



# GRI Content Index 2024

March 2025

GRI Content Index 2024

Statement of use	BP p.l.c has reported the information cited in this GRI Content Index for the period 1 January to 31 December 2024 with reference to the GRI standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI sector standards	GRI 11: Oil and Gas 2021

GRI Standard	Disclosure	Disclosure Title	2024 Location or Explanation
<b>General Disclosures 2021</b>			
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	Legal Name	BP p.l.c.
		Nature of ownership and legal structure	bp Annual Report and Form 20-F 2024 > Shareholder information > Major shareholders > pages 344-347
		Location of headquarters	bp Annual Report and Form 20-F 2024 > Cross reference to Form 20-F > Information about this report > page 366
		Countries of operations	bp Annual Report and Form 20-F 2024 > Strategic report > 2024 at a glance > page 1
	2-2	Entities included in the organization's sustainability reporting	bp Annual Report and Form 20-F 2024 > Financial statements > Related undertakings of the group > pages 268-310 bp Sustainability Report 2024 > Our reporting > Cautionary statement > page 50
	2-3	Reporting period, frequency and contact point	bp Annual Report and Form 20-F 2024 > Strategic report > Group performance > page 25 bp Sustainability Report 2024 > Our reporting > Deloitte's limited assurance report > page 48-49
	2-4	Restatements of information	bp Annual Report and Form 20-F 2024 > Additional disclosures > Additional information for customers & products > Reconciliation of customers & products RC profit before interest and tax to convenience gross margin > page 327 bp Sustainability Report 2024 > Getting to net zero > Our aim for net zero sales > Methodology update > page 21 bp Sustainability Report 2024 > Getting to net zero > An update on our retired net zero aims > page 24 bp Sustainability Report 2024 > Caring for our planet > Water > page 35
	2-5	External assurance	bp Annual Report and Form 20-F 2024 > Financial statements > Report of Independent Registered Public Accounting Firm > page 134-139 bp Annual Report and Form 20-F 2024 > Corporate governance > Audit committee > Overseeing the relationship with internal and external audit > page 84 bp Sustainability Report 2024 > Our reporting > Deloitte's limited assurance report > pages 48-49

GRI Standard	Disclosure	Disclosure Title	2024 Location or Explanation
<b>General Disclosures 2021 continued</b>			
<b>GRI 2: General Disclosures 2021 continued</b>	<b>GRI 2: 2 Activities and Workers</b>		
	2-6	Activities, value chain and other business relationships	bp Annual Report and Form 20-F 2024 > Strategic report > Our business groups > page 13 bp Annual Report and Form 20-F 2024 > Strategic report > Our investment process > Investment in non-oil and gas > page 21 bp Sustainability Report 2024 > Our approach > Supplier expectations > Sustainable purchasing position > page 14 bp Sustainability Report 2024 > Engaging stakeholders > pages 39-42
	2-7	Employees	
	2-8	Workers who are not employees	bp Annual Report and Form 20-F 2024 > Strategic report > How we manage risk and risk factors > page 66
	<b>GRI 2: 3 Governance</b>		
	2-9	Governance structure and composition	bp Annual Report and Form 20-F 2024 > Corporate governance > Board at a glance > page 71 bp Annual Report and Form 20-F 2024 > Corporate governance > Board of directors > pages 72-73 bp Annual Report and Form 20-F 2024 > Corporate governance > Leadership team > page 74 bp Annual Report and Form 20-F 2024 > Corporate governance > Governance framework > pages 75-87 bp Sustainability Report 2024 > Our approach > Sustainability in our processes > pages 14-15
	2-10	Nomination and selection of the highest governance body	bp Annual Report and Form 20-F 2024 > Corporate governance > Governance framework > page 75 bp Annual Report and Form 20-F 2024 > Corporate governance > People, culture and governance committee > page 86 bp Annual Report and Form 20-F 2024 > Corporate governance > Other disclosures > page 111
	2-11	Chair of the highest governance body	bp Annual Report and Form 20-F 2023 > Corporate governance > Board of directors > page 72
	2-12	Role of the highest governance body in overseeing the management of impacts	bp Annual Report and Form 20-F 2024 > Corporate governance > Governance framework > page 75 bp Annual Report and Form 20-F 2024 > Corporate governance > Engaging with our stakeholders > page 78 bp Annual Report and Form 20-F 2024 > Corporate governance > Safety and sustainability committee > page 80 bp Sustainability Report 2024 > Our approach > Sustainability in our processes > pages 14-15
	2-13	Delegation of responsibility for managing impacts	bp Annual Report and Form 20-F 2024 > Corporate governance > Safety and sustainability committee > pages 80-81 bp Sustainability Report 2024 > Our approach > Sustainability in our processes > pages 14-15

