

Case study: targets and reporting



An inclusive, transparent and accountable DE&I strategy

Following the death of George Floyd in 2020, bp published 'Frameworks for Action on Racial Injustice' in the US and the UK. These frameworks were essentially a basis around which the Diversity, Equity & Inclusion strategy would be developed, and were structured across the three pillars of Transparency, Accountability and Talent. This initiative was the foundation for the establishment of a broader Global Framework for Action that is applicable to all DE&I strands, including gender.



Since then, there has been a huge amount of change and challenge in the world with major climate events, political changes and, of course, the Covid-19 pandemic. Early in 2020, bp also announced their net zero ambition, purpose and aims, and determination to reimagine energy and reinvent bp.

Aim number 14 was **"to have greater diversity, equity and inclusion for our workforce and customers, and to increase supplier diversity spend to \$1 billion"**.

Now in 2021, bp are able to share how they have delivered against the Frameworks for Action, and how they are moving forward globally to achieve this particular aim.

Delivering on their **transparency** commitments, bp released their first ever global DE&I report in June 2021. This shared how their ambition fits within their sustainability frame, and confirmed that bp had exceeded their ambition of 25% female representation for group leaders in 2020, reaching 29%. However, they acknowledged that despite an upward trend in female representation they still have more to do and so have **committed to gender parity for their top 120 leaders by 2025** and will be announcing a broader gender ambition in early 2022.

To increase both transparency and **accountability** for delivery, bp have invested in developing a DE&I data scorecard for senior leadership. Linked to this, bp are working on their self ID rates for race, sexuality and gender identity in the UK and US, which will allow the collection of better data and greater focus. This will be extended to an increasing number of geographies and include further data fields in order to support **an increasingly data-informed DE&I strategy**. In tandem, bp are working towards a more inclusive approach to gender identity and have a committed focus on education and awareness around this topic.

Finally, bp's supplier diversity team has been hard at work, including increasing its certified diverse supplier pipeline to 375 suppliers, from 280 in the first half of 2021 and with a goal to increase to 400 by the end of the year. They have launched a global supplier diversity strategy and added disability as a fifth diversity strand.



2020 goal for 25% female group leaders met
2025 goal for gender parity set