

Improving people's lives

We have set five aims, with corresponding objectives, 2025 targets and 2030 aims to improve people's lives.

Aims	Objectives	2025 targets	2030 aims
11 More clean energy Develop enough clean energy to benefit more than 36 million people.	1. 50GW renewable energy equivalent	40% developed ^a	100% developed ^a
	2. Programmes to support access and affordability	Under consideration ^b	Under consideration ^b
12 Just transition Support a just energy transition that advances human rights and education.	1. Enable just transition for the workforce	Drive education & employment initiatives and programmes with industry partners to: <ul style="list-style-type: none"> • Work with early-stage talent to build their interest in, and develop the skills needed, for the future energy system • Advance social mobility, specifically targeting disadvantaged groups in our education & employability work • Develop initiatives and just transition plans for the areas most impacted by the energy transition that enable the workforce to grow into, transition, and thrive in renewable or low carbon jobs 	Demonstrate our contribution to the just transition through impact measures and achievement of 2030 aims.
	We will develop 2025 and 2030 metrics and targets/aims for the initiatives and programmes above, and plan to publish these in 2023.		
	2. Supporting civic dialogue, transparency and building local capacity	We are currently developing 2025 and 2030 targets/aims for this objective and they will be published in 2023.	
	3. Decent work	100% of high-risk tier 1 suppliers evaluated in line with our labour rights and modern slavery (LRMS) principles and priority findings raised with suppliers to be remedied.	100% high risk and 50% medium risk supply chains evaluated in line with our LRMS principles and priority findings raised with suppliers to be remedied.
	4. Respect and remedy	<ul style="list-style-type: none"> • Systematic management of human rights impacts, monitoring and remedy, in consultation with affected peoples, supported by processes to monitor, remedy, and disclose progress^c • Quality of community relationships assessed by priority bp sites and businesses with plans developed for those that do not meet the threshold 	Implemented plans result in better quality relationships built on mutual respect, support and trust.
5. Responsible security	<ul style="list-style-type: none"> • Code of conduct and human rights policy consistent performance required of 100% of bp's contracted private security providers when working for us • Security and human rights risk assessment will include conflict analysis 	Advocate for, and support, the development of multi-stakeholder good practices, related to public security force engagements, and disclose bp's progress in implementing those practices from 2027.	

^a The aggregate quantity, net to bp, of renewable generating capacity that has been developed to the point of final investment decision.

^b Over the course of 2021-22 we will explore how we can do more to enable greater access to clean energy for those who need it most.

^c The focus of this objective will be on major projects and major operations.

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<p>13 Sustainable livelihoods</p> <p>Help more than one million people build sustainable livelihoods and resilience.</p>	<p>1. Support livelihoods</p>	<ul style="list-style-type: none"> Sustainable livelihoods development for local communities where we operate (priority bp sites and businesses)^d. Disclose progress against targets and impact measures^e. 	<p>Demonstrate continuous improvement in impact measures and achievement of 2030 aim.</p>
<p>14 Greater equity</p> <p>Greater diversity, equity and inclusion for our workforce and customers, and increase supplier diversity spend to \$1 billion.</p>	<p>2. Fair wage and remuneration</p>	<p>We are currently developing, and will report, 2025 and 2030 targets for this objective, which will be published in 2022.</p>	
<p>15 Enhance wellbeing</p> <p>Enhance the health and wellbeing of our employees, contractors and local communities</p>	<p>3. Strategic social investment in support of sustainability</p>	<p>70% of bp's social investment spend and programmes support delivery of our sustainability aims^f.</p>	
<p>1. Promote proactive measures to improve the health and wellbeing of our workforce and their families</p>	<p>1. Diverse workforce, inclusive workplace culture and employee experience Includes all aspects of diversity – gender, race, ethnic minority, LGBT+, persons with disabilities and other groups</p>	<ul style="list-style-type: none"> Disclose progress against 2025 DE&I ambition (to be published in 2022). Implement action plans to address priority disparities identified and complete integration of DE&I into talent strategy to deliver inclusive workplace experiences. 	<ul style="list-style-type: none"> Enable employees to perform to their best ability and have equitable access to opportunities to grow and be successful at bp through delivery of DE&I programmes.
<p>2. Improve awareness and understanding of mental health challenges in the workplace and broader community</p>	<p>2. Inclusive customer experience Includes all aspects of diversity – gender, race, ethnic minority, LGBT+, persons with disabilities and other groups</p>	<ul style="list-style-type: none"> Assess inclusivity of our customer experience, identify priority disparities and implement action plans to achieve our 2030 aims. Report on progress metrics from 2025. 	<ul style="list-style-type: none"> Plans result in respectful, equitable and inclusive physical and digital customer experiences, delivered through innovative product and service offerings and inclusive user experience design, in our retail businesses.
<p>3. Create access to and build awareness of physical and mental health resources in the communities where we work</p>	<p>3. Multiply D&I impact through ecosystem partners^g and suppliers</p>	<ul style="list-style-type: none"> Double supplier diversity spend by 2023 and achieve \$1 billion annual spend by 2025 (US). Incentivize ecosystem partners to adopt DE&I best practices. 	<ul style="list-style-type: none"> Report progress on global supplier diversity spend metrics. Priority ecosystem partners have implemented DE&I best practices^h.
<p>1. Promote proactive measures to improve the health and wellbeing of our workforce and their families</p>	<p>1. Promote proactive measures to improve the health and wellbeing of our workforce and their families</p>	<ul style="list-style-type: none"> Launch a health and wellbeing programme, accessible by 100% of our employees and their families, focused on the proactive management of physical and mental health including hygiene, preventative screenings, exercise, nutrition and resilience. 	<ul style="list-style-type: none"> Be recognised as an industry leader in health and wellbeing as we support our workforce and their families in the prevention and treatment of physical and mental health issues.
<p>2. Improve awareness and understanding of mental health challenges in the workplace and broader community</p>	<p>2. Improve awareness and understanding of mental health challenges in the workplace and broader community</p>	<ul style="list-style-type: none"> Foster a culture of care by training 100% of all leaders on key mental health challenges, encouraging leaders and employees to openly discuss mental health issues (specific targets to demonstrate shifts agreed by 2023). 	<ul style="list-style-type: none"> Demonstrate a positive shift in awareness and understanding of mental health challenges as a result of our programmes.
<p>3. Create access to and build awareness of physical and mental health resources in the communities where we work</p>	<p>3. Create access to and build awareness of physical and mental health resources in the communities where we work</p>	<ul style="list-style-type: none"> Understand the top health and wellbeing issues facing communities where we work; and allocate 10% of social investment toward sustainable solutions that address priority issues identified. Develop global and local partnerships to raise awareness and provide public access to mental and physical health resources. Integrate priority health and wellbeing offers for customers and demonstrate improvements. 	<ul style="list-style-type: none"> Demonstrate measurable improvement of key health and wellbeing metrics both internally and externally.

