ESG Datasheet 2023

March 2024

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 *bp Sustainability Report 2023*. 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.

We report group-level data and since 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**.

Contents

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 2023
- Diversity, Equity and Inclusion Report 2023
- Energy Outlook 2023
- Gender and Ethnicity Pay Gap Report 2023
- Modern Slavery and Human Trafficking Statement 2023
- Net Zero Ambition Progress Update 2024
- Our participation in trade associations: 2023 progress update
- Payments to Governments 2023
- Protected Areas 2023
- Sustainability Report 2023
- Tax Report 2023

Reporting frameworks

- CDP Climate Change Questionnaire 2023
- 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
- Sustainable Purchasing Position

Metrics subject to assurance for 2023

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 *bp Sustainability Report 2023* for Deloitte's independent assurance statement, at **bp.com/sustainability**.

A Basis of Reporting document is available on **bp.com/basisofreporting**.

Safety indicators:

1. Recordable Injury Frequency (RIF) (employees and contractors)
2. Total fatalities (employees and contractors)
3. Process Safety Events (total of tier 1 and tier 2)

Environment indicators:

4. Scope 1 (direct) GHG emissions (operational boundary) ($MtCO_2e$) (aim 1)
5. Scope 1 (direct) GHG emissions from UK locations (operational boundary) ($MtCO_2e$) (aim 1)
6. Scope 1 (direct) GHG emissions from global locations (excluding UK and offshore) (operational boundary) ($MtCO_2e$) (aim 1)
7. Scope 2 (indirect) GHG emissions (operational boundary) ($MtCO_2e$) (aim 1)
8. Scope 2 (indirect) GHG emissions from UK and offshore locations (operational boundary) ($MtCO_2e$) (aim 1)
9. Scope 2 (indirect) GHG emissions from global locations (excluding UK and offshore) (operational boundary) ($MtCO_2e$) (aim 1)
10. Scope 1 (direct) GHG emissions (equity boundary) ($MtCO_2e$) (aim 1)
11. Scope 2 (indirect) GHG emissions (equity boundary) ($MtCO_2e$) (aim 1)
12. Total sustainable emissions reductions (SERs)★ ($MtCO_2e$) (aim 1)
13. Scope 1 (direct) carbon dioxide emissions (operational boundary) ($MtCO_2$) (aim 1)
14. Scope 1 (direct) methane emissions (operational boundary) (Mte) (aim 1)
15. Emissions from the carbon in our upstream oil and gas production ($MtCO_2$) (aim 2)
16. Average carbon intensity of our sold energy products★ (gCO_2e/MJ) (aim 3) (sold energy products★ include both marketed sales and physically traded energy products★)
17. Methane intensity★ (%) (aim 4)
18. Energy consumption for UK and offshore locations (operational boundary) (GWh, base units of kWh)
19. Energy consumption for global locations (excluding UK and offshore) (operational boundary) (GWh, base units of kWh)

★ See the glossary in the *bp Sustainability Report 2023* **pages 59-61**

Net zero

Metric	Unit	2019	2020	2021	2022	2023
Net zero aims						
Aim 1 – Scope 1 (direct) and Scope 2 (indirect) greenhouse gas emissions [a b]	$MtCO_2e$	54.5	45.5	35.6	31.9	**32.1**
Aim 2 – Emissions from the carbon in our upstream oil and gas production (our Scope 3 aim) [c]	$MtCO_2$	360.9	327.6	303.6	306.7	**314.9**
Aim 3 – Average carbon intensity of our sold energy products★ [d e]	gCO_2e/MJ	79	77	78	77	**77**
Refined energy products carbon intensity [f]	gCO_2e/MJ	95	92	92	92	**92**
Gas products carbon intensity [f]	gCO_2e/MJ	68	67	67	67	**67**

Metric	Unit	2019	2020	2021	2022	2023
Bioproducts carbon intensity [f]	gCO_2e/MJ	47	44	43	43	**40**
Power products carbon intensity [f]	gCO_2e/MJ	56	58	56	52	**50**
Aggregate lifecycle emissions associated with sales of energy products [g]	$MtCO_2e$	1,597	1,379	1,385	1,315	**1,395**
Aggregate energy associated with sales of energy products [h]	PJ	20,270	17,946	17,838	16,999	**18,207**
Aim 4 – Methane intensity★ [i j]	%	0.14	0.12	0.07	0.05	**0.05**
Aim 5 – Transition growth investment★ [k]	$ million	634	995	2,437	4,911	**3,779**

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. Read more: bp.com/basisofreporting.

b 2019 baseline changed from 54.4$MtCO_2e$ for consistency in rounding.

