Our vision of the future is changing.

Ready to be part of the bigger picture?

Intern and Graduate Opportunities

Business | Engineering | Science | Trading
We recruited 90% of our senior leaders from within BP in 2015.

We operate in over 70 different countries worldwide.

We produce the equivalent of 3.3 million barrels of oil every day.

We employ almost 80,000 people across four business functions.

We serve eight million customers from over 17,000 retail sites.

Find your future

At BP, we find, develop and produce energy resources every day – energy that’s behind the products that keep us all moving. It’s an exciting place to be. But for us to do what we do, we rely on a vast team of people, all contributing their talents to make our business come together.

When you consider the scale and complexity of this global operation, you begin to realise that there is more to BP than you might think. From creating world-class products to developing secure, sustainable energy for the future, it takes a broad range of talented people to make our work possible. From pipeline engineers, automotive experts, geoscientists and chemists to accountants, HR professionals, commercial analysts, technologists and traders – they’re all doing their part to contribute to our success.

It’s a diverse team with different backgrounds, perspectives and skillsets, but they all have their role to play. It’s only when it all comes together that we can make change happen. And you can be part of our future plans.
As the world keeps advancing, so do we. Global demand for safe, reliable and affordable energy will continue to increase as the world’s population grows. At the same time, we’ll need to balance environmental and climate change concerns with the fact that oil and gas will still play a big role.

The energy we supply helps improve living standards, powers vital medical services, provides irrigation and sanitation and keeps the world on the move. Our challenge for the future is to continue this essential work, by creating sustainable energy while reducing greenhouse gas emissions.

To help address climate change and support the move towards a lower carbon economy, we’re looking at a broad range of energy sources, fuels and technologies. We’re supplying natural gas to replace coal. Producing millions of litres of biofuels each year and using biopower to power our biofuels plants. And investing in solar energy through Lightsource BP.

It doesn’t stop there. As we continue to research innovative ways of moving towards a lower carbon economy, we’re also improving our digital capabilities, technology and processes to create energy for all our tomorrows.
Finding Oil and gas
After acquiring exploration rights, we search for hydrocarbons beneath the earth’s surface.

Developing & extracting Oil and gas
Once we have found hydrocarbons, we bring them to the surface.

Transporting & trading Oil and gas
We move hydrocarbons using pipelines, ships, trucks and trains, building value across the supply chain.

Generating Renewable energy
We operate a biofuels business in Brazil and an onshore wind business in the US.

Manufacturing Fuels and products
We refine, process and blend hydrocarbons to make fuels, lubricants and petrochemicals.

Marketing Fuels and products
We supply customers with fuel for transportation, energy for heat and light, lubricants to keep engines moving and the petrochemicals needed to make everyday items.

BP delivers energy products and services around the world. Through our two main operating systems, Upstream and Downstream, we find, develop and produce essential products and services. We also buy and sell at each stage of the hydrocarbon value chain, and develop renewable energy such as biofuels and onshore wind.

Our Upstream segment manages exploration, development and production activities.

Our Downstream segment operates hydrocarbon value chains covering three main businesses – fuels, lubricants and petrochemicals.
A look at our values

We have five values that express our shared understanding of what we believe, how we aim to behave and what we aspire to be as an organisation. They are a set of principles that influence everything we do, making us a safer, stronger and better company to work for.

Safety
Everything we do relies upon the safety of our workforce and the communities around us.

Respect
We hold ourselves to the highest ethical standards and behave in ways that earn the trust of others.

Excellence
We commit to quality outcomes, have a thirst to learn, and to improve.

Courage
Achieving the best outcomes often requires the courage to face difficulty, to speak up and stand by what we believe.

One Team
Whatever the strength of the individual, we will accomplish more together.

Diversity and inclusion

BP’s performance depends on having a highly skilled, motivated and talented workforce that reflects the diversity of the societies in which we operate.

As a company, we’ve set goals, and as people, we’re doing everything we can to make sure we reach them. At BP, we’re committed to creating an inclusive place to work, therefore diversity and inclusion is not only about someone’s orientation or appearance. It’s about the thoughts, actions and perspectives of every employee, because diverse talent can only thrive in an inclusive culture.

We encourage our employees to have their say via our Business Resource Groups. These are grassroots, employee-initiated networks that are open to everyone, and help us create a thoroughly inclusive culture for everyone here at BP.

So by joining us, you can help make sure that everyone is valued and treated equally with respect and dignity, without any form of discrimination.