GRI Standard	Disclosure	Disclosure Title	2024 Location or Explanation
<b>General Disclosures 2021 continued</b>			
<b>GRI 2: General Disclosures 2021 continued</b>	2-14	Role of the highest governance body in sustainability reporting	bp Annual Report and Form 20-F 2024 > Corporate governance > Safety and sustainability committee > pages 80-81 bp Sustainability Report 2024 > Our approach > Sustainability in our processes > pages 14-15
	2-15	Conflicts of interest	bp Annual Report and Form 20-F 2024 > Corporate governance > Board activities: promoting long-term sustainable success > page 77  Conflict of interest policy > bp.com/codeofethics bp Annual Report and Form 20-F 2024 > Corporate governance > Strengthening oversight of culture and the voice of the workforce > page 87 bp Annual Report and Form 20-F 2024 > Corporate governance > Other disclosures > Independence and conflicts of interest > page 111
	2-16	Communication of critical concerns	bp Annual Report and Form 20-F 2024 > Corporate governance > People, governance and culture committee > Strengthening oversight of culture and the voice of the workforce > page 87 bp Sustainability Report 2024 > Our approach > Speaking up > page 8 bp Code of Ethics > bp.com/codeofethics
	2-17	Collective knowledge of the highest governance body	bp Annual Report and Form 20-F 2024 > Strategic report > Learning and development > page 43
	2-18	Evaluation of the performance of the highest governance body	bp Annual Report and Form 20-F 2024 > Corporate governance > Safety and sustainability committee > pages 80-81 bp Annual Report and Form 20-F 2024 > Corporate governance > People, culture and governance committee > pages 86-87
	2-19	Remuneration policies	bp Annual Report and Form 20-F 2024 > Corporate governance > Directors' remuneration report > pages 88-110
	2-20	Process to determine remuneration	bp Annual Report and Form 20-F 2024 > Corporate governance > Directors' remuneration report > pages 88-110
	2-21	Annual total compensation ratio	bp Annual Report and Form 20-F 2024 > Corporate governance > Chief executive officer to employee pay ratio > page 109 bp Annual Report and Form 20-F 2024 > Corporate governance > Percentage change comparisons: directors' remuneration versus employees > page 109

GRI Standard	Disclosure	Disclosure Title	2024 Location or Explanation
<b>General Disclosures 2021 continued</b>			
<b>GRI 2: General Disclosures 2021 continued</b>	<b>GRI 2: 4 Strategy, Policies and Practices</b>		
	2-22	Statement on sustainable development strategy	bp Annual Report and Form 20-F 2024 > Strategic report > Chair's letter > page 4 bp Annual Report and Form 20-F 2024 > Strategic report > Chief executive officer's letter > page 5
	2-23	Policy commitments	bp Annual Report and Form 20-F 2024 > Strategic report > Sustainability > Ethics and compliance > page 59 bp Sustainability Report 2024 > Our approach > Policies and practices > pages 11-12 bp Business and human rights policy > bp.com/humanrightspolicy
	2-24	Embedding policy commitments	bp Annual Report and Form 20-F 2024 > Strategic report > Sustainability > Ethics and compliance > page 59 bp Sustainability Report 2024 > Our approach > Ethics and compliance > page 8 bp Sustainability Report 2024 > Our approach > Policies and practices > pages 11-12
	2-25	Processes to remediate negative impacts	bp Annual Report and Form 20-F 2024 > Strategic report > Sustainability > People and planet > page 60 bp Sustainability Report 2024 > Our approach > Policies and practices > page 11-12
	2-26	Mechanisms for seeking advice and raising concerns	bp Sustainability Report 2024 > Our approach > Ethics and compliance > page 8 Our Code of Conduct > bp.com/codeofconduct bp ESG Datasheet 2024 > Governance > page 14
	2-27	Compliance with laws and regulations	bp Annual Report and Form 20-F 2024 > Additional disclosures > Other environmental regulation > pages 332-334 bp Annual Report and Form 20-F 2024 > Financial statements > Contingent liabilities and legal proceedings > pages 217-219
	2-28	Membership associations	bp Sustainability Report 2024 > Improving people's lives > Collaborating for a just transition > page 28 bp Sustainability Report 2024 > Caring for our planet > International policy and external engagement > page 34 bp Sustainability Report 2024 > Engaging stakeholders > Partners and suppliers > Trade associations and industry initiatives > pages 41-42 bp Our Participation in Trade Associations 2023 Progress Report > bp.com/tradeassociations
	<b>GRI 2: 5 Stakeholder Engagement</b>		
	2-29	Approach to stakeholder engagement	bp Sustainability Report 2024 > Our people > Our culture > page 10 bp Sustainability Report 2024 > Our approach > Policies and practices > page 12 bp Sustainability Report 2024 > Engaging stakeholders > pages 39-42 bp ESG Datasheet 2024 > Social > Pulse survey > page 13
	2-30	Collective bargaining agreements	Business and human rights policy > bp.com/humanrightspolicy > page 2

