



Gender and Ethnicity Pay Gap Report 2023



March 2024

About this report

This is our seventh UK gender pay gap report prepared in accordance with legislation that came into force in April 2017, which requires UK employers with more than 250 employees to publish their gender pay gap using a snapshot date of 5 April each year. We report data for six UK entities that have more than 250 employees, this includes bp lubricants for the first time.

We continue to report our UK ethnicity pay and bonus gap data on a voluntary basis. We consider this part of our ongoing commitment to transparency on diversity, equity and inclusion (DE&I) and a key part of our UK DE&I framework for action, which guides our activity in three areas: transparency, accountability, and talent.



We know that addressing female representation is key to closing the gender pay gap. We have worked hard in 2023 to drive progress against both our gender and minority ambitions but we know there is more to do. Our UK DE&I Council is supporting and challenging us to get there, educating, learning and sharing good practice along the way. //

Louise Kingham CBE

SVP Europe and head of country, UK and co-chair UK DE&I Council






Addressing our gender and minority pay gap is essential to achieving bp's aim 14 – to become a more diverse, equitable and inclusive employer. Not only is it the right thing to do, but it will also allow us to attract world-class talent to join bp and help us on the journey to net zero. //

Donna Riley

SVP people & culture – production & operations and bp UK

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-  Download our previous gender pay gap reports at bp.com/ukgenderpaygap
-  Download our diversity, equity & inclusion report at bp.com/DE&Ireport
-  Find all our key reports and policies in one place at bp.com/reportingcentre

UK gender pay gap

We are focused on improving diversity and equity across bp. Continuing to address our gender pay gap is an important pillar of this work.

We are in action to develop and foster a diverse and inclusive workplace for all our employees. We are addressing the underlying reasons for our gender pay gap, which mainly relate to uneven gender representation. This is a long-term challenge but in 2023, we continued to make progress in improving representation.

What the data shows

Since we began reporting gender pay data in 2017, our pay gap has seen a general downward trend. And our mean gender pay gap in the UK has narrowed by more than 6% compared with 2022^a. Our mean gender bonus pay gap has narrowed across all legal entities, with a large decrease in bp pulse.

We have seen a decrease in the gender pay gaps in two of our largest UK entities, BP p.l.c. and bp exploration which account for 45% of employees, as well as in bp pulse. There was a slight increase in the small pay gap in bp express shopping and in bp oil. We are reporting data for bp lubricants for the first time in 2023.

Why we have a pay and bonus gap

Our equal pay reviews give us confidence that employees in similar roles are being paid equitably regardless of gender. Internal moves, redeployment and women leaving the company have contributed to changes in our pay gap year on year.

There continue to be two main reasons why we have both a pay gap and a bonus pay gap:

1. Uneven gender representation

There are still proportionally fewer women working at our most senior levels. Pay is higher at these levels, so the imbalance in gender representation across levels results in a gap in mean and median pay between men and women in most of our legal entities. Closing the gap relies on increasing female representation, especially at the most senior levels.

To help us attract talented women, our 'Hiring Inclusively' principles (see [page 4](#)), are providing better access to a wider pool of diverse candidates, and we have seen an increase in the number of offers to and acceptances by women candidates. In April 2023, which aligns with the period for the pay gap data in this report, six of the 11 positions in our leadership team were held by women.


2. Roles with higher pay are male dominated

The market for some of our higher paying roles has historically been male dominated. For example, in bp exploration, we have more men than women working in offshore roles, which tend to attract higher levels of pay as well as incentives or bonus opportunities. In trading roles, where pay is weighted towards performance bonuses, we have more men – this contributes to the pay gap in BP p.l.c. However, an increase in women in more senior levels across the UK, has resulted in a narrowing of the pay gap. We will continue to focus on attracting and providing promotion opportunities for women.

2023 mean gender pay gaps (%)^b

bp express shopping

Employees^c: 6,498

Pay gap
4.6  2022: 3.8

BP p.l.c.

Employees^c: 3,741

Pay gap
12.9  2022: 14.9

bp exploration

Employees^c: 2,915

Pay gap
14.2  2022: 14.9

bp oil

Employees^c: 430

Pay gap
13.3  2022: 12.5

bp pulse

Employees^c: 409

Pay gap
18.2  2022: 27.1

bp lubricants

Employees^c: 404

Pay gap
11.7

 Increase in pay gap  Decrease in pay gap

Gender balance in bp

bp employees (% female) globally^d

	2019	2020	2021	2022	2023
All employees	38	39	39	39	41
Graduate hires	–	–	42	43	39
Senior leaders ^e	26	27	29	30	30
Group leaders ^f	25	29	32	33	34
Board directors	42	45	40	45	50

The proportion of women employed across bp increased slightly to 41% of our global workforce in 2023 (39% in 2022).