If you need to make any adjustments to the application process, for example due to an illness, injury or a disability please get in touch on 0800 279 2088 or by sending us an email at enquiry@bpgraduates.co.uk

At BP we incorporate D&I into all of our business plans and HR practices

Our goal is to create an environment of inclusion and acceptance

Our aim is for women to represent at least 25% of group leaders – our most senior managers – by 2020
Business

Join our business function and you’ll help to ensure that the whole of BP is operating as efficiently and effectively as possible. Working alongside the sharpest commercial minds, you’ll guide our strategic planning and key decision making in ways that have real impact on the way we work.

- You could manage around $1bn of BP’s cash every day
- Recruit, retain and reward people who keep BP ahead
- Manage a global portfolio of customers, consumers and partners

Why work in business at BP?

The breadth, complexity and value of our organisation means you’ll get to handle projects that challenge, innovate and inspire you. We’ll give you the training opportunities and support you need to accelerate your performance and build your technical and professional skills.

What kind of roles are available?

- Commercial downstream
- Commercial supply and trading
- Human resources
- Technology

To see our full range of business roles, check the degree matcher at the back of this brochure or find it online at www.bp.com/degreematcher

Why choose Business at BP?

“BP offers a rotational scheme, and each rotation has given me a real insight into a different business area. I like working closely with people and building relationships and BP’s collaborative environment is conducive to this. You are able to have open and honest discussions to find the best outcome in any given situation. I think it is highly rewarding that a graduate can be given the opportunity to work on very interesting and high-profile projects that provide plenty of learning opportunities.”

James
HR Advisor, Petrochemicals at BP
Economics graduate from University of Sheffield
Engineering

Become a BP engineer and you’ll play a vital role in almost every part of our business. Under the guidance of highly trained experts, you’ll get to learn how we safely extract, process and transport the resources that keep the world moving – and be part of a team whose skills underpin everything we do.

Why become an engineer at BP?

As a leading provider of oil and gas, you’ll be able to get involved with an interesting variety of projects using cutting-edge innovations and technologies from day one. With specialist training, mentor schemes and your buddy to help you get settled, an engineering role at BP offers all the support you need to give your career the best possible start.

What kind of roles are available?

- Automotive
- Chemical and process
- Construction
- Control and automation
- Electrical
- Environment
- Instrument and protective systems
- Mechanical
- Petroleum reservoir
- Project services
- Safety
- Subsea
- Wells – drilling, interventions and completions

To see our full range of engineering roles, check the degree matcher at the back of this brochure or find it online at www.bp.com/degreematcher

Why choose Engineering at BP?

“You’re solving real world problems and that’s what excites me. At BP, we deliver projects that will provide people with the energy they need to go through life. It’s the ability to positively impact the external population and really make a difference. I also love the fact that it’s not monotonous – every day can be a bit different. Another highlight for me is the people I work with. From the senior managers who willingly take time out of their day to give me career coaching and help advise me on what I want to do next, to the people I get to work with daily.”

Catherine
Project Planning Engineer at BP
Mechanical Engineering graduate from University of Nottingham
Science

Become a scientist at BP and you’ll get to work alongside the industry’s leading experts on the most advanced projects in oil and gas. You’ll develop new ways to stimulate innovation and growth throughout the business, and help to secure a better future for all.

What kind of roles are available?

- Chemistry
- Environment
- Geoscience – geology and geophysics
- Petrophysics
- Safety
- Subsurface information management

To see our full range of science roles, check the degree matcher at the back of this brochure or find it online at www.bp.com/degreematcher

Why become a scientist at BP?

Science is the foundation of our business – from exploring new energy resources to developing lower carbon products. At BP, you will be provided with a platform to apply your academic achievements, knowledge and expertise in a commercial environment. You’ll work alongside some of the world’s most respected scientists and thinkers, and ultimately, your skills will help us make discoveries that meet our performance, safety, environmental and quality targets.

Why choose Science at BP?

“My current project is really interesting. Partly because it’s multi-disciplinary. And partly because I’m the sole member of my team working on it. My recommendations will directly affect what we and our partner companies decide to do on the block. At the moment I’m really enjoying my technical learnings on the job, but in the future I’d like to take on the sorts of challenges found in a management role. It’s good to know that on the BP Challenge programme, I’ll get the chance to develop the soft skills I’ll need.”

Adam
Geologist at BP
Petroleum Geoscience graduate from Imperial College London
Trading

Choose a role in our supply and trading division and you’ll connect BP to the trading markets in oil, gas, power, chemicals and finance. As the commercial face of our business, you’ll play a vital role in enhancing performance while you develop your asset management skills and industry knowledge.

Why work in trading at BP?

As one of the leading traders of oil and gas in the world, you’ll have access to a huge array of assets. Through job rotations, you’ll work in some of the most dynamic market environments, applying trading, supply, risk management and information technology skills to everything you do, with the full support of BP’s experts, mentors and extensive training programmes.

Why choose Trading at BP?