c Calculated carbon dioxide (CO_2) emissions from the assumed stoichiometric 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, bp announced that it intends to exit its 19.75% shareholding in Rosneft Oil Company (Rosneft). bp ceased equity accounting for Rosneft from this date. These emissions are equivalent to the GHG Protocol, Scope 3, category 11, within the selected boundary of bp's net share of upstream production of oil and gas.

d Rate of 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.

e Previously reported aim 3 figures for the period 2019-2022 have been restated to correct misstatements in sales data identified through business reviews and digital improvement projects. The restatement does not alter the previously disclosed average lifecycle carbon intensity of our sold energy products★. For more detail on how this metric is calculated see the Basis of Reporting: bp.com/basisofreporting.

f Previously reported aim 3 figures for the period 2019-2022 have been restated to correct misstatements in sales data identified through business reviews and digital improvement projects. The restatement does not alter the previously disclosed carbon intensity of product categories (refined, gas, bio and power products), with the exception of the power products carbon intensity for 2019 and 2020, which has changed.

g 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. Previously reported values for this metric (2019-2022) have been restated to correct misstatements in sales data identified through business reviews and digital improvement projects.

h 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 (10^9) MJ. Previously reported values for this metric (2019-2022) have been restated to correct misstatements in sales data identified through business reviews and digital improvement projects.

i 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).

j 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.

k Our transition growth★ engines are bioenergy, convenience, EV charging, renewables and power, and hydrogen.

★ See the glossary in the *bp Sustainability Report 2023* **pages 59-61**

Greenhouse gas emissions and energy

Metric	Unit	2019	2020	2021	2022	2023
GHG – Operational control [l m]						
Scope 1 (direct) greenhouse gas emissions [n]	$MtCO_2e$	49.2	41.7	33.2	30.4	**31.1**
Exploration, production and LNG	$MtCO_2e$	–	–	15.5	13.8	**15.2**
Refining and chemicals	$MtCO_2e$	–	–	16.9	15.9	**15.1**
Other	$MtCO_2e$	–	–	–	0.7	**0.8**
Scope 1 (direct) carbon dioxide emissions	$MtCO_2e$	46.8	39.8	32.0	29.7	**30.2**
Exploration, production and LNG	$MtCO_2e$	–	–	14.4	13.1	**14.3**
Refining and chemicals	$MtCO_2e$	–	–	16.9	15.9	**15.1**
Other	$MtCO_2e$	–	–	–	0.7	**0.7**
Scope 1 (direct) methane emissions	Mt	0.1	0.07	0.05	0.03	**0.03**
Exploration, production and LNG	Mt	–	–	0.04	0.03	**0.03**
Refining and chemicals	Mt	–	–	0.00	0.00	**0.00**
Other	Mt	–	–	–	0.00	**0.00**
Sustainable GHG emissions reductions★ (Scope 1 and 2) [o]	$MtCO_2e$	1.4	1.0	1.6	1.5	**0.9**
Scope 2 (indirect) emissions [p q]	$MtCO_2e$	5.2	3.8	2.4	1.4	**1.0**
Exploration, production and LNG [q]	$MtCO_2e$	–	–	0.0	0.1	**0.1**
Refining and chemicals	$MtCO_2e$	–	–	2.2	1.2	**0.6**
Other	$MtCO_2e$	–	–	–	0.2	**0.4**
Greenhouse gas intensity (Scope 1 and 2)						
Exploration, production and LNG [r]	tCO_2e per thousand boe of production	–	–	15.9	14.2	**15.7**
Refineries [s]	tCO_2e per utilized equivalent distillation capacity	–	–	1,060	1,028	**1,003**
Petrochemicals [t]	tCO_2e per thousand tonnes of production	–	–	688	653	**741**
Methane intensity★ [u]	%	0.14	0.12	0.07	0.05	**0.05**
Flaring [v]	kt	1,395	831	967	654	**861**