We are taking a long-term approach to improve representation across the organization but this means that sustained improvements are not achieved quickly. We are seeing greater diversity at all levels of the organisation but in particular at graduate/early career levels.

bp employees (% female) UK^d

	2019	2020	2021	2022	2023
All employees	42	42	42	42	41
Graduate hires	–	–	45	46	39
Senior leaders ^e	28	28	31	31	31
Group leaders ^f	30	34	35	40	40

Our ambition is to reach gender parity for the top levels of leadership (top 120 roles) by 2025 and parity for all executive level employees (group leaders) by 2030. And we have an ambition of 40% female representation for the next layer of senior leadership (senior leaders) by 2030.

^d As at 31 December 2023.

^e Senior leaders are the leadership tier below group leaders. They typically manage larger teams or are recognized as technical or functional experts.

^f Group leaders are our most senior leaders. Their roles range from operational, functional and regional leadership up to executive directors.

 Read more on [page 4](#)

^a Based on comparison of five UK entities in scope for this report – BP p.l.c., bp exploration, bp oil, bp pulse and bp express shopping. bp lubricants are excluded as they are reported for the first time in 2023. The total pay gap for these five entities combined was 9.3% in 2023 (2022 10%).

^b Data as at 5 April 2023.

^c The number of employees in each legal entity in scope for analysis at 5 April 2023.

UK ethnicity pay gap

Having access to demographic data is central to improving equity, helping us build a more complete picture of our workforce and a better understanding of employee representation.

Reviewing and disclosing our ethnicity pay gap helps us understand the steps we need to take to create an equitable working environment and attract the best talent. Our UK ethnicity pay gap data is a snapshot as at 5 April 2023. It is calculated and reported using the same methodology as the legally required gender pay gap data but compares white employees with employees from other ethnic backgrounds.

In the UK, ethnicity data is voluntarily disclosed through our self-identification process. We now have data to report for six legal entities in scope for this report^a. In 2023 we actively encouraged self-identification across bp including in bp pulse where historically we didn't have ethnicity data to enable us to report. 56% of bp pulse employees have now provided their ethnicity through self-identification and we are reporting ethnicity data on that basis. We plan to continue to promote self-identification in this part of our business.

What the data shows

Our mean ethnicity pay gap in the UK has narrowed by nearly 15% compared with 2022^b. As with the gender pay gap, ethnicity pay gaps exist in some entities because of uneven representation at different levels. Overall, the ethnicity pay gap is 4.8% and in some entities, average pay for employees from other ethnic backgrounds is higher than the average pay of white employees. We are working to improve representation of employees from other ethnic backgrounds across all levels of bp to reduce the pay gap further.

In 2023 there was a significant ethnicity pay gap and ethnicity bonus pay gap in bp pulse due to a larger proportion of employees from other ethnic backgrounds in lower paying roles. There was a slight increase in the pay gap for BP p.l.c. and a larger increase in bp oil because of uneven representation, where we have more employees from ethnic minorities in lower paying roles, and internal employee moves at more senior levels. The mean ethnicity pay gap reduced considerably in bp exploration, and in bp express shopping and bp lubricants we have a negative ethnicity pay gap in favour of employees from other ethnic backgrounds.

We have identified actions we plan to take in 2024 to reduce the pay gap in bp pulse in particular.

The basis of reporting our UK ethnicity pay gap

We currently collect and report ethnicity data using country-specific terminology. In the UK, that terminology is defined by the UK government and the Office of National Statistics. Aggregated, those ethnic minority groups are defined as – Black/Black British, Asian/Asian British, Mixed/Multiple ethnic groups and Other ethnic group. We have elected to use just two categories for reporting our UK ethnicity pay gap, for simplicity and to maintain employee confidentiality: white (covers all white backgrounds) and other ethnic backgrounds (covers all other declared ethnicities).

2023 mean ethnicity pay gaps^c

bp express shopping

Employees^d: 6,262

Pay gap
-2.6  2022: -2.5


BP p.l.c.

