

## **Examples of BP's commitment to diversity and inclusion**

BP values diversity and inclusion as part of our culture, as a contributor to our communities, and in every aspect of the way we work. We hope that employees experience our inclusion efforts as they come to work every day. Also, we appreciate that we have a diverse base of customers for whom we provide important products and services.

### **BP Group (worldwide)**

BP has two African-American directors on its board, Dr. Walter E. Massey and Erroll B. Davis, Jr. Both joined BP's board in 1998 and were previously directors of Amoco.

BP Group results in diversity and inclusion are noted in the 2005 BP Sustainability Report and our global and US-specific focus continues in these important areas.

- Between 2000 and 2006, the number of BP's group leaders from UK and US racial minorities increased by more than 68 percent, from 19 to 32.
- The number of women in BP group leadership — the executive ranks — has more than doubled in five years, from 50 in 2000 to 106 in 2006.
- The number of graduates recruited in 2006 through our global recruitment program has increased by 58% compared with 2005 and 63% of these are engineers or scientists.

### **BP America**

- In the US, the percentage of women and racial/ethnic minorities within Group Leadership has increased to nearly 27% and 12% in 2006 as compared to 20% and 6% at year-end 2002.
- US racial/ethnic minorities and women composed 24% and 40%, respectively, of the US CAPS (high potential) program in 2006 and 85% of those minority US CAPs participants have completed a BP development program.
- Since 2005, nearly 1,000 US senior level leaders have attended mandatory inclusion training to foster inclusive work environments.
- Our People Assurance Survey (PAS) in 2006 showed that the proportion of employees who believe that BP has created an environment where people from diverse backgrounds can succeed has risen from 60% in 2000 to 74% in 2006. The 2006 PAS also showed that 80% of employees believe BP has created an environment which provided protection against discrimination and harassment versus 62% in 2000.

- BP is committed to fair treatment of all employees, regardless of race, gender, religion, sexual orientation and identity. The company has offered benefits for domestic partners since 1998.

BP has historically been committed to and has been successful in recruiting women and minorities through our university recruitment programs. In the US, 35% of all graduate hires were women, while 34% of all graduate hires came from racial or ethnic minorities in 2006.

- BP is actively recruiting women and minority entrepreneurs who are interested in investing in, owning, and operating BP- and ARCO-branded convenience and fuel retail businesses.
- Although BP does not track the race or ethnicity of its independent operators, a rough estimate in 2005 was that more than 20% of the 1,800 BP and ARCO dealers and franchisees in the US are minorities.
- BP also has relationships with about 600 jobbers, who are independent business people with contracts to distribute and sell BP-branded fuels. Several BP-branded jobbers are from minority groups.
- Our supplier diversity program has a 30-year history. Since 1999, BP has spent more than \$2.8 billion with minority and women-owned businesses.
- BP works with a number of national and local organizations that support supplier diversity, including the National Minority Supplier Development Council, the U.S. Hispanic Chamber of Commerce and the Women's Business Enterprise Development National Council, where we are members of the Board of Directors.
- BP was one of the first companies to commit to implementing Chicago United's Professional Services Model, a business management tool for large corporations to enhance use of minority professional service firms.
- BP maintains relationships with numerous groups that work to enhance access and opportunity for women and minorities. We regularly participate in programs of these organizations and seek input from their representatives.
- Some organizations with which we maintain relationships include: the NAACP, the National Urban League and various Urban League affiliates, the Executive Leadership Council, the Asian Pacific American Legal Center, Catalyst, National Council of Negro Women, Mexican American Legal Defense and Educational Fund, National Society of Black Engineers, the National Action Council for Minorities in Engineering, US Hispanic Leadership Institute, Human Rights Campaign, National Council of La

Raza, U.S. Hispanic Chamber of Commerce and various organizations focused on issues of people of color and women in communities where we operate.

- BP is the sole founding sponsor of the Executive Leadership Foundation's Institute for Leadership Development and Research, whose mission is to support the development of African-American corporate leadership.
- BP is the sole funder of the Multicultural Education Collaborative in Los Angeles. This collaboration of the Asian Pacific American Legal Center, the Los Angeles Urban League, and the Mexican-American Legal Defense and Educational Fund (MALDEF) is designed to help develop future leaders, empowering youth and parents, and providing equity, parity, and access to secondary and post-secondary education opportunities.
- BP supports a number of education enhancement and scholarship programs in communities where we operate that support access to education opportunities. For example, BP Community Scholarship Awards programs in Chicago, New York City, Washington, DC, and other market areas have granted about \$4.5 million in the past two decades to 3,000 deserving students with financial need. Many of the scholarships go to minority students.
- BP is original and lead sponsor of "A Place of Our Own/Los Ninos en su Casa," programs that help parents and childcare workers with outreach workshops, websites, and instructional telecasts in Spanish and in English.