



Our approach: foundations and embedding sustainability

Our approach to sustainability is targeted, systematic and collaborative. It rests on strong, well-established foundations that guide the way we work. These foundations support our aims, which focus our efforts where bp can make the greatest difference for people and our planet. We are working to embed sustainability more widely and deeply in our culture, business decisions, processes and governance.

'Who we are'

In 2022 we launched 'Who we are' – setting out our three key beliefs and nine descriptors of how we work. 'Who we are' defines what we stand for, building on our best qualities and the things that are most important to us. It articulates how we expect everyone at bp to work and underscores the fact that safety always comes first.

Our three key beliefs are defined as Live our purpose, Play to win and Care for others. 'Who we are' also encapsulates making a positive impact, doing the right thing and having a speak up culture. It is now integrated into our updated code of conduct (our code), and is already guiding our approach to recruitment, assessment, development, performance management and reward.

 [Read more: bp.com/whoweare](https://bp.com/whoweare)

Our code of conduct

Our code sets the standards and expectations for how we do the right thing and also empowers our people to speak up without fear of retaliation. It puts safety first, and together with our safety leadership principles and operating management system (OMS), helps us make safe and ethical decisions, act responsibly and comply with applicable laws.

We refreshed our code in January 2023, including updated content to incorporate our sustainability frame and 'Who we are'. The code also contains a new tool to help employees navigate difficult decisions.

Our code applies to all bp employees, officers and board members. Mandatory training and regular communications help employees understand how to apply it and how to raise questions or concerns.

Employees have a responsibility to speak up if they become aware of something that is unsafe, unlawful or inconsistent with our code. To make this easy, we provide several speak up channels, including line managers, ethics & compliance liaisons and our confidential global helpline, OpenTalk. Our code reinforces the importance of speaking up and of non-retaliation. It also provides an overview of the concerns management process.

All bp employees are required to confirm annually that they have read and understand our code and complied with its principles. We expect and encourage all our contractors and their employees to act in ways that are consistent with our code.

 [Read more: bp.com/codeofconduct](https://bp.com/codeofconduct)

Safety in 2022

At bp, safety comes first and is foundational to everything we do. We want to do better on safety performance and to help us do this we are making our OMS simpler, clearer and even more rigorous. These updates to our OMS will emphasize an even closer focus on human performance, our Safety Leadership Principles and the International Association of Oil & Gas Producers' (IOGP) Life Saving Rules.

The aim we set in 2021, to eliminate fatalities, life-changing injuries and tier 1 process safety events, provided the basis for our strategic focus in 2022, along with our work to embed a consistent safety culture.

We deeply regret that in 2022 four people lost their lives while at work for bp.

In February 2022 a contractor driving for Aral in Germany, lost his life in a vehicle collision on a highway.

In April 2022 a specialist tank contractor lost his life in an explosion while repairing a tank at an Aral retail site in northern Germany.

In September 2022 two bp employees lost their lives in a fire at our Toledo refinery in the US.

We have offered our condolences and support to the families and employees affected by these fatalities. We are taking action to learn from these incidents and drive improvements in safety.

Eliminating fatalities and life-changing injuries

We recognize the value of industry standardization and consistent rules in our aim to improve our safety performance – for example, the IOGP Life Saving Rules. We continued rolling out and embedding these rules across our operating businesses in 2022, to supplement our existing safety practices and strengthen our OMS. We will continue this process in 2023.

We also piloted the IOGP Process Safety Fundamentals, to improve awareness of process safety risks and highlight how our own processes can help us manage them.

Defining life-changing injuries

We have worked closely with IOGP to help develop our industry's first 'Permanent Impairment Injury' definition. We have adopted this definition and updated our systems and processes. Consequently, we are able to record and report actual and potential life-changing injuries from January 2023 onwards. This new metric will sharpen our focus on eliminating injuries that change lives irreversibly.