Employees^d: 3,355

Pay gap
14.2  2022: 13.9


bp exploration

Employees^d: 2,632

Pay gap
8.1  2022: 14.0

bp oil

Employees^d: 393

Pay gap
5.9  2022: -1.5

bp lubricants

Employees^d: 351

Pay gap
-11.5

bp pulse

Employees^d: 271

Pay gap
27.6

 Increase in pay gap  Decrease in pay gap

UK ethnic minority ambition

Employees from other ethnic backgrounds make up around 22% of our overall workforce in the UK, an upward trend that has consistently increased over the last four years. We have increased ethnic minority representation across all employee grades including our most senior roles. Our representation is in line with the UK average, however, when compared to the diversity of the southeast of England where we are primarily based, it's clear we still have some way to go.

Our UK ethnic minority inclusion and representation ambition is that by 2025 we aim to achieve:

- 15% of our senior leader roles held by employees with other ethnic backgrounds.
- 25% of our first level leader roles and below held by ethnic minorities.
- 20% overall increase in Black representation across all levels.

bp employees (% from ethnic minority background), UK^{e,f}

	2019	2020	2021	2022	2023
All employees	15	16	17	19	22
Graduate hires ^g	–	–	34	48	53
Senior leaders ^h	10	12	13	14	16
Group leaders ⁱ	7	9	14	14	20
Board directors	–	8	10	9	25

e As at 31 December 2023.

f 10% of UK employees did not disclose their ethnic background.

g Graduate hires are now reported on a 'hire' basis (percentage of graduates proceeding to work at bp) to improve consistency in disclosures across our reports. Graduate hires were previously reported on an 'acceptance' basis (percentage of graduates accepting offers of employment).

h Senior leaders are the leadership tier below group leaders. They typically manage larger teams or are recognized as technical or functional experts.

i Group leaders are our most senior leaders. Their roles range from operational, functional and regional leadership up to executive directors.

 Read more on [page 4](#)

a In-scope entities are UK entities with more than 250 employees. bp pulse and Lubricants UK are reported for the first time in 2023.

b Based on a comparison of four UK entities in scope for this report – BP p.l.c., bp exploration, bp oil and bp express shopping. bp pulse and bp lubricants are excluded as they are reported for the first time in 2023. The total pay gap for these four entities combined was 4.2% in 2023 (2022 4.9%).

c Data as at 5 April 2023.

d The number of employees in each legal entity in scope for analysis at 5 April 2023. For our mean ethnicity pay gap data this is 90% of employees at all entities, apart from bp pulse where the data is based on 56% of employees.

The action we are taking to improve representation

As an organization we want to attract and develop the best talent, regardless of social background, ethnicity or gender identity. This means embracing different perspectives and engaging our people throughout their careers at bp. It means providing employees with the support and resources to achieve their potential based on their unique needs. It also means being alert to unconscious bias and consistently taking action to address this bias. Our action plans focus on the three principles of our DE&I framework for action: transparency, accountability and talent.

Transparency

Providing accurate data internally and externally to identify gaps, set direction and monitor progress.

- We have expanded our DE&I scorecard to help senior leaders track relevant aggregated gender, minority and minority sub-group representation. Our data is refreshed monthly.
- We continued the roll out of our self-ID initiative to give us more data for analysis.
- We updated the external market data we have access to globally to equip our people with the latest trends and insights to support our recruitment efforts.

Accountability

Creating collective accountability for DE&I across the whole organization.

- We have continued the roll out of our Race4Equity training programme, which is now mandatory for employees in the US and UK. All of our most senior leaders and over 84% of employees at all other levels have already taken the training.
- Each entity has developed a DE&I action plan focused on improving transparency, accountability and talent.
- Long-term representation measures are an element of our long-term incentive plan that applies to our most senior leaders in the organization. This plan operates on a three-year rolling basis and drives accountability for sustainable improvement in representation.

Talent

Providing talent processes and programmes to create equity of opportunity.

Across the employee development lifecycle we focus on key events, such as hiring, to understand where we can reduce the effects of unconscious bias and increase transparency of our processes and systems.

- **Hiring Inclusively:** Hiring inclusively is a global recruiting framework; it uses internal and external market data to better understand the availability of candidates from diverse backgrounds who have the skills we need. With these insights and by applying inclusive hiring principles, we can deliver qualified candidate shortlists that have diverse representation reflective of market availability. The framework was introduced in 2022, and continues to evolve. In 2023 we launched:
 - An online toolkit to support hiring managers, our people & culture team and recruiters.
 - Refreshed interview skills training for hiring managers, with updated guidance on unconscious bias.
 - Dedicated recruitment campaigns to attract diverse talent, with more inclusive job adverts.