GRI Standard	Disclosure	Disclosure Title	2024 Location or Explanation
<b>Material Topics 2021</b>			
<b>GRI 3: Material Topics 2021</b>	3-1	Process to determine material topics	bp Sustainability Report 2024 > Our reporting > Materiality > page 44
	3- 2	List of material topics	bp Sustainability Report 2024 > Our reporting > Materiality > page 44
<b>Business Ethics and Accountability</b>			
<b>GRI 3: Material Topics 2021</b>	3- 3	Management of material topics	bp Annual Report and Form 20-F 2024 > Strategic report > Ethics and compliance > page 59 bp Annual Report and Form 20-F 2024 > Strategic report > How we manage risk and risk factors > pages 61-67 bp Annual Report and Form 20-F 2024> Corporate governance > Board activities, people and governance > page 77 bp Sustainability Report 2024 > Our approach > Ethics and compliance > pages 8-14
<b>GRI 205: Anti-Corruption 2016</b>	205-1	Operations assessed for risks related to corruption	bp Annual Report and Form 20 - F 2024 > Strategic report > Our partners in joint arrangements > page 57 bp Annual Report and Form 20 - F 2024 > Strategic report > Anti-bribery and corruption > page 59 bp Annual Report and Form 20 - F 2024 > Strategic report > Compliance and control risks > page 64 bp Sustainability Report 2024 > Our approach > Ethics and compliance > Anti-bribery and corruption > page 8
	205-2	Communication and training about anti-corruption policies and procedures	bp Annual Report and Form 20 - F 2024 > Strategic report > Anti-bribery and corruption > page 59 bp Sustainability Report 2024 > Our approach > Ethics and compliance > page 8 bp ESG Datasheet 2024 > Governance > Ethics and compliance > page 14
	205-3	Confirmed incidents of corruption and actions taken	bp Sustainability Report 2024 > Our approach > Ethics and compliance > Speaking up > page 8
<b>GRI 206: Anti- competitive behaviour 2016</b>	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	bp Annual Report and Form 20-F 2024 > Financial statement > Contingent liabilities and legal proceedings > pages 217-219
<b>GRI 207: Tax 2019</b>	207-1	Approach to tax	bp Annual Report and Form 20-F 2024 > Strategic report > Tax transparency > page 59 bp Sustainability Report 2024 > Our approach > Tax transparency > page 9 bp Tax Report 2023 bp Tax transparency webpage > bp.com > tax transparency
	207 -2	Tax governance, control, and risk management	bp Tax Report 2023 Our Responsible Tax Principles in Action > bp.com/tax > Tax transparency > Our responsible tax principles
	207-3	Stakeholder engagement and management of concerns related to tax	bp Annual Report and Form 20-F 2024 > Shareholder information > Shareholder taxation information > pages 342-344 bp Sustainability Report 2024 > Our approach > Tax transparency > page 9 bp Tax Report 2023
	207-4	Country-by-Country Reporting	bp Tax Report 2023

GRI Standard	Disclosure	Disclosure Title	2024 Location or Explanation
<b>Employee Attraction and Retention</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	bp Annual Report and Form 20-F 2024 > Strategic report > Our people > pages 57-58 bp Annual Report and Form 20-F 2024 > Corporate governance > Board activities > People > page 77 bp Annual Report and Form 20-F 2024 > Corporate governance > People, culture and governance committee > pages 86-87 bp Sustainability Report 2024 > Our approach > Our people > pages 9-11 bp Sustainability Report 2024 > Improving people's lives > Our people aim > pages 27-29
<b>GRI 401: Employment 2016</b>	401-1	New employee hires and employee turnover	bp ESG Datasheet 2024 > Social > pages 11-13
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	bp Rewards and Benefits > bp.com > rewards and benefits bp UK Rewards and Benefits > bp.com > careers-UK > Rewards and benefits bp Annual Report and Form 20-F 202 > Financial statements > Employee benefits > page 159 bp Annual Report and Form 20-F 2024 > Financial statements > Pensions and other post-retirement benefits > pages 187-192
	401-3	Parental Leave	N/A
<b>GRI 402: Labour/Management Relations 2016</b>	402-1	Minimum notice periods regarding operational changes	N/A
<b>GRI 404: Training and Education 2016</b>	404-1	Average hours of training per year per employee	bp Sustainability Report 2024 > Our approach > Training and development > page 10 bp ESG Datasheet 2024 > Governance > page 14
	404-2	Programs for upgrading employee skills and transition assistance programs	bp Sustainability Report 2024 > Our approach > Training and development & workforce health and wellbeing > pages 10-11
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1	New suppliers that were screened using social criteria	bp Modern Slavery and Human Trafficking Statement 2023 bp Sustainability Report 2024 > Our approach > Improving working conditions and human rights assessments > page 12
	414-2	Negative social impacts in the supply chain and actions taken	bp Modern Slavery and Human Trafficking Statement 2023 > Risk assessment and due diligence > Trial for assessing global suppliers > page 7 bp Modern Slavery and Human Trafficking Statement 2023 > Risk assessment and due diligence > Access to remedy: issues and responses > pages 8-9



