108.6 |
| Refining and chemical | kt | – | – | – | 83.5 | 102.9 |
| Other | kt | – | – | – | – | 16.1 |
| Other | | | | | | |
| Environmental expenditure ^{aaa} | \$ million | 1,546 | 2,319 | 412 | 2,195 | 126 |
| Percentage of major operating sites externally verified to be in conformance with ISO 14001 | % | – | 100 | 100 | 100 | 100 |
| Number of major operating sites in or adjacent (within 1km) to protected areas ^{bbb} | # | – | – | – | 10 | 9 |
| Area of major operating sites overlapping with protected areas | hectares | – | – | – | 3,365 | 3,365 |
| Number of major operating sites in or adjacent (within 1km) to key biodiversity areas ^{bbb} | # | – | – | – | 3 | 4 |
| Area of major operating sites overlapping with key biodiversity areas | hectares | – | – | – | 551 | 3,111 |

ss bp total figures for spills include bpx (onshore US operations). Where the combined totals are broken down, bpx spills data is included under 'unconventional onshore US'.

tt Loss of primary containment records any unplanned or uncontrolled release of material (excluding small or non-hazardous releases such as water) from a tank, vessel, pipe, rail car or equipment used for containment.

uu Any loss of primary containment of one barrel or more of liquid hydrocarbon (1 barrel = 159 litres = 42 gallons).

vv The number of spills from primary containment. This number contains a small number of unclassified spills.

ww The number of spills which breach containment (primary or secondary) and reach the environment, either to land or to water.

xx The volume of oil remaining in land or water after recovery operations.

yy bp totals and "Exploration, production and LNG" data for water, air and waste include bpx (onshore US operations).

zz Hazardous waste does not include waste which is disposed of under licence to deepwell.

aaa Operating and capital expenditure on the prevention, control, treatment or elimination of air and water emissions and solid waste is often not incurred as a separately identifiable transaction. Instead, it forms part of a larger transaction that includes, for example, normal operations and maintenance expenditure. The figure for environmental expenditure is therefore estimated, based on the definitions and guidelines of the American Petroleum Institute.

bbb A major operation may exist within or near more than one type of protected area or key biodiversity area.

Social

| Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 | Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 |
|---|------------|---------|---------|---------|---------|----------------|--|------|------|--------|--------|--------|---------------|
| Community | | | | | | | | | | | | | |
| Economic value generated by bp | \$ million | 303,900 | 283,300 | 188,000 | 167,100 | 246,700 | percentage male – graduate hires | % | – | – | 54 | 54 | 57 |
| payments to suppliers | \$ million | 255,900 | 233,600 | 165,300 | 122,200 | 174,000 | percentage female – experienced hires | % | 40 | 39 | 37 | 39 | 35 |
| benefits to employees ^{ccc} | \$ million | 10,490 | 9,836 | 9,909 | 8,857 | 9,587 | percentage male – experienced hires | % | – | – | 63 | 61 | 65 |
| taxes to governments ^{ddd} | \$ million | 7,527 | 6,913 | 3,337 | 5,378 | 12,453 | percentage female – leadership team | % | 15 | 15 | 33 | 36 | 55 |
| social investment spend | \$ million | 114 | 84 | 77 | 51 | 93 | percentage male – leadership team | % | – | – | 67 | 64 | 45 |
| Social investment spend – bp Foundation | \$ million | 6.4 | 9.1 | 6.4 | 3.1 | 6.4 | percentage female – group leaders | % | 24 | 25 | 29 | 32 | 33 |
| Social investment spend – bp Foundation – bp matching | \$ million | 6.1 | 8.3 | 6.1 | 4.0 | 6.0 | percentage male – group leaders | % | – | – | 71 | 68 | 67 |
| Social investment spend – bp Foundation – natural disaster relief | \$ million | 0.4 | 0.4 | 2.3 | 0.4 | 0.4 | percentage female – senior leaders | % | 25 | 26 | 27 | 29 | 30 |
| Total dividends distributed to bp shareholders ^{eee} | \$ million | 8,080 | 8,329 | 6,340 | 4,304 | 4,358 | percentage male – senior leaders | % | – | – | 73 | 71 | 70 |
| Percentage of major operating sites in indigenous land | % | – | 17 | 13 | 13 | 12 | percentage female – board of directors | % | 36 | 42 | 45 | 40 | 45 |
| Community complaints ^{fffggg} | | | | | | | | | | | | | |
| damage to property/crops | % | 23 | 27 | 7 | 3 | 3 | percentage male – board of directors | % | – | – | 55 | 60 | 55 |
| job opportunities | % | 23 | 24 | 41 | 11 | 7 | 25 and under | # | – | – | – | 7,700 | 8,300 |
| nuisance (odour, noise and dust) | % | 21 | 19 | 42 | 59 | 51 | 26-30 | # | – | – | – | 7,500 | 7,200 |
| social investment | % | 12 | 10 | 2 | 3 | 7 | 31-35 | # | – | – | – | 9,300 | 9,500 |
| other | % | 11 | 6 | 6 | 11 | 22 | 36-40 | # | – | – | – | 10,500 | 10,400 |
| security arrangements | % | 7 | 10 | 1 | 0 | 0 | 41-45 | # | – | – | – | 9,600 | 9,900 |
| flaring | % | 2 | 4 | 1 | 12 | 10 | 46-50 | # | – | – | – | 8,500 | 8,600 |
| discharges to water | % | 1 | 0 | 0 | 0 | 1 | 51-55 | # | – | – | – | 6,700 | 7,000 |
| impact on traditional indigenous, recreational or cultural activities | % | – | – | – | 0 | 0 | 56-60 | # | – | – | – | 4,100 | 4,400 |
| bp people | | | | | | | | | | | | | |
| Number of employees | # | 73,000 | 70,100 | 63,600 | 65,900 | 67,600 | 61 and over | # | – | – | – | 2,000 | 2,300 |
| percentage female | % | 35 | 38 | 39 | 39 | 39 | Number of employees – group leaders | # | 376 | 378 | 270 | 281 | 278 |
| percentage male | % | – | 62 | 61 | 61 | 61 | Number of employees | | | | | | |
| percentage female – graduate hires | % | 48 | 45 | 40 | 45 | 43 | Europe | # | – | 33,000 | 31,900 | 31,500 | 31,900 |
| | | | | | | | US and Canada | # | – | 13,600 | 10,600 | 12,800 | 13,800 |
| | | | | | | | Asia Pacific | # | – | 14,700 | 13,000 | 13,400 | 14,100 |
| | | | | | | | South and Central America | # | – | 1,500 | 1,500 | 2,400 | 2,400 |