Metric	Unit	2019	2020	2021	2022	2023
GHG – Equity share [l w]						
Scope 1 (direct) greenhouse gas emissions [n]	$MtCO_2e$	46.0	41.3	36.5	33.9	**31.9**
Exploration, production and LNG [x]	$MtCO_2e$	–	–	17.7	15.9	**14.8**
Refining and chemicals	$MtCO_2e$	–	–	17.5	16.3	**15.7**
Other [x]	$MtCO_2e$	–	–	–	1.7	**1.5**
Scope 1 (direct) carbon dioxide emissions	$MtCO_2e$	43.0	39.1	34.8	32.6	**30.5**
Exploration, production and LNG [x]	$MtCO_2e$	–	–	16.0	14.6	**13.5**
Refining and chemicals	$MtCO_2e$	–	–	17.5	16.2	**15.6**
Other [x]	$MtCO_2e$	–	–	–	1.7	**1.4**
Scope 1 (direct) methane emissions	Mt	0.12	0.09	0.07	0.05	**0.05**
Exploration, production and LNG	Mt	–	–	0.07	0.05	**0.05**
Refining and chemicals	Mt	–	–	0.00	0.00	**0.00**
Other	Mt	–	–	–	0.00	**0.00**
Scope 2 (indirect) emissions [p]	$MtCO_2e$	5.7	4.2	2.6	1.6	**1.5**
Exploration, production and LNG	$MtCO_2e$	–	–	0.2	0.2	**0.1**
Refining and chemicals	$MtCO_2e$	–	–	2.0	1.1	**0.6**
Other	$MtCO_2e$	–	–	–	0.4	**0.8**
Greenhouse gas intensity (Scope 1 and 2)						
Exploration, production and LNG [x y]	tCO_2e per thousand boe of production	–	–	22.4	19.9	**17.6**
Refineries [z]	tCO_2e per utilized equivalent distillation capacity	–	–	1,067	1,022	**1,000**
Petrochemicals	tCO_2e per thousand tonnes of production	–	–	688	653	**741**

Greenhouse gas emissions and energy

Metric	Unit	2019	2020	2021	2022	2023
Energy – Operational control [l m]						
Energy consumption [aa]	GWh	–	–	128,805	121,697	**124,770**
Exploration, production and LNG	GWh	–	–	46,033	43,748	**46,215**
Refining and chemicals	GWh	–	–	79,177	74,589	**70,974**
Other	GWh	–	–	–	3,361	**7,582**
Energy intensity						
Exploration, production and LNG [bb]	GJ per thousand boe of production	–	–	169.8	162.1	**171.0**
Refineries [cc]	Energy intensity performance index (indexed to 2010)	104.5	106.5	102.8	103.4	**104.0**
Petrochemicals [dd]	GJ per tonnes of production	–	–	11.5	11.8	**12.7**
Energy consumption – Streamlined Energy and Carbon Reporting (SECR) [ee]						
UK and offshore [ff]	GWh/base units kWh	–	7,005	4,386	4,376	**4,688**
Global (excluding UK and offshore) [gg]	GWh/base units kWh	–	172,999	124,419	117,321	**120,082**

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

m 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. Read more: bp.com/basisofreporting.

n We provide data on GHG emissions material to our businesses on a carbon dioxide-equivalent basis. This includes CO_2 and methane for Scope 1 emissions.

o 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.

p Scope 2 emissions on a market basis.

q Figure for 2022 updated to reflect use of renewable energy in UK and offshore in 2022.

r Scope 1 (direct) and Scope 2 (indirect) GHG emissions in tCO_2e from bp operated exploration, production and LNG assets per thousand boe of upstream oil and gas production.

s Scope 1 (direct) and Scope 2 (indirect) GHG emissions in tCO_2e from bp operated refineries per utilized equivalent distillation capacity.

t Scope 1 (direct) and Scope 2 (indirect) GHG emissions in tCO_2e from bp operated petrochemical facilities per thousand tonnes of petrochemicals produced.

u 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).

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

w 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, bp announced that it intends to exit its 19.75% shareholding in Rosneft Oil Company (Rosneft). bp ceased equity accounting for Rosneft from this date.

x Restatement of 2022 data is due to reporting unit reassignment following portfolio changes, total 2022 equity share Scope 1 greenhouse gas emissions have not changed.

y bp equity Scope 1 (direct) and Scope 2 (indirect) GHG emissions in tCO_2e 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 tCO_2e 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 4,688,000,000kWh in 2023.

gg Global (excluding UK and offshore) energy consumption 120,082,000,000kWh in 2023.

