



Our approach: foundations and embedding sustainability

Developing our people

In 2022 bp employees collectively completed more than 1.1 million hours of formal learning (2021 750,000 hours). This learning takes place within a development frame, applicable to all employees, which covers safety, technical depth, future skills (such as digital and sustainability) and leadership. Our development offer and training portfolio also includes a rigorous mandatory curriculum focused on compliance with applicable laws and regulations and conformance with our internal standards.


We strengthened our development offer throughout 2022 as we evolved to meet the demands of the energy transition.

- We launched a new global learning platform, grow@bp, which gives our employees access to a wealth of learning content through a single point of access. This provides learning pathways that build employees' knowledge of the energy transition and our sustainability aims, including 'sustainability at bp', which is now one of our most utilized pathways.
- We added new learning resources to our 'Net Zero + Me' training, which explains how employees can contribute to our net zero ambition.
- We ran two successful growth weeks to promote our learning culture and highlight the skills we will need in future – with around 25,000 participants across more than 60 countries. Sustainability was a focus area in both growth weeks with sessions from internal and external sustainability experts to build employees' awareness and capability.

Education, employability and skills development

Through our education and employability initiatives, we invest to develop future talent. This helps to increase the availability of the skilled people the world needs to advance the energy transition and builds on our work to promote science, technology, engineering, and mathematics skills.

Much of this work is focused on supporting social mobility in disadvantaged communities. In 2022 we expanded our social mobility framework for action to improve the representation, inclusion, retention and advancement of employees from socioeconomically diverse backgrounds.

 [Read more about social mobility on page 43.](#)

Monitoring employee sentiment

We measure employee sentiment through our 'Pulse' annual survey, sent to all eligible employees, and through our 'Pulse Live' survey, sent to a representative sample of around 8% of employees weekly.

Record employee engagement

Results from the 2022 'Pulse' annual survey showed pride in working for bp is at the highest level on record, increasing to a record 78%. Employee engagement also increased to 70%. Both numbers are notable given that participation was the highest since the survey began, with an 80% response rate.

We continue to build engagement plans based on survey feedback and on real-time updates from our monthly snapshot.

Policies and practices

Our policies and practices set out expectations for how we manage environmental and social performance during our activities. They already include environmental and social requirements, which form the foundation for many of our sustainability aims.

As we continue our work to embed sustainability, we are reviewing and updating our relevant practices to reflect our sustainability frame, our aims and our ways of working.

Our operating management system

Our OMS provides a single framework for delivering safe, reliable and compliant operations. It includes environmental and social requirements related to our sustainability frame. These requirements apply to businesses over which bp has operational control. We are updating our OMS in 2023, incorporating revised requirements that support delivery of our sustainability frame and aims.

All our major operating sites attest or certify to ISO 14001, in line with our OMS requirement^a.

Social

Our code and OMS contain requirements and guidance about the need to respect the rights of workers and community members. Our OMS requires projects to identify, engage and consult with affected people and to seek feedback on our proposed or actual activities, potential impacts and mitigation measures. In 2022 an internal review of our operated activities found a high level of conformance with our community requirements.

Human rights policy – Our human rights policy aligns with the UN Guiding Principles on Business and Human Rights. It is underpinned by the International Bill of Rights and the International Labour Organization's Declaration of Fundamental Principles at Work, including its Core Conventions. Our policy also details our intention to obtain independent third-party assessments of selected sites and business activities on a risk prioritized basis, to assess their conformance. We started these assessments in 2022.

Labour rights and modern slavery – We publish our labour rights and modern slavery (LRMS) principles online.

Indigenous peoples – A number of bp-operated businesses are located in countries where indigenous peoples live, including Indonesia, Australia and the US. We seek to apply the principles of free, prior and informed consent where practical when consulting and engaging with indigenous peoples about new projects (ideally including before the commencement of activities) – recognizing their human rights and respecting their sensitivities concerning livelihoods, land, environment and culture. Our internal requirements for projects and operations reflect our human rights policy.

 [Read more on page 39.](#)

 [Read our human rights policy and LRMS principles: bp.com/humanrights](#)

 [Read our modern slavery and human trafficking statement: bp.com/modernslavery](#)

^a Our Mauritania and Senegal gas business will become a major operating site once operational, after which they will look to attain ISO certification or attestation as per our OMS requirement.