 Read more about Hiring Inclusively in our DE&I report at bp.com/DE&Ireport

- **Social mobility:** We have extended our regional apprenticeship programmes and around 750 apprentices are now working in our businesses around the world. We also launched a new bp work experience programme in support of our ambition to provide up to 500 work experience placements a year, globally, by 2024. We successfully delivered over 500 work experience opportunities worldwide in 2023, meeting our target a year early.
- **Leadership Inclusion for Talent (LIFT):** We continued with LIFT, our 12-month development experience aimed at under-represented minority talent in the US and UK. Our most recent cohort included mid-level Black heritage employees from the US and UK. We're also delivering a programme for senior women in our trading & shipping entity. In 2024 we plan to launch a cross-entity cohort for mid-level colleagues of Asian heritage in the UK and US.
- **HBCU Fellowship:** We launched a scholarship in the US with three historically black colleges and universities (HBCU). The HBCU Fellowship will donate over \$4 million to provide students with scholarship funding, experience in the energy industry and career development support.

Read more

-  For more information about diversity at bp, visit bp.com/DEI
-  For more information about working at bp visit bp.com/careers

Statutory reporting: bp gender pay data for 2023

Six of our UK entities have at least 250 employees. Together these entities employ around 15,000 people. Under current regulations we are required to report bp gender pay and bonus gaps for these entities as at 5 April 2023.

bp gender pay data

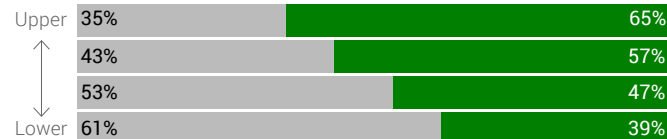
Legal entity	Employees ^a	Women (%)		Reportable Pay Gap (%)				Reportable Bonus Gap (%)				% receiving bonus			
				Mean		Median		Mean		Median		Men		Women	
		2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
BP Express Shopping Limited	6,498	49	48	3.8	4.6	7.3	7.1	11.7	3.3	4.4	0.0	16.8	15.3	12.5	10.8
BP p.l.c.	3,741	42	42	14.9	12.9	14.1	14.1	50.0	49.0	28.0	30.3	89.8	96.1	90.8	95.6
BP Exploration Operating Company Limited	2,915	26	26	14.9	14.2	15.3	14.0	17.8	14.5	26.0	18.5	96.0	97.1	95.8	95.7
BP Oil UK Limited	430	41	42	12.5	13.3	8.6	15.2	29.0	24.0	29.9	23.9	95.7	94.8	94.7	95.6
BP Chargemaster Limited (BP Pulse)	409	33	33	27.1	18.2	36.3	24.1	57.6	33.7	84.0	25.5	31.8	90.9	30.8	92.3
Lubricants UK Limited ^b	404	-	36	-	11.7	-	7.2	-	5.2	-	16.0	-	94.6	-	94.6

Proportion of men and women in each quartile band

● Women ● Men

BP Express Shopping Limited

bp express shopping is our largest UK employing business, concerned with retail operations supporting our UK-wide network of forecourts.



BP p.l.c.

BP p.l.c. predominantly covers employees in corporate business and functions, including our trading business.



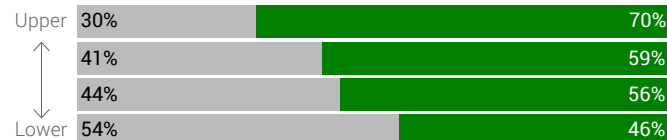
BP Exploration Operating Company Limited

bp exploration covers production and operations activities in the UK, principally North Sea operations.



BP Oil UK Limited

bp oil represents our customers and products business including our lubricants businesses.



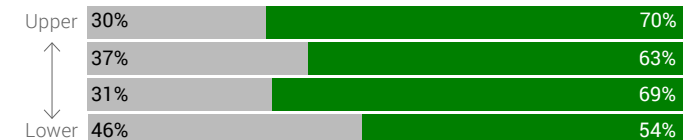
BP Chargemaster Limited (BP Pulse)

bp pulse is one of the UK's leading providers of electric vehicle charging infrastructure in the UK.