★ See the glossary in the *bp Sustainability Report 2023* **pages 59-61**

Safety

Metric	Unit	2019	2020	2021	2022	2023
Personal safety [hh] [ii] [jj]						
Fatalities – workforce [kk]	#	2	1	1	4	**1**
employee	#	1	1	0	2	**0**
contractor	#	1	0	1	2	**1**
Life changing injuries – workforce [ll]	#	–	–	–	–	**1**
employee	#	–	–	–	–	**0**
contractor	#	–	–	–	–	**1**
Recordable injuries (RI) – workforce [mm]	#	273	174	181	215	**287**
employee	#	88	57	60	80	**134**
contractor	#	185	117	121	135	**153**
Recordable injuries (RI) – workforce – production [mm]	#	–	–	41	23	**36**
employee	#	–	–	9	9	**14**
contractor	#	–	–	32	14	**22**
Recordable injuries (RI) – workforce – refining [mm]	#	–	–	56	50	**58**
employee	#	–	–	24	19	**17**
contractor	#	–	–	32	31	**41**
Recordable injuries (RI) – workforce – unconventional onshore US [mm]	#	–	–	–	8	**25**
employee	#	–	–	–	0	**1**
contractor	#	–	–	–	8	**24**
Recordable injuries (RI) – workforce – other [mm]	#	–	–	–	134	**168**
employee	#	–	–	–	52	**102**
contractor	#	–	–	–	82	**66**
Recordable injury frequency (RIF) – workforce [nn]	recordable injuries per 200,000 hours worked	0.166	0.132	0.164	0.187	**0.274**
employee	recordable injuries per 200,000 hours worked	0.128	0.094	0.117	0.173	**0.270**
contractor	recordable injuries per 200,000 hours worked	0.193	0.163	0.204	0.196	**0.278**
Recordable injury frequency (RIF) – workforce – production [nn]	recordable injuries per 200,000 hours worked	–	–	0.316	0.197	**0.282**
employee	recordable injuries per 200,000 hours worked	–	–	0.194	0.235	**0.301**
contractor	recordable injuries per 200,000 hours worked	–	–	0.384	0.178	**0.271**
Recordable injury frequency (RIF) – workforce – refining [nn]	recordable injuries per 200,000 hours worked	–	–	0.355	0.258	**0.296**
employee	recordable injuries per 200,000 hours worked	–	–	0.359	0.280	**0.261**
contractor	recordable injuries per 200,000 hours worked	–	–	0.352	0.247	**0.314**
Recordable injury frequency (RIF) – workforce – unconventional onshore US [nn]	recordable injuries per 200,000 hours worked	–	–	–	0.206	**0.504**
employee	recordable injuries per 200,000 hours worked	–	–	–	0.000	**0.110**
contractor	recordable injuries per 200,000 hours worked	–	–	–	0.261	**0.593**
Recordable injury frequency (RIF) – workforce – other [nn]	recordable injuries per 200,000 hours worked	–	–	–	0.167	**0.249**
employee	recordable injuries per 200,000 hours worked	–	–	–	0.150	**0.271**
contractor	recordable injuries per 200,000 hours worked	–	–	–	0.180	**0.222**

Safety

Metric	Unit	2019	2020	2021	2022	2023
Hours worked – workforce	million hours	329	264	221	230	**209**
employee	million hours	138	121	102	92	**99**
contractor	million hours	191	144	119	138	**110**
Process safety [hh ii jj]						
Tier 1 process safety events [oo]	#	26	17	16	17	**9**
production	#	–	–	2	1	**0**
refining	#	–	–	6	9	**7**
unconventional onshore US	#	–	–	–	5	**2**
other	#	–	–	–	2	**0**
Tier 2 process safety events [pp]	#	72	53	46	33	**30**
production	#	–	–	9	5	**6**
refining	#	–	–	23	13	**10**
unconventional onshore US	#	–	–	–	13	**11**
other	#	–	–	–	2	**3**
Vehicle safety [hh ii jj]						
Severe vehicle accident rate [qq]	accidents per million km driven	0.05	0.01	0.03	0.04	**0.02**
Total vehicle accident rate [rr]	accidents per million km driven	0.91	0.71	0.80	0.72	**0.71**
Severe vehicle accidents	#	24	5	10	10	**7**
Total vehicle accidents	#	430	261	227	205	**187**
Kilometres driven	million km	444	329	269	268	**257**

hh At the time of publication, the recently acquired US-based Archaea Energy and TravelCenters of America safety reporting processes were still being integrated into bp's safety reporting processes and as such, Archaea Energy and TravelCenters of America safety performance data is not included in reported data for 2023.

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

jj 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.

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

ll The total number of life-changing injuries by employee and contractor for bp group.

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 workforce fatality, third party fatality, day or more away from work, 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.