^d This objective will be delivered at priority bp sites and businesses. Our approach to prioritisation includes assessing where local needs and opportunities are greatest.

^e Livelihoods development programmes to support greater local economic growth and sustainable development for communities and cities where we work: including through reskilling, entrepreneurship and micro-credit programme; and by supporting our other sustainable frame aims (for example, biodiversity, NbS/NCS and water) and other sustainable ways to support job creation linked with future market demand through social investment budgets and in line with local needs assessments.

^f Flexibility of 30% for businesses to invest according to local context and priorities.

^g Ecosystem partners: e.g. jobbers/dealers/franchisees.

^h Priority ecosystem partners to be defined in 2022.

Caring for our planet

We have set five aims, with corresponding objectives, 2025 targets and 2030 aims to care for our planet.

Aims	Objectives	2025 targets	2030 aims
16 Enhancing biodiversity Make a positive impact through our actions to restore, maintain and enhance biodiversity where we work.	1. bp projects Aim to achieve net positive impact (NPI).	From 2022 <ul style="list-style-type: none"> All new applicableⁱ bp projects will have NPI plans in place prior to final project approval. 30% of the NPI actions across those projects delivered within three years of final project approval. 90% of the NPI actions across those projects delivered within five years of final project approval. 	
	2. bp operations Aim to enhance biodiversity	100% of major operating sites (MOS) in sensitive areas ^j implementing enhancement plans.	100% of all MOS implementing enhancement plans.
	3. bp countries Support biodiversity restoration and the sustainable use of natural resources.	Number of projects in progress or established delivering measurable benefits for biodiversity and people ^k . 5 projects	10 projects
17 Water positive Become water positive by 2035.	1. Improved efficiency of operational freshwater use and effluent management	20% towards water positive ^l	2035 aim 100% water positive
	2. Collaborate on the most impactful opportunities to replenish water in stressed and scarce catchments where we operate	Plan and targets set for improved operational efficiencies and collaboration opportunities to 2030	
18 Championing nature-based solutions Champion nature-based solutions and enable certified natural climate solutions.	1. To use nature-based solutions (NbS) to deliver value and contribute to our people and planet aims	In 2022 we will develop an NbS action plan and identify 2030 aims for the way NbS will be used	
	2. To enable emission reductions through investments in certified Natural Climate Solutions (NCS)	Support the development of scalable NCS markets and invest in jurisdictional NCS, including avoided deforestation	
19 Unlock circularity Unlock new sources of value through circularity.	1. Increase the circularity of our existing operations and products and identify circular opportunities in new projects and businesses	2025 targets <ul style="list-style-type: none"> By the end of 2022: Enhance our waste stream measurement and reporting and create a circularity methodology Set additional aims by the end of 2023 In Europe all bp-owned food brand packaging to be reusable, recyclable or bio-degradable by 2025 	
20 Sustainable Purchasing Develop a more sustainable supply chain	We plan to define our sustainable procurement policy and set long-term aims by 2023.	We plan to define our sustainable procurement policy and set long-term aims by 2023.	

ⁱ Applicable projects that have the potential for significant direct impacts on biodiversity. Only actions that are intended to be delivered, not the outcomes, within five years in accordance with the NPI methodology are included. The 30% and 90% targets apply in aggregate across all applicable projects that meet the relevant timeframes from the final project approval (and are not targets for individual projects).

^j Enhancement plans to include specific activities which, subject to local stakeholder consultation, deliver measurable gains in local biodiversity, and/or potential investments in nature-based solutions.

^k These may include restoration projects working in partnership with international and national NGOs, local communities, organizations and governmental agencies, which may include a combination of small and large projects and may also deliver nature-based solutions (NbS), such as establishing new marine management conservation zones, avoided deforestation, sustainable fisheries or restoring biodiversity in urban environments which contribute towards national biodiversity targets and support capacity building.

^l Targets and aims are related to proportion of consumption that has been replenished against the baseline (as adjusted for portfolio change).