Social

| Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 | Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 |
|---|------|------|-------|-------|--------|---------------|---|------|------|--------|-------|--------|---------------|
| Middle East, North Africa | # | – | 5,200 | 4,900 | 4,400 | 4,400 | Rate of employee exits ^{hhh} | % | 12 | 18 | 20 | 24 | 24 |
| Sub-Saharan Africa | # | – | 1,800 | 1,700 | 1,400 | 1,000 | 25 and under | % | – | – | – | 61 | 71 |
| production & operations | # | – | – | – | 8,800 | 8,600 | 26-30 | % | – | – | – | 30 | 31 |
| customers & products | # | – | – | – | 43,600 | 44,700 | 31-35 | % | – | – | – | 19 | 21 |
| gas & low carbon energy | # | – | – | – | 4,000 | 4,200 | 36-40 | % | – | – | – | 16 | 15 |
| other businesses & corporate | # | – | – | – | 9,500 | 10,100 | 41-45 | % | – | – | – | 14 | 13 |
| Women in group leadership | % | 24 | 25 | 29 | 32 | 33 | 46-50 | % | – | – | – | 15 | 12 |
| Women at management level | % | 31 | 31 | 32 | 33 | 34 | 51-55 | % | – | – | – | 17 | 12 |
| People from racial minorities in UK and US group leadership | % | 11 | 14 | 18 | 17 | 18 | 56-60 | % | – | – | – | 26 | 16 |
| People from beyond the UK and US in group leadership | % | 24 | 25 | 30 | 31 | 33 | 61 and over | % | – | – | – | 40 | 24 |
| Number of employee exits ^{hhh} | # | – | – | – | 15,212 | 14,240 | male | % | – | – | – | 21 | 20 |
| 25 and under | # | – | – | – | 4,269 | 4,981 | female | % | – | – | – | 29 | 29 |
| 26-30 | # | – | – | – | 2,144 | 2,142 | Asia Pacific | % | – | – | – | 36 | 33 |
| 31-35 | # | – | – | – | 1,699 | 1,739 | Europe | % | – | – | – | 24 | 26 |
| 36-40 | # | – | – | – | 1,571 | 1,467 | Middle East & North Africa | % | – | – | – | 14 | 5 |
| 41-45 | # | – | – | – | 1,300 | 1,188 | Russia | % | – | – | – | 13 | 112 |
| 46-50 | # | – | – | – | 1,212 | 921 | South & Central America | % | – | – | – | 18 | 7 |
| 51-55 | # | – | – | – | 1,134 | 752 | Sub-Saharan Africa | % | – | – | – | 18 | 44 |
| 56-60 | # | – | – | – | 1,051 | 600 | US & Canada | % | – | – | – | 18 | 10 |
| 61 and over | # | – | – | – | 829 | 449 | Number of new employee hires ⁱⁱⁱ | # | – | 14,281 | 9,079 | 12,742 | 15,178 |
| male | # | – | – | – | 8,025 | 7,370 | 25 and under | # | – | 5,795 | 4,128 | 5,363 | 6,510 |
| female | # | – | – | – | 7,160 | 6,846 | 26-30 | # | – | 2,282 | 1,507 | 2,245 | 2,386 |
| Asia Pacific | # | – | – | – | 4,660 | 4,511 | 31-35 | # | – | 1,814 | 1,162 | 1,759 | 2,004 |
| Europe | # | – | – | – | 7,366 | 7,870 | 36-40 | # | – | 1,431 | 747 | 1,187 | 1,458 |
| Middle East & North Africa | # | – | – | – | 674 | 217 | 41-45 | # | – | 1,056 | 622 | 812 | 1,058 |
| Russia | # | – | – | – | 24 | 110 | 46-50 | # | – | 807 | 435 | 604 | 804 |
| South & Central America | # | – | – | – | 223 | 81 | 51-55 | # | – | 565 | 246 | 406 | 489 |
| Sub-Saharan Africa | # | – | – | – | 304 | 532 | 56-60 | # | – | 310 | 150 | 230 | 294 |
| US & Canada | # | – | – | – | 1,961 | 919 | 61 and over | # | – | 183 | 80 | 120 | 170 |
| | | | | | | | male | # | – | 7,450 | 4,609 | 6,259 | 8,018 |