★ See the glossary in the *bp Sustainability Report 2023* **pages 59-61**

Environment

Metric	Unit	2019	2020	2021	2022	2023
Spills [ss] [tt]						
Loss of primary containment [uu]	#	237	189	191	178	**154**
Oil spills – number (>= 1bbl) [vv] [ww]	#	152	121	121	108	**100**
contained	#	90	70	73	57	**52**
reaching land [xx]	#	53	36	45	39	**34**
reaching water [xx]	#	5	10	2	7	**9**
Oil spills – number (>= 1bbl) – production [ww]	#	–	–	21	22	**9**
contained	#	–	–	16	13	**8**
reaching land [xx]	#	–	–	3	2	**1**
reaching water [xx]	#	–	–	2	7	**0**
Oil spills – number (>= 1bbl) – refining [ww]	#	–	–	34	38	**31**
contained	#	–	–	13	16	**11**
reaching land [xx]	#	–	–	20	18	**15**
reaching water [xx]	#	–	–	0	0	**1**
Oil spills – number (>= 1bbl) – unconventional onshore US [ww]	#	–	–	–	24	**14**
contained	#	–	–	–	12	**8**
reaching land [xx]	#	–	–	–	12	**6**
reaching water [xx]	#	–	–	–	0	**0**
Oil spills – number (>= 1bbl) – other [ww]	#	–	–	–	24	**46**
contained	#	–	–	–	16	**25**
reaching land [xx]	#	–	–	–	7	**12**
reaching water [xx]	#	–	–	–	0	**8**
Oil spills – volume	thousand litres	710	784	655	1,005	**511**
unrecovered [yy]	thousand litres	300	494	308	335	**358**
recovered	thousand litres	–	289	347	671	**153**
production – spilled	thousand litres	–	–	59	343	**8**
production – unrecovered [yy]	thousand litres	–	–	7	13	**0**
refining – spilled	thousand litres	–	–	224	458	**359**
refining – unrecovered [yy]	thousand litres	–	–	89	138	**259**
unconventional onshore US – spilled	thousand litres	–	–	–	177	**18**
unconventional onshore US – unrecovered [yy]	thousand litres	–	–	–	173	**7**
other – spilled	thousand litres	–	–	–	28	**126**
other – unrecovered [yy]	thousand litres	–	–	–	11	**92**
Water [zz]						
Total freshwater withdrawal	million m^3	281.0	275.6	239.4	221.0	**173.6**
Exploration, production and LNG	million m^3	–	–	4.1	6.1	**5.8**
Refining and chemicals	million m^3	–	–	231.9	211.1	**164.3**
Other	million m^3	–	–	–	3.7	**3.5**
Total water withdrawal – reclaimed and recycled water	million m^3	2.3	3.1	2.4	2.8	**5.1**
Exploration, production and LNG	million m^3	–	–	0.0	0.1	**0.2**
Refining and chemicals	million m^3	–	–	2.4	2.7	**4.9**
Other	million m^3	–	–	–	0	**0**
Total freshwater withdrawal in areas with water stress or scarcity	%	7	7	1	0	**77**
Freshwater withdrawal intensity	t withdrawn/ t production	1.0	1.2	1.1	1.0	**0.8**
Exploration, production and LNG	t withdrawn/ t production	–	–	0.0	0.0	**0.0**
Refining and chemicals	t withdrawn/ t throughput	–	–	2.8	2.7	**2.3**
Freshwater consumption	million m^3	90.8	75.4	53.6	51.7	**47.4**
percentage of withdrawal	%	32	27	22	23	**27**
in areas with water stress or scarcity	%	16	19	4	1	**47**
Freshwater consumption intensity	t consumed/ t production	0.3	0.3	0.2	0.2	**0.2**
Discharges to water – Exploration, production and LNG						
mass of produced water managed per unit of mass production	t/t	0.7	0.6	0.4	0.4	**0.4**
produced water generated	million tonnes	112	85	49	50	**52**
produced water generated discharged	million tonnes	19	22	21	17	**15**

Environment

Metric	Unit	2019	2020	2021	2022	2023
produced water generated injected	million tonnes	93	63	28	33	**36**
produced water generated evaporated	million tonnes	–	<1	<1	<1	**<1**
oil discharged in muds and cuttings	tonnes	35	0	0	0	**0**
synthetic based fluids discharged in drilling muds and cuttings	tonnes	1,277	27	1,668	965	**1,177**
drilling chemicals	tonnes	31,367	43,523	42,825	5,652	**10,025**
production chemicals excluding drilling	tonnes	19,764	10,917	17,534	9,567	**7,435**
oil discharged – in produced water and effluent	tonnes	376	432	1,042	390	**280**
hydrocarbon concentration in discharged water	mg/l	20	19.9	49.7	22.5	**18.2**
Discharges to water – Refining and chemicals total water discharged	million m^3	–	–	59	55	**51**
Refining and chemicals – discharged to third party operated wastewater treatment plant	million m^3	–	–	13.6	12.6	**12.5**
Refining and chemicals – discharged to bp operated wastewater treatment plant	million m^3	–	–	45.6	42.1	**38.5**
Refining and chemicals – chemical oxygen demand (COD)	mg/l	–	–	38.2	40.3	**39.5**
Discharges to water – Refining and chemicals COD discharged	tonnes	–	–	1,741	1,698	**1,520**
Air emissions [zz]						
Total emissions to air [aaa]	kt	200	154	95	87	**87**
Exploration, production and LNG	kt			57	44	**43**
Refining and chemicals	kt			23	22	**20**
Other	kt				21	**24**
Air emissions – nitrogen oxides	kt	110	79	43	39	**39**
Exploration, production and LNG	kt	–	–	27	21	**23**
Refining and chemicals	kt	–	–	9	9	**9**
Other	kt	–	–	–	8	**8**