“The Supply & Trading Graduate programme is excellent because it is so well structured and you get a lot of support. It is also inspiring to see senior leaders who came onto the programme 20 - 25 years ago. You can clearly see that there is a development plan for you. My first year was in analytics, which was very much numbers and projects based. Then I moved to operations, which was more fast-paced. Now I’m in strategy. I think having that broad exposure so early on through different rotations, shows you all of the options that are open to you. The programme definitely prepares us for a fulfilling career in the energy industry.”

Khalida
Strategy Analyst at BP
International Business graduate from University of Liverpool

What kind of roles are available?

- Analytics
- Commercial supply and trading
- Technology

To see our full range of trading roles, check the degree matcher at the back of this brochure or find it online at www.bp.com/degreematcher
What changes could you bring about?

We live and breathe innovation.

We live in a world of rapid change where developments in technology can transform societies, economies and industries. In BP, we recognise technology is fundamentally disrupting our business, and we must innovate continuously.”

David Eyton
Group Head of Technology

Technology is ever-present in all that we do – from safely discovering and recovering oil and gas, to alternative energy, digital and lower carbon fuels and products.

We are a global energy business with an enormous reach, and innovative technological advances are helping to drive our fast-changing industry.

Our people are digitally fluent. We are looking ahead to emerging technologies such as advanced imaging, blockchain, connected vehicles, deep learning, advanced 3D scanning, smart personal protective equipment, robots and more. In future, our business could embrace quantum computing, bio-chips, quantum sensors, optical computing, power over WiFi and even LiFi – a technology for transmitting data at very high speed through lighting.

We estimate that the application of digital tools including sensors, supercomputing, data analytics and AI, all supported by the networked computers of the cloud, could reduce primary energy demand and costs in sectors of the energy system by 20% to 30% by 2050.

We are similar in our approach to the most agile tech companies, running our own development initiatives, such as train the trainer, hackathons and graduate boot camp for Python training.

“Digital technologies are vital to the operation of our wind energy and biofuels business

We develop and apply technologies that boost conversion efficiency and reduce emissions

Wearable AR technology such as smart glasses is part of the digitisation of our industry

We lead the way in seismic imaging, enhanced oil recovery and digital technologies, among others

“We live in a world of rapid change where developments in technology can transform societies, economies and industries. In BP, we recognise technology is fundamentally disrupting our business, and we must innovate continuously.”

David Eyton
Group Head of Technology
Learning and development

You’ll never be short of opportunities to learn and grow at BP. We want to make sure you’re provided with everything you need to unlock your full potential. After all, it’s in our interests, just as much as yours, to help you secure a bright future for your career.

Wherever you join us, you’ll benefit from a structured programme of work with real responsibility from day one. You’ll experience on the job learning, along with development training to suit your role. And regular one-to-ones will ensure that your development is heading in the right direction.

Graduates

As a graduate, you’ll also have access to a global programme that will help you to be even better equipped to live the core BP values. Comprised of different interactive learning activities, resources and online community, the programme will help you begin to build a wide network across the business, from senior leaders to fellow graduates. It will help you make a smoother transition from graduate to employee and provide you with key skills and knowledge to accelerate performance, including:

- Navigating the organisation
- Improving presentation skills
- Developing your capability
- Planning and organising work
- Collaborating and networking.

The training we provide is thorough, informative and flexible: modules taught at a pace our graduates find convenient. Plus, there’s a clear network for support and development. Regular interaction with past graduates and BP leaders provides an insight into the various avenues for progression open to graduates, while online community support initiatives ensure everyone is made to feel like a welcomed, valued member of our community.

Interns

As an intern, you’ll benefit from skills workshop training, a mentor scheme, access to online development, regular catch-ups and check-ins and a structured feedback process.

Wherever you join us, you’ll benefit from a structured programme of work with real responsibility from day one. You’ll experience on the job learning, along with development training to suit your role. And regular one-to-ones will ensure that your development is heading in the right direction.

Don’t just take our word for it

“I thought it was a great session and was one of the best virtual trainings I’ve attended to date, really interactive and insightful.”

“Understanding available resources, getting new ideas from other participants and the leader.”

“There are some excellent tools for new joiners on making connections, love the quick access to tips and knowledge.”

“I got the chance to network and meet other challengers which has given me plenty of contacts for future collaboration.”
Our benefits

To keep advancing, we need top people across BP. Which is why we offer a rewards and benefits package to attract the very best.

Competitive salary
As a graduate, your base salary will be £35k-£40k depending on the business area you join.

Clubs and societies
From football and volleyball to yoga and mindfulness sessions, you’ll find plenty of ways to mix with colleagues outside work.

Settling in allowance
As a graduate, you receive a minimum £3k joining allowance.