Social

| Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 | Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 |
|---|------|------|-------|-------|-------|--------------|----------------------------|------|------|------|------|------|-----------|
| female | # | – | 6,775 | 4,438 | 6,458 | 7,132 | 51-55 | % | – | 8 | 4 | 7 | 8 |
| Asia Pacific | # | – | 3,307 | 2,464 | 5,090 | 5,214 | 56-60 | % | – | 6 | 4 | 6 | 7 |
| Europe | # | – | 8,493 | 5,549 | 6,579 | 8,226 | 61 and over | % | – | 7 | 4 | 6 | 8 |
| Middle East & North Africa | # | – | 311 | 136 | 143 | 320 | Male | % | – | 16 | 12 | 17 | 22 |
| Russia | # | – | 16 | 7 | 12 | 3 | Female | % | – | 27 | 18 | 27 | 30 |
| South & Central America | # | – | 653 | 101 | 103 | 80 | Asia Pacific | % | – | 23 | 19 | 38 | 37 |
| Sub-Saharan Africa | # | – | 178 | 110 | 83 | 103 | Europe | % | – | 28 | 17 | 22 | 27 |
| US & Canada | # | – | 1,323 | 712 | 732 | 1,232 | Middle East & North Africa | % | – | 6 | 3 | 3 | 7 |
| Rate of new employee hires ^{jjj} | % | – | 20 | 14 | 19 | 22 | Russia | % | – | 6 | 4 | 7 | 38 |
| 25 and under | % | – | 74 | 58 | 77 | 87 | South & Central America | % | – | 12 | 7 | 9 | 7 |
| 26-30 | % | – | 27 | 21 | 33 | 36 | Sub-Saharan Africa | % | – | 10 | 7 | 6 | 10 |
| 31-35 | % | – | 17 | 13 | 21 | 23 | US & Canada | % | – | 10 | 7 | 8 | 13 |
| 36-40 | % | – | 13 | 7 | 12 | 16 | Pulse survey | | | | | | |
| 41-45 | % | – | 11 | 7 | 9 | 12 | employee engagement | % | 66 | 65 | 64 | 64 | 70 |
| 46-50 | % | – | 9 | 5 | 8 | 10 | pride in working for bp | % | 76 | 75 | 75 | 73 | 78 |

ccc Includes wages, salaries, share-based payments, benefits and pensions.

ddd Comprises income taxes and production taxes paid.

eee This includes dividends paid in cash and scrip dividends.

fff Community complaint data excludes data from bpx (onshore US operations). bpx data is included in all other social metrics.

ggg Due to rounding the sum of the component parts may not exactly equal 100%.

hhh From 2021, the retail population is included in employee exits.

iii Absolute number of new employee hires.

jjj New employee hires expressed as a percentage of headcount at the end of the reporting period.