Metric	Unit	2019	2020	2021	2022	2023
Air emissions – sulphur oxides	kt	23	19	10	10	**10**
Exploration, production and LNG	kt	–	–	1	0	**1**
Refining and chemicals	kt	–	–	9	8	**8**
Other	kt	–	–	–	1	**1**
Air emissions – non-methane hydrocarbons	kt	67	56	42	39	**38**
Exploration, production and LNG	kt	–	–	30	22	**20**
Refining and chemicals	kt	–	–	4	4	**4**
Other	kt	–	–	–	12	**14**
Waste [zz]						
Hazardous waste generated (excluding deepwell) [bbb]	kt	–	133.7	156.5	153.6	**177.0**
Hazardous waste recovered – recycled offsite (excluding deepwell) [bbb]	kt	–	53.1	59.1	76.4	**87.7**
Exploration, production and LNG	kt	–	–	20.3	18.8	**26.8**
Refining and chemicals	kt	–	–	33.8	47.8	**49.0**
Other	kt	–	–	–	9.7	**11.8**
Hazardous waste disposed (excluding deepwell) [bbb]	kt	142.6	80.6	97.4	77.2	**89.3**
Exploration, production and LNG	kt	–	–	19.6	18.1	**30.6**
Refining and chemicals	kt	–	–	65.5	49.7	**49.3**
Other	kt	–	–	–	9.4	**9.4**
Non-hazardous waste generated	kt	491.1	406.3	370.1	393.2	**317.6**
Non-hazardous waste recovered – recycled offsite	kt	262.8	203.2	194.5	165.7	**164.9**
Exploration, production and LNG	kt	–	–	14.6	15.7	**12.7**
Refining and chemicals	kt	–	–	157.3	125.1	**129.8**
Other	kt	–	–	–	24.9	**22.4**
Non-hazardous waste disposed offsite	kt	228.3	203.1	175.6	227.6	**152.7**
Exploration, production and LNG	kt	–	–	63.2	108.6	**31.8**
Refining and chemicals	kt	–	–	83.5	102.9	**105.4**
Other	kt	–	–	–	16.1	**15.5**
Rate of waste recycled or recovered [ccc]	%	–	–	–	–	**51**

Environment

Metric	Unit	2019	2020	2021	2022	2023
Other						
Environmental expenditure [ddd]	$ million	2,319	412	2,195	126	**2,024**
Percentage of major operating sites externally verified to be in conformance with ISO 14001	%	100	100	100	100	**100**
Number of major operating sites in or adjacent (within 1km) to protected areas [eee]	#	–	–	10	9	**9**
Area of major operating sites overlapping with protected areas	hectares	–	–	3,365	3,365	**3,365**
Number of major operating sites in or adjacent (within 1km) to key biodiversity areas [eee]	#	–	–	3	4	**5**
Area of major operating sites overlapping with key biodiversity areas	hectares	–	–	551	3,111	**3,257**

ss At the time of publication, the recently acquired US-based Archaea Energy and TravelCenters of America safety reporting processes were still being integrated into bp's safety reporting processes and as such, Archaea Energy and TravelCenters of America safety performance data is not included in reported data for 2023.

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

uu 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.

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

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

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

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

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

aaa Methane group emissions are no longer included in total emissions to air. We have restated prior year values to reflect this change.

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

ccc Waste recycled or recovered as a percentage of total waste managed.

ddd 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.

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

★ See the glossary in the *bp Sustainability Report 2023* **pages 59-61**

Social

Metric	Unit	2019	2020	2021	2022	2023
Community						
Economic value generated by bp	$ million	283,300	188,000	167,100	246,700	**215,183**
payments to suppliers	$ million	233,600	165,300	122,200	174,000	**151,722**
benefits to employees [fff]	$ million	9,836	9,909	8,857	9,587	**10,279**
taxes to governments [ggg]	$ million	6,913	3,337	5,378	12,453	**11,934**
social investment spend	$ million	84	77	51	93	**117**
bp Foundation – bp matching [hhh]	$ million	8.3	6.1	4.0	6.0	**5.6**
bp Foundation – natural disaster relief [hhh]	$ million	0.4	2.3	0.4	0.4	**2.7**
Total dividends distributed to bp shareholders [iii]	$ million	8,329	6,340	4,304	4,358	**4,809**
Percentage of major operating sites in Indigenous land [jjj]	%	17	13	13	12	**13**
Community complaints [jjj] [kkk]						
damage to property/crops	%	27	7	3	3	**9**
discharges to water	%	0	0	0	1	**0**
flaring	%	4	1	12	10	**4**
impact on traditional indigenous, recreational or cultural activities	%	–	–	0	0	**0**
job opportunities	%	24	41	11	7	**8**
nuisance (odour, noise and dust)	%	19	42	59	51	**56**
security arrangements	%	10	1	0	0	**1**
social investment	%	10	2	3	7	**6**
other	%	6	6	11	22	**16**
bp people [kkk]						
Number of employees	#	70,100	63,600	65,900	67,600	**87,800**
percentage female	%	38	39	39	39	**41**
percentage male	%	62	61	61	61	**59**