Supporting communities
We'll encourage you to contribute to your local community and if you’re a full-time employee, we will match funding for your fundraising or volunteering efforts.

Share plan
You can choose to take part in our share plan and buy BP shares every month.

Bonus
On our graduate programme, you’ll be eligible for a discretionary bonus each year based on company and personal performance.

Flexible benefits
You’ll have a flex allowance that you can use to change levels of cover or buy a range of extra benefits, such as a pension, critical illness, dental, personal accident and travel insurance, childcare vouchers and our cycle to work scheme.

Interns
On an internship, you can expect £27k pro rata, a week’s paid holiday and extensive training.

Private medical insurance
We’ll pay for private healthcare and you only pay an income tax charge.

Health screening
We’ll pay for face-to-face health screening once every three years.

£27k
Choose your experience

You could really go places at BP. And spending time with us before you graduate is a brilliant way to find out where to start.

Insight Days
Discovery Days
Year of study: 1st and 2nd year
Depending on which area you’re interested in, you could visit one of our HIVES (Highly Immersive Visualisation Environments), an analytical lab, a test facility or one of our trading floors. As well as hearing from graduates and interns about their roles, you’ll participate in workshops led by resourcing and HR experts to help you improve your skills.

BP Shadow Day
Year of study: 1st and 2nd year
We’ll match your interests with one of the current interns or graduates and give you the chance to shadow them for a day over the summer. With the opportunity to pick their brains and chat with BP employees, it’s a great way to see what life at BP is really like.

Insight Weeks
Widening Participation Programme (WPP)
Year of study: 1st year (or 2nd year if studying a four-year course)
Our award-winning WPP promotes and supports the recruitment and development of students from ethnically diverse backgrounds. In this paid opportunity, you’ll participate in professional skills workshops over 4 days, spend time shadowing employees and visit a BP operating site. Participation offers a fast track to personal interview for any of our internship opportunities the following year (eligibility criteria will apply).

Supply and Trading Discovery Week
Year of study: 1st year (or 2nd year if studying a four-year course)
A select group of students will gain a unique perspective of the supply and trading business and the work we do. Open to undergraduates from any discipline. Students who are offered a place on this paid opportunity will spend time learning from our experts, shadowing our graduates and gaining insight into our culture. Participation also offers fast track to technical interview and subsequently assessment centre for successful candidates; providing the opportunity to secure a place on the summer internship the following year.

Female BP Discovery Programme
Year of study: 1st year (or 2nd year if studying a four-year course)
Diversity and Inclusion is the key to success at BP – and this paid programme is just one of the ways we’re addressing our gender diversity balance. Open to female undergraduates from any discipline, you’ll spend 4 days networking and hearing from female leaders. You’ll also discover the culture of BP, our diverse range of roles and shadow an area of your choice. Participation offers a fast track to personal interview for any of our internship opportunities the following year (eligibility criteria will apply).

Internships
Year of study: penultimate year
We offer a range of summer (11 weeks) and year-long paid internships. Getting hands-on experience in our business, engineering, science and trading divisions is the best way to complement your degree or PhD. Whether you join us for 11 weeks, or a full year, you’ll benefit from a real job with real responsibility. And to get the most from your time with us, we’ll provide lots of opportunity for extracurricular activity along the way.

You’ll have the chance to get involved with central projects, like working on lunch and learn sessions or events with our graduates. You’ll also gain training outside of your role that will provide you with useful soft skills to help you succeed. And you’ll have the opportunity to take part in social events, competitions, a community or charity day and, once you’re settled in, you’ll host a shadow student for the day.

Completing an internship with BP can be a fantastic and invaluable opportunity that may result in a graduate job offer for the following year.
All our graduates and interns are based at one of our UK sites* including:

- Aberdeen North Sea Headquarters
- Canary Wharf Supply and Trading
- Pangbourne Global Technology Centre
- Hull Chemicals and Biofuels Centre
- Sunbury International Centre for Business and Technology

*You may be based at other BP or client sites depending on your role and business requirements

Application process

1. Complete an online application form
2. Complete an online situational judgement questionnaire
3. Take numerical and verbal tests
4. Talk to us in a telephone interview
5. Visit us for a technical interview
6. Take part in an assessment centre
7. Receive an offer, if you’re successful

Fact sources:
- Sustainability report 2016
- www.bp.com 2016
- BP corporate reporting 2015
- Technology Outlook 2018

If you need to make any adjustments to the process above, for example due to an illness, injury or a disability please get in touch on 0800 279 2088 or by sending us an email at enquiry@bpgraduates.co.uk
To see all the programmes that could be right for you, take a look at the degree matcher insert at the back of this brochure or check online at [www.bp.com/degreamatcher](http://www.bp.com/degreamatcher)

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