GRI Standard	Disclosure	Disclosure Title	2024 Location or Explanation
<b>Climate Change and Energy Transition</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	bp Annual Report and Form 20-F 2024 > Climate-related financial disclosures > Risk management process > pages 46-48 bp Annual Report and Form 20-F 2024 > Corporate governance > Board activities > page 76 bp Sustainability Report 2024 > Caring for our planet > pages 33-37 bp Sustainability Report 2024 > Improving people's lives > Just transition > pages 28-29 Our participation in trade associations: 2023 progress update > bp.com/tradeassociations bp High-level Climate Policy Positions 2023 > bp.com/climatepolicypositions
<b>GRI 201: Economic Performance 2016</b>	201-2	Financial implications and other risks and opportunities due to climate change	bp Annual Report and Form 20-F 2024 > Strategic report > Climate-related financial disclosures > pages 42-55 bp Annual Report and Form 20-F 2024 > How we manage risk > pages 61-68 bp Sustainability Report 2024 > Our approach > Managing climate-related risk > page 15
<b>GRI 302: Energy 2016</b>	302-1	Energy consumption within the organization	bp ESG Datasheet 2024 > Greenhouse gas emissions and energy > pages 4-5 bp Annual Report and Form 20-F 202 > Strategic report > Sustainability > Streamlined energy and carbon reporting (SECR) information > pages 40-41 bp Basis of Reporting 2023 > Energy consumption > page-14
	302-2	Energy consumption outside of the organization	bp ESG Datasheet 2024 > Net zero > page 3
	302-3	Energy intensity	bp ESG Datasheet 2024 > Greenhouse gas emissions and energy > pages 4-5
	302-4	Reduction of energy consumption	bp Annual Report and Form 20-F 2023 > Strategic report > Sustainability > Streamlined energy and carbon reporting (SECR) information > page 41
<b>GHG Emissions – Our Products</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	bp Annual Report and Form 20-F 2024 > Sustainability at bp > Net zero > pages 38-40 bp Sustainability Report 2024 > Getting to net zero > pages 17-24 bp Sustainability Report 2024 > Engaging stakeholders > Our advocacy work related to net zero in 2024 > page 40 bp Net Zero Ambition Progress Update 2024 > bp.com/reportingcentre bp Basis of Reporting 2023 > Net zero > pages 4-13
<b>GRI 305: Emissions 2016</b>	305-3	Other indirect (Scope 3) GHG emissions	bp Annual Report and Form 20-F 2024 > Strategic report > Net zero aims and 2024 performance > page 40 bp Sustainability Report 2024 > Getting to net zero > Our aim for net zero sales > pages 21-25 bp ESG Datasheet 2024 > Net zero > page 3
	305-5	Reduction of GHG emissions	bp Annual Report and Form 20-F 2024 > Strategic report > Net zero aims and 2024 performance > page 40 bp Annual Report and Form 20-F 2024 > Strategic report > Sustainability > Streamlined energy and carbon reporting (SECR) information > page 41 bp Sustainability Report 2024 > Getting to net zero > Our aim for net zero sales > Progress and targets/aims > page 21