Governance

| Metric | Unit | 2018 | 2019 | 2020 | 2021 | 2022 |
|---|------|--------|--------|--------|--------|---------------|
| Ethics and compliance | | | | | | |
| Concerns and enquiries raised through all reporting channels ^{kkk} | # | 1,710 | 1,849 | 1,608 | 1,414 | 1,367 |
| Concerns and enquiries raised through OpenTalk ^{kkk} | # | 843 | 788 | 600 | 584 | 606 |
| Concerns and enquiries raised – raised with management ^{kkk} | # | 867 | 1,061 | 1,008 | 830 | 761 |
| Separations (dismissals, resignations and supplier terminations) for non-compliance and unethical behaviours ^{lll} | # | 178 | 138 | 79 | 35 | 51 |
| Employees completing anti-bribery and corruption training | # | – | 11,000 | 7,700 | 12,700 | 7,500 |
| Other | | | | | | |
| Countries bp has a presence in | # | 78 | 79 | 72 | 66 | 62 |
| Retail sites | # | 18,700 | 18,900 | 20,300 | 20,500 | 20,650 |

kkk Excluding duplicate concerns.

lll Excludes dismissals of contractors/vendors and staff employed at our retail sites. Excludes heliport spot checks.

Key definitions

Areas of water stress and scarcity

Defined as areas of medium to high, high and very high water stress based on World Resources Institute baseline water stress.

Chemical oxygen demand (COD)

The capacity of water to consume oxygen during the decomposition of organic matter and the oxidation of inorganic chemicals such as ammonia and nitrite. COD measurements are commonly made on samples of waste waters or natural waters contaminated by domestic or industrial wastes.

In wastewater treatment, COD is used as an index to assess the effect discharged wastewater will have on the receiving environment.

Fatality

A workforce fatality is any death of an employee or contractor as a result of a work-related incident.

Hazardous waste

Waste that is classified as hazardous (or the regulatory equivalent) by the local regulatory authority.

Key biodiversity area

Key biodiversity areas (KBA) are sites contributing significantly to the global persistence of biodiversity, in terrestrial, freshwater and marine ecosystems.

The Global Standard for the Identification of Key Biodiversity Areas (IUCN 2016) sets out globally agreed criteria for the identification of KBAs worldwide.

Protected area

Protected area is defined as a clearly defined geographical space, recognized, dedicated and managed, through legal or other effective means, to achieve the long-term conservation of nature with associated ecosystem services and cultural values (IUCN definition). IUCN refer to six different categories of protected area (IUCN category I to VI) corresponding to different levels of protection. Protected areas for the purposes of our reporting metric also include formally designated Ramsar wetland sites and UNESCO World Heritage Sites, and in Europe, Natura 2000 sites. Protected Areas boundaries are derived from the World Database on Protected Areas. For some protected areas in this database, the IUCN category is not reported, not assigned or not applicable.

 See bp.com/protectedareas

Loss of primary containment (LOPC)

An unplanned or uncontrolled release of oil, gas or other hazardous materials from a tank, vessel, pipe, truck, rail car or other equipment used for storage, separation, processing or transfer.

Major operating sites

A site or grouping of sites that produce or manage petroleum, chemical, or manufactured products where such products, their production processes, or their exploration processes have the potential to cause significant impact on the environment or the safety and health of employees, neighbours, or consumers.

Non-hazardous waste

Waste that is not classified as hazardous (or the regulatory equivalent) by the local regulatory authority.

Oil spill

Any liquid hydrocarbon release of more than, or equal to, one barrel (159 litres, equivalent to 42 US gallons).

Sustainable emissions reductions (SERs)

Sustainable emissions reductions (SERs) result from actions or interventions that have led to ongoing reductions in Scope 1 (direct) and/or Scope 2 (indirect) GHG emissions (carbon dioxide and methane) such that GHG emissions would have been higher in the reporting year if the intervention had not taken place. SERs must meet three criteria: bp made a specific intervention that has reduced GHG emissions, bp must be able to quantify the reduction and the reduction is expected to be ongoing. Reductions are reportable for a 12-month period from the start of the intervention/action.

Tier 1 process safety event

Losses of primary containment of greatest consequence – causing harm to a member of the workforce, costly damage to equipment or exceeding defined quantities (per API Tier 1 definitions).

Tier 2 process safety event

Losses of primary containment of lesser consequence (per API Tier 2 definitions).

Give your feedback

Email the corporate reporting team
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