Lubricants UK Limited

bp lubricants business is one of the UK's leading lubricants manufacturers serving customers in the automotive, marine, industrial and energy sectors.



Declaration

We confirm that the gender pay gap data provided in this report is accurate and in line with mandatory requirements.

Donna Riley

Donna Riley
SVP people & culture –
Production & operations and bp UK

Louise Kingham

Louise Kingham CBE
SVP Europe and head of country, UK

^a The number of employees in each legal entity in scope for analysis at 5 April 2023.

^b Lubricants UK Limited is reported for the first time in 2023.

bp ethnicity pay data for 2023

We are reporting ethnicity pay gap data for six of our UK entities as at 5 April 2023.

bp ethnicity pay data

Legal entity	Employees ^a	Employees from other ethnic backgrounds (%)		Reportable Pay Gap (%)				Reportable Bonus Gap (%)				% receiving bonus			
				Mean		Median		Mean		Median		Other ethnic background		White	
				2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
BP Express Shopping Limited	6,262	35	36	-2.5	-2.6	-9.3	-7.1	1.8	1.5	0.6	0.0	11.1	9.1	16.2	14.5
BP p.l.c.	3,355	22	27	13.9	14.2	8.3	9.5	39.4	47.1	16.9	24.1	87.6	93.9	91.5	96.5
BP Exploration Operating Company Limited	2,632	14	17	14.0	8.1	6.1	2.0	20.8	19.9	-2.7	1.9	93.1	95.7	96.3	96.9
BP Oil UK Limited	393	13	17	-1.5	5.9	2.6	16.4	-31.4	16.4	9.5	25.3	92.1	93.9	96.6	95.4
Lubricants UK Limited ^b	351	-	16	-	-11.5	-	-13.8	-	-33.2	-	-2.0	-	96.4	-	94.3
BP Chargemaster Limited (BP Pulse) ^b	271	-	27	-	27.6	-	34.3	-	48.5	-	29.7	-	81.3	-	89.8

Proportion of white and other ethnic background employees in each quartile band

● Other ethnic backgrounds ● White

BP Express Shopping Limited

bp express shopping is our largest UK employing business, concerned with retail operations supporting our UK-wide network of forecourts.



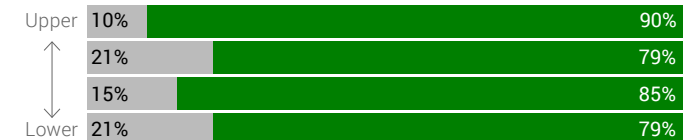
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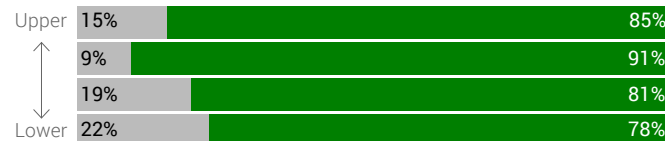
BP Exploration Operating Company Limited

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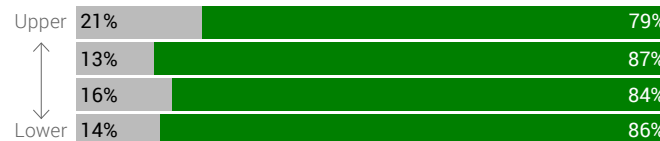
BP Oil UK Limited

bp oil represents our customers and products business including our lubricants businesses.



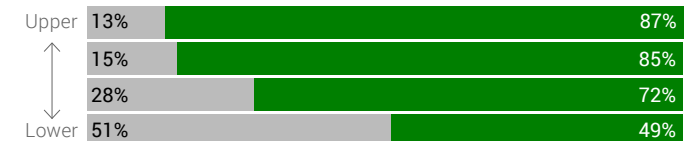
Lubricants UK Limited

bp lubricants business is one of the UK's leading lubricants manufacturers serving customers in the automotive, marine, industrial and energy sectors.



BP Chargemaster Limited (BP Pulse)

bp pulse is one of the UK's leading providers of electric vehicle charging infrastructure in the UK.



^a The number of employees in each legal entity in scope for analysis at 5 April 2023. For our mean ethnicity pay gap data this is 90% of employees in all entities apart from bp pulse where the data is based on 56% of employees.

^b Lubricants UK Limited and BP Chargemaster Limited (BP Pulse) are reported for the first time in 2023.

Give your feedback

Email the corporate reporting team
at corporatereporting@bp.com



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