GRI Standard	Disclosure	Disclosure Title	2024 Location or Explanation
<b>GHG Emissions – Our Operations</b>			
<b>GRI 3: Material Topics 2021</b>	3- 3	Management of material topics	bp Annual Report and Form 20-F 2024 > Sustainability at bp > Net zero operations aim > page 38 bp Sustainability Report 2024 > Getting to net zero > pages 17-24 bp Net Zero Ambition Progress Update 2024 > bp.com/reportingcentre bp Basis of Reporting 2023 > Net zero > pages 4-13
<b>GRI 305: Emissions 2016</b>	305-1	Direct (Scope 1) GHG emissions	bp Annual Report and Form 20-F 2024 > Strategic report > Sustainability > Streamlined energy and carbon reporting (SECR) information > page 41 bp Sustainability Report 2024 > Getting to net zero > Our progress and actions in 2024 on Scope 1 and 2 emissions > page 18 bp ESG Datasheet 2024 > Greenhouse gas emissions and energy > pages 3-5
	305-2	Energy indirect (Scope 2) GHG emissions	bp Annual Report and Form 20-F 2024 > Strategic report > Sustainability > Streamlined energy and carbon reporting (SECR) information > page 41 bp Sustainability Report 2024 > Getting to net zero > Our progress and actions in 2024 on Scope 1 and 2 emissions > page 18 bp ESG Datasheet 2024 > Greenhouse gas emissions and energy > pages 4-5
	305-4	GHG emissions intensity	bp ESG Datasheet 2024 > Greenhouse gas emissions and energy > pages 4-5
<b>Methane Emissions</b>			
<b>GRI 3: Material Topics 2021</b>	3- 3	Management of material topics	bp Sustainability Report 2024 > Getting to net zero > Net zero operations including methane > page 17 bp Sustainability Report 2024 > Getting to net zero > Our progress and actions on methane emissions > pages 19-20
<b>GRI 305: Emissions 2016</b>	305-4	Emission intensity	bp Sustainability Report 2024 > Getting to net zero > Our progress and actions on methane emissions > pages 19-20 bp Sustainability Report 2024 > Getting to net zero > Progress and targets/aims/Methane intensity > page 19 bp ESG Datasheet 2024 > Greenhouse gas emissions and energy > pages 4-5
	305-5	Reduction of GHG emissions	bp Sustainability Report 2024 > Getting to net zero > Methane reduction activity > page 20
<b>Renewable Energy</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	bp Annual Report and Form 20-F 2024 > Strategic report > Climate-related transition risks and opportunities > pages 48-49 bp Sustainability Report 2024 > Getting to net zero > Strategic progress > pages 22-23
<b>Self-Selected Metric</b>	N/A	Low carbon investments	bp Annual Report and Form 20-F 2024 > Corporate governance > Directors' remuneration report > pages 100-101 bp Sustainability Report 2024 > Getting to net zero > Strategic progress > pages 22-23

GRI Standard	Disclosure	Disclosure Title	2024 Location or Explanation
<b>Public Policy and Lobbying</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	bp Sustainability Report 2024 > Our approach > Political donations > page 9 bp Sustainability Report 2024 > Engaging stakeholders > Our advocacy work related to net zero in 2024 > page 40 Our advocacy activities > bp.com/advocacyactivities Our code of conduct > bp.com/codeofconduct
GRI 415: Public Policy 2016	415-1	Political Contributions	bp Sustainability Report 2023 > Our approach > Political donations > page 9
GRI 201: Economic Performance 2016	201-4	Financial assistance received from government	Our responsible tax principles > bp.com > Our responsible tax principles 2023 Tax Report bp Annual Report and Form 20-F 2024 > Additional disclosures > Regulation of the group business > page 329
<b>Access to Clean Energy</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	bp Sustainability Report 2024 > Improving people's lives > Partnering for environmental sustainability > page 31
Self-Selected Metric	N/A	Renewable energy equivalent developed to final investment decision	bp Sustainability Report 2024 > Getting to net zero > Our aim for net zero sales > page 21
<b>Human Rights</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	bp Annual Report and Form 20-F 2024 > Strategic report > People and planet > Human rights > page 60 bp Sustainability Report 2024 > Our approach > Human rights > pages 11-13 bp Annual Report on the Voluntary Principles on Security and Human Rights 2023 > bp.com/humanrights > Annual report on the voluntary principles on security and human rights 2023  bp Modern slavery and human trafficking statement 2023 > bp.com/humanrights > Modern Slavery and Human Trafficking Statement 2023 Our code of conduct > bp.com/codeofconduct
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	bp Labour Rights and Modern Slavery Principles > bp.com/humanrights > Labour-rights-and-modern-slavery-principles Business and human rights policy > bp.com/humanrightspolicy > page 2
GRI 408: Child Labour 2016	408-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	bp Modern slavery and human trafficking statement 2023 > bp.com/humanrights > Modern Slavery and Human Trafficking Statement 2023
GRI 409: Forced or Compulsory Labour 2016	409-1	Operations and suppliers at significant risk for incident of forced or compulsory labour	bp Modern slavery and human trafficking statement 2023 > bp.com/humanrights > Modern Slavery and Human Trafficking Statement 2023
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	bp Sustainability Report 2023 > Improving people's lives > Responsible security > page 13 bp Annual Report on the Voluntary Principles on Security and Human Rights 2023 > bp.com/humanrights > Annual report on the voluntary principles on security and human rights 2023
GRI 411: Rights of Indigenous peoples 2016	411-1	Incident of violations involving indigenous peoples	bp Sustainability Report 2024 > Our approach > Policies and practices > Indigenous peoples > page 12
GRI: 412 Human Rights Assessment 2016	412 - 1	Operations that have been subject to human rights reviews or impact assessments	
	412 - 2	Employee training on human rights policies or procedures	