Metric	Unit	2019	2020	2021	2022	2023
percentage female – graduate hires [lll]	%	45	40	42	43	**39**
percentage male – graduate hires [lll]	%	–	54	50	54	**61**
percentage female – experienced hires	%	39	37	39	35	**36**
percentage male – experienced hires	%	–	63	61	65	**64**
percentage female – leadership team	%	15	33	36	55	**64**
percentage male – leadership team	%	–	67	64	45	**36**
percentage female – group leaders [mmm]	%	25	29	32	33	**34**
percentage male – group leaders [mmm]	%	–	71	68	67	**65**
percentage female – senior leaders	%	26	27	29	30	**30**
percentage male – senior leaders	%	–	73	71	70	**69**
percentage female – board of directors	%	42	45	40	45	**50**
percentage male – board of directors	%	–	55	60	55	**50**
25 and under	#	–	–	7,700	8,300	**10,900**
26-30	#	–	–	7,500	7,200	**9,600**
31-35	#	–	–	9,300	9,500	**12,100**
36-40	#	–	–	10,500	10,400	**13,100**
41-45	#	–	–	9,600	9,900	**12,800**
46-50	#	–	–	8,500	8,600	**10,800**
51-55	#	–	–	6,700	7,000	**9,000**
56-60	#	–	–	4,100	4,400	**6,000**
61 and over	#	–	–	2,000	2,300	**3,500**
Number of employees – group leaders [mmm]	#	378	270	281	278	**297**
Number of employees						
Europe	#	33,000	31,900	31,500	31,900	**32,900**
US and Canada	#	13,600	10,600	12,800	13,800	**32,600**

Social

Metric	Unit	2019	2020	2021	2022	2023
Asia Pacific	#	14,700	13,000	13,400	14,100	**14,900**
South and Central America	#	1,500	1,500	2,400	2,400	**2,000**
Middle East, North Africa	#	5,200	4,900	4,400	4,400	**4,500**
Sub-Saharan Africa	#	1,800	1,700	1,400	1,000	**900**
production & operations	#	–	–	8,800	8,600	**8,800**
customers & products	#	–	–	43,600	44,700	**63,400**
gas & low carbon energy	#	–	–	4,000	4,200	**4,800**
other businesses & corporate	#	–	–	9,500	10,100	**10,800**
Women in group leadership [mmm]	%	25	29	32	33	**34**
Women at management level	%	31	32	33	34	**34**
People from racial minorities in UK and US group leadership [mmm]	%	14	18	17	18	**23**
People from beyond the UK and US in group leadership [mmm]	%	25	30	31	33	**33**
Number of employee exits [nnn]	#	–	–	15,212	14,240	**14,697**
25 and under	#	–	–	4,269	4,981	**5,523**
26-30	#	–	–	2,144	2,142	**2,294**
31-35	#	–	–	1,699	1,739	**1,744**
36-40	#	–	–	1,571	1,467	**1,392**
41-45	#	–	–	1,300	1,188	**1,120**
46-50	#	–	–	1,212	921	**813**
51-55	#	–	–	1,134	752	**700**
56-60	#	–	–	1,051	600	**566**
61 and over	#	–	–	829	449	**544**
male	#	–	–	8,025	7,370	**7,468**
female	#	–	–	7,160	6,846	**7,146**
Asia Pacific	#	–	–	4,660	4,511	**4,571**
Europe	#	–	–	7,366	7,870	**5,866**
Middle East & North Africa	#	–	–	674	217	**212**
Russia	#	–	–	24	110	**2**
South & Central America	#	–	–	223	81	**74**