GRI Standard	Disclosure	Disclosure Title	2024 Location or Explanation
<b>Diversity Equity &amp; Inclusion</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	bp Annual Report and Form 20-F 2024 > Strategic report > Sustainability > Our culture > page 58 bp Sustainability Report 2024 > Improving people's lives > Inclusive culture > pages 28-29 bp Sustainability Report 2024 > Engaging stakeholders > Development programme for suppliers > page 41 bp Diversity Equity and Inclusion Report 2024 > bp.com/dei Gender and ethnicity pay gap report 2024 > bp.com/ukgenderpaygap
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1	Diversity of governance bodies and employees	Diversity Equity and Inclusion Report 2024 > bp.com/dei
	405-2	Ratio of basic salary and remuneration	Gender and ethnicity pay gap report 2024 > bp.com/ukgenderpaygap
<b>GRI 406: Non-discrimination 2016</b>	406-1	Incidents of discrimination and corrective actions taken	bp Sustainability Report 2024 > Our approach > Speaking up > page 8
<b>Sustainable Livelihoods and Community Engagement</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	bp Annual Report and Form 20-F 2024 > Strategic report > Delivering value for stakeholders > page 13 bp Sustainability Report 2024 > Our approach > Community engagement > page 12 bp Sustainability Report 2024 > Improving people's lives > Social investment in local communities > pages 30-31
<b>GRI 202: Market Presence 2016</b>	202-2	Proportion of senior management hired from the local community	bp Annual Report and Form 20-F 2024 > Corporate governance > Leadership team > page 74
<b>GRI 413: Local Communities 2016</b>	413-1	Operations with local community engagement, impact assessments and development programs	bp Annual Report and Form 20-F 2024 > Corporate governance > Safety and sustainability committee > pages 80-81 bp Sustainability Report 2024 > Our approach > Air emissions > page 14 bp Sustainability Report 2024 > Engaging stakeholders > Local communities > page 40 bp Sustainability Report 2024 > Improving people's lives > Just transition > page 28 bp Sustainability Report 2024 > Improving people's lives > Social investment in local communities > pages 30-31
	413-2	Operations with significant actual and potential negative impacts on local communities	bp Sustainability Report 2024 > Our approach > Community complaints in 2024 > page 12 bp Sustainability Report 2024> Our approach > Responsible security > page 13
<b>GRI 3-3: Reporting on land and resource rights</b>	3 - 3	Land and resource rights	
<b>Just Transition</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	bp Sustainability Report 2024 > Improving people's lives > Our people aim > Just transition > pages 27-28
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1	Infrastructure investments and services supported	bp Major Projects Databook 2023 > <a href="https://www.bp.com/en/global/corporate/investors/upstream-major-projects.html">https://www.bp.com/en/global/corporate/investors/upstream-major-projects.html</a> bp Sustainability Report 2023 > Improving people's lives > Just transition > pages 27-28
	203-2	Significant indirect economic impacts	bp Sustainability Report 2024 > Improving people's lives > Social investment in local communities > page 31 Our impact on the UK economy in 2023 > bp.com/uk/eir