Metric	Unit	2019	2020	2021	2022	2023
Sub-Saharan Africa	#	–	–	304	532	**163**
US & Canada	#	–	–	1,961	919	**3,809**
Rate of employee exits [nnn]	%	18	20	24	24	**23**
25 and under	%	–	–	61	71	**74**
26-30	%	–	–	30	31	**35**
31-35	%	–	–	19	21	**20**
36-40	%	–	–	16	15	**15**
41-45	%	–	–	14	13	**12**
46-50	%	–	–	15	12	**10**
51-55	%	–	–	17	12	**11**
56-60	%	–	–	26	16	**14**
61 and over	%	–	–	40	24	**26**
male	%	–	–	21	20	**19**
female	%	–	–	29	29	**27**
Asia Pacific	%	–	–	36	33	**32**
Europe	%	–	–	24	26	**19**
Middle East & North Africa	%	–	–	14	5	**5**
Russia	%	–	–	13	112	**200**
South & Central America	%	–	–	18	7	**7**
Sub-Saharan Africa	%	–	–	18	44	**17**
US & Canada	%	–	–	18	10	**30**
Number of new employee hires [ooo]	#	14,281	9,079	12,742	15,178	**16,972**
25 and under	#	5,795	4,128	5,363	6,510	**6,881**
26-30	#	2,282	1,507	2,245	2,386	**2,816**
31-35	#	1,814	1,162	1,759	2,004	**2,234**
36-40	#	1,431	747	1187	1,458	**1,752**
41-45	#	1,056	622	812	1,058	**1,234**
46-50	#	807	435	604	804	**866**
51-55	#	565	246	406	489	**583**
56-60	#	310	150	230	294	**343**
61 and over	#	183	80	120	170	**232**

Social

Metric	Unit	2019	2020	2021	2022	2023
male	#	7,450	4,609	6,259	8,018	**8,687**
female	#	6,775	4,438	6,458	7,132	**8,189**
Asia Pacific	#	3,307	2,464	5,090	5,214	**5,375**
Europe	#	8,493	5,549	6,579	8,226	**6,987**
Middle East & North Africa	#	311	136	143	320	**296**
Russia	#	16	7	12	3	**0**
South & Central America	#	653	101	103	80	**78**
Sub-Saharan Africa	#	178	110	83	103	**79**
US & Canada	#	1,323	712	732	1,232	**4,157**
Rate of new employee hires [ppp]	%	20	14	19	22	**19**
25 and under	%	74	58	77	87	**81**
26-30	%	27	21	33	36	**38**
31-35	%	17	13	21	23	**24**
36-40	%	13	7	12	16	**17**
41-45	%	11	7	9	12	**12**
46-50	%	9	5	8	10	**10**
51-55	%	8	4	7	8	**8**
56-60	%	6	4	6	7	**7**
61 and over	%	7	4	6	8	**9**

Metric	Unit	2019	2020	2021	2022	2023
male	%	16	12	17	22	**22**
female	%	27	18	27	30	**30**
Asia Pacific	%	23	19	38	37	**36**
Europe	%	28	17	22	27	**22**
Middle East & North Africa	%	6	3	3	7	**7**
Russia	%	6	4	7	38	**0**
South & Central America	%	12	7	9	7	**7**
Sub-Saharan Africa	%	10	7	6	10	**9**
US & Canada	%	10	7	8	13	**30**
Pulse survey						
employee engagement	%	65	64	64	70	**73**
pride in working for bp	%	75	75	73	78	**80**

fff Includes wages, salaries, share-based payments, benefits and pensions.
ggg Comprises income taxes and production taxes paid.
hhh bp Foundation is a charitable organization separate from, but entirely funded by bp.
iii This includes dividends paid in cash and scrip dividends.
jjj Excludes data from bpx energy (onshore US operations).
kkk Due to rounding the sum of the component parts may not exactly equal 100%.
lll Graduate hires are now reported on a 'hire' basis (total graduates proceeding to work at bp) to improve consistency of our disclosures across our reports. Graduate hires were previously reported on an 'acceptance' basis (total graduates accepting offers of employment). Values for 2021-2022 have been restated on a 'hire' basis.
mmm Group leaders are our most senior leaders. Their roles include operational, functional and regional leadership.
nnn From 2021, the retail population is included in employee exits.
ooo Absolute number of new employee hires.
ppp New employee hires expressed as a percentage of headcount at the end of the reporting period.
★ See the glossary in the *bp Sustainability Report 2023* **pages 59-61**

Governance

Metric	Unit	2019	2020	2021	2022	2023
Ethics and compliance						
Concerns and enquiries raised through all reporting channels [qqq]	#	1,849	1,608	1,414	1,367	**2,275**
Concerns and enquiries raised through OpenTalk [qqq]	#	788	600	584	606	**1,299**
Concerns and enquiries raised – raised with management [qqq]	#	1,061	1,008	830	761	**976**
Separations (dismissals, resignations and supplier terminations) for non-compliance and unethical behaviours [rrr]	#	138	79	35	51	**66**
Employees completing anti-bribery and corruption training	#	11,000	7,700	12,700	7,500	**10,500**
Other						
Countries bp has a presence in	#	79	72	66	62	**61**
Retail sites★	#	18,900	20,300	20,500	20,650	**21,100**

qqq Excluding duplicate concerns.

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

★ See the glossary in the *bp Sustainability Report 2023* **pages 59-61**

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