GRI Standard	Disclosure	Disclosure Title	2024 Location or Explanation
<b>Health and Safety</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	bp Annual Report 2024 and Form 20-F 2024 > Our approach to sustainability > Safety comes first > page 56 bp Sustainability Report 2024 > Our approach > Safety comes first > page 6
<b>GRI 403: Occupational Health &amp; Safety 2018</b>	403-1	Occupational health and safety management system	bp Annual Report 2024 and Form 20-F 2024 > Our approach to sustainability > Safety comes first > page 56 bp Annual Report 2024 and Form 20-F 2024 > Strategic report > Our investment process > Safety and risks > page 22
	403-2	Hazard identification, risk assessment, and incident investigation	bp Safety > <a href="http://www.bp.com/safety">www.bp.com/safety</a> Life Saving Rules for Contractors > <a href="http://bp.com/life-saving-rules">bp.com/life-saving-rules</a> bp Annual Report and Form 20-F 2024 > Strategic report > Key performance indicators > Safety > page 14 bp Sustainability Report 2024 > Our approach > Safety comes first > pages 6-7
	403-3	Occupational health services	bp Sustainability Report 2024 > Our approach > Safety comes first > pages 6-7
	403-4	Worker participation, consultation, and communication on occupational health and safety	bp Annual Report 2024 and Form 20-F 2024 > Corporate governance > Safety and sustainability committee > pages 80-81
	403-5	Worker training on occupational health and safety	bp Sustainability Report 2024 > Our approach > Safety comes first > pages 6-7
	403-6	Promotion of worker health	bp Sustainability Report 2024 > Our approach > Workforce health and wellbeing > page 11
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	bp Sustainability Report 2024 > Our approach > Safety comes first > pages 6-7
	403-8	Workers covered by an occupational health and safety management system	bp Sustainability Report 2024 > Our approach > Policies and practices > Our operating management system > page 11
	403-9	Work-related injuries	bp ESG Datasheet 2024 > Safety > pages 6-7
	403-10	Work-related ill health	bp ESG Datasheet 2024 > Safety > pages 6-7
<b>GRI 416: Customer Health and Safety 2016</b>	416-1	Assessment of the health and safety impacts of product and service categories	bp Sustainability Report 2024 > Our approach > Air emissions > page 14
<b>Ecological Impacts, Dependencies and Opportunities</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	bp Our Biodiversity Position > <a href="http://bp.com/biodiversityposition">bp.com/biodiversityposition</a> bp Sustainability Report 2024 > Caring for our planet > Our planet aims > pages 33-34
<b>GRI 305: Emissions 2016</b>	305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	bp Annual Report and Form 20-F 2024 > Strategic report > Sustainability continued > People and planet > page 60 bp Sustainability Report 2024 > Our approach > Policies and practices > page 14 bp ESG Datasheet 2024 > Environment > page 9
<b>GRI 306: Effluents and Waste 2016</b>	306-3	Significant spills	bp ESG Datasheet 2024 > Environment > page 8

GRI Standard	Disclosure	Disclosure Title	2024 Location or Explanation
<b>Biodiversity and Sensitive Areas</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	Protected areas 2024 > <a href="#">bp.com/protectedareas</a> > page 2 bp Our Biodiversity Position > <a href="#">bp.com/biodiversityposition</a> bp Annual Report and Form 20-F 2024 > Strategic report > Sustainability continued > People and planet > page 60 bp Sustainability Report 2024 > Our approach > Policies and practices > page 13 bp Sustainability Report 2024 > Caring for our planet > An update on our retired planet aims > pages 33-34
<b>GRI 304: Biodiversity 2016</b>	304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Protected areas 2024 > <a href="#">bp.com/protectedareas</a> > page 2 bp Our Biodiversity Position > <a href="#">bp.com/biodiversityposition</a> bp Annual Report and Form 20-F 2024 > Strategic report > Sustainability continued > People and planet > page 60 bp Sustainability Report 2024 > Our approach > Policies and practices > page 13 bp Sustainability Report 2024 > Caring for our planet > An update on our retired planet aims > pages 33-34
	304-2	Significant impacts of activities, products and services on biodiversity	Protected areas 2024 > <a href="#">bp.com/protectedareas</a> > page 2 bp Annual Report and Form 20-F 2024 > Strategic report > Sustainability continued > People and planet > page 60 bp Sustainability Report 2024 > Our approach > Policies and practices > page 13 bp Sustainability Report 2024 > Caring for our planet > An update on our retired planet aims > pages 33-34
	304-3	Habitats protected or restored	Protected Areas 2024 > <a href="#">bp.com/protectedareas</a> > page 2 bp Annual Report and Form 20-F 2024 > Strategic report > Sustainability continued > People and planet > page 60 bp Sustainability Report 2024 > Our approach > Policies and practices > page 13 bp Sustainability Report 2024 > Caring for our planet > An update on our retired planet aims > pages 33-34
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Protected Areas 2024 > <a href="#">bp.com/protectedareas</a> > page 2
<b>Natural Climate Solutions</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	bp Sustainability Report 2024 > Caring for our planet > An update on our retired planet aims > page 37
<b>Self-Selected Metric</b>	N/A	Championing nature-based solutions	bp Sustainability Report 2024 > Caring for our planet > An update on our retired planet aims > page 37

GRI Standard	Disclosure	Disclosure Title	2024 Location or Explanation
<b>Circularity</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	bp Sustainability Report 2024 > Our approach > Policies and practices > page 13 bp Sustainability Report 2024 > Caring for our planet > An update on our retired planet aims > Embedding circularity across bp > page 37
<b>GRI 306: Waste 2020</b>	306-1	Waste generation and significant waste-related impacts	bp Sustainability Report 2024 > Our approach > Policies and practices > page 13 bp Sustainability Report 2024 > Caring for our planet > An update on our retired planet aims > pages 37
	306-2	Management of significant waste-related impacts	bp Sustainability Report 2024 > Our approach > Policies and practices > page 13 bp Sustainability Report 2024 > Caring for our planet > An update on our retired planet aims > pages 37
	306-3	Waste generated	bp Sustainability Report 2024 > Our approach > Policies and practices > page 13 bp ESG Datasheet 2024 > Environment > Waste > page 9
	306-4	Waste diverted from disposal	bp Sustainability Report 2024 > Our approach > Policies and practices > page 13 bp ESG Datasheet 2024 > Environment > Waste > page 9
	306-5	Waste directed to disposal	bp Sustainability Report 2024 > Our approach > Policies and practices > page 13 bp ESG Datasheet 2024 > Environment > Waste > page 9
<b>Sustainable Supply Chains</b>			
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	bp Sustainability Report 2024 > Our approach > Supplier expectations > page 14 bp Sustainability Report 2024 > Improving people's lives > Building an inclusive culture > page 29 bp Sustainability Report 2024 > Engaging stakeholders > Supply chain partners > page 41 bp Sustainable Purchasing Position 2023 > bp.com/suppliers bp Our Supplier Programmes > Local Content > bp.com > supplying to bp
<b>GRI 204: Procurement Practices 2016</b>	204-1	Proportion of spending on local suppliers	bp Sustainability Report 2024 > Our approach > Supplier expectations > page 14 bp Sustainability Report 2024 > Improving people's lives > Building an inclusive culture > page 29 bp Sustainability Report 2024 > Improving people's lives > Social investment in local communities > page 30
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1	New suppliers that were screened using environmental criteria	bp Sustainability Report 2024 > Our approach > Supplier expectations > page 14 bp's expectations of its suppliers > bp.com/suppliers
	308-2	Negative environmental impacts in the supply chain and actions taken	bp Sustainability Report 2024 > Our approach > Supplier expectations > page 14 bp's expectations of its suppliers > bp.com/suppliers

GRI Standard	Disclosure	Disclosure Title	2024 Location or Explanation
<b>Water Management</b>			
<b>GRI 303: Water and Effluents 2018</b>	303-1	Interactions with water as a shared resource	bp Annual Report and Form 20-F 2024 > Strategic report > Sustainability continued > People and planet > page 60 bp Sustainability Report 2024 > Caring for our planet > Water > page 35 bp ESG Datasheet 2024 > Environment > Water > pages 8-9
	303-2	Management of water discharge-related impacts	bp Sustainability Report 2024 > Caring for our planet > Water > page 35 bp ESG Datasheet 2024 > Environment > Water > pages 8-9
	303-3	Water withdrawal	bp Annual Report and Form 20-F 2024 > Strategic report > Sustainability continued > People and planet > page 60 bp Sustainability Report 2024 > Caring for our planet > Water > page 35 bp ESG Datasheet 2024 > Environment > Water > pages 8-9
	303-4	Water discharge	bp Annual Report and Form 20-F 2024 > Strategic report > Sustainability continued > People and planet > page 60 bp Sustainability Report 2024 > Caring for our planet > Water > page 35 bp ESG Datasheet 2024 > Environment > Water > pages 8-9
	303-5	Water consumption	bp Annual Report and Form 20-F 2024 > Strategic report> Sustainability continued > People and planet > page 60 bp Sustainability Report 2024 > Caring for our planet > Water > page 35 bp ESG Datasheet 2024 > Environment > Water > pages 8-9
<b>Non-material Disclosures</b>			
<b>GRI 201: Economic Performance 2016</b>	201-1	Direct economic value generated and distributed	bp Annual Report and Form 20-F 2024 > Financial statements > Group income statement > page 140 bp Annual Report and Form 20-F 2024 > Financial statements > Employee costs and numbers > page 221 Our Impact on the UK Economy 2023 > <a href="https://www.bp.com/en_gb/united-kingdom/home/news/reports/bps-impact-on-the-uk-economy.html">https://www.bp.com/en_gb/united-kingdom/home/news/reports/bps-impact-on-the-uk-economy.html</a> bp ESG Datasheet 2024 > Social > pages 11-13



## Give your feedback

Email the corporate reporting team  
at [corporatereporting@bp.com](mailto:corporatereporting@bp.com)



BP p.l.c.  
1 St James's Square  
London SW1Y 4PD

© BP p.l.c. 2025  
[bp.com/sustainability](https://bp.com/sustainability)