

Reconciliation Action Plan II Close out report

2014 – 2017

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Why we RAP

BP has a proud history of involvement with Aboriginal and Torres Strait Islander communities – a journey which began long before our first Reconciliation Action Plan was launched in 2011.

BP's RAP has helped us formalise our commitments to the Indigenous community with a particular focus on education, employment and the supply of goods and services.

In return, BP has gained a greater understanding and participation in the vibrant and diverse communities where we do business.

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PRESIDENT'S MESSAGE



from Andy Holmes

I'm proud of what we have achieved in the last three years through our Reconciliation Action Plan.

We've launched our Indigenous fuel card offer and continued to supply Opal® fuel to affected communities, we've built strong, mutual relationships with Supply Nation, Career Trackers, and others, and our people have volunteered their time to become mentors and guest speakers through programs like AIME and MURRA.

This RAP has been instrumental in a group attitude shift towards inclusion. Now more than ever, BP people understand that we have a responsibility to help the whole community thrive.

Not only is our RAP an important tool to facilitate reconciliation, it is also a long-term business driver which allows us to enhance our relationships with businesses, communities and governments.

I look forward to seeing what we achieve our next RAP.



EVOLUTION

From Innovate to Stretch

RAP I (Innovate)

- Basic
- Testing programs
- Foundation focus on relationships and respect
- Independent
- Internally focused



RAP II (Stretch)

- Leadership
- Embedding programs
- Opportunity focus
- Integrated
- Customer and community focused

Our RAP journey

The first Reconciliation Action Plan was an important step for BP to formalise our ongoing commitment to Aboriginal and Torres Strait Islander people. Executed between 2010 – 2013, it used an Innovate model focusing on testing new programs and partnerships,

Our second RAP from 2014 – 2017 was based on a Stretch model which focused on deepening relationships with community members, Career Trackers and Supply Nation, developing robust education and mentoring partnerships, building employee awareness in the business and developing our procurement capability with Indigenous suppliers.



HIGHLIGHTS

Looking back



BP procured \$4.5 million of supplies and services through Indigenous businesses.



BP securing supply of Opal® fuel to the southern part of Australia until 2020.



BP launched the Indigenous Fuel Card providing fuel discounts to Indigenous businesses. It was nominated in BP's global Helios awards.



BP signed a partnership with Melbourne Business School's MURRA program aimed at increasing Indigenous business capability.



Josh Fern and the Youth of the Streets dance troupe undertook a cultural performance at our Sydney office.



Managing Director of IMPACT Investment Partners Chris Croker talked to us about the importance of creating equal opportunities for Indigenous businesses.



BP invested in AIEF, VIEWS and AIME programs aimed at preparing teenagers for science and maths subjects, as well as university.



Smoke ceremonies, Dreamtime art exhibitions and native foods were exhibited at our offices to educate staff on Indigenous culture.

STATUS REPORT

Relationships

2014 targets	2017 outcomes	Status
BP's RAP Advisory Group will continue to develop a RAP and provide guidance on its direction, implementation and progress.	A RAP Advisory Group was established, including 3 Indigenous representatives and a RAP ambassador chair. A RAP was developed and implemented with a governance process including half-yearly reports to the CEO and leadership team on progress towards achieving RAP outcomes.	✓
BP will continue to progress the Indigenous engagement strategy across all the business units and functions.	BP created three annual opportunities for BP employees to participate in volunteer programs including AIEF (Australian Indigenous Education Foundation) mentoring and tutoring (20 spots per year), Melbourne Business School's MURRA course procurement panel participation, and AIME (Australian Indigenous Mentoring Experience) mentoring and tutoring (25 spots per year). Both the RAP Advisory Group and the Employee Champions Network (ECN) helped promote the opportunities to the business.	✓
BP will promote and share our RAP process with partner organisations, suppliers and customers.	The RAP Advisory Group regularly briefed stakeholders including government, corporate partners, suppliers and commercial customers about BP's RAP to explore areas for collaboration and share progress and learning. Briefings occurred at various supplier conferences including Supply Nation conferences, a 2015 dealer conference, various face-to-face government meetings and meetings with our joint venture partners.	✓
Through BP's participation in the NWSV operated by Woodside Energy, BP will continue to invest in pathways between education and employment by supporting programs in the Pilbara region.	Through its participation in the North West Shelf (16.6% equity share), BP provided \$1.5 million in funding to a range of local community organisations, including: Roebourne Education Initiative, a community investment project with the Roebourne District High School to assist the school in improving the standard of mainstream and cultural education for all students. Ngarluma Yindjibarndi Foundation which provides social support, youth centres and childcare facilities in Roebourne. Gumala Mirnuwarni, a collaborative partnership between the Roebourne Aboriginal Community, industry and government that aims to improve the educational outcomes of Indigenous students within the Shire of Roebourne. Yaandina Youth and Family Support Services, a Roebourne based Indigenous community organisation, to support their various initiatives including NAIDOC Week celebrations and Karratha Community House. Warrgaumargardi Yirdiyuburrah program aimed at increasing local community based employment and training opportunities for Indigenous people in Roebourne. Pilbara Girl which aims to empower young indigenous women and boost their self-esteem.	✓
Through BP's participation in the Browse FLNG project operated by Woodside Energy, BP will continue to support social investment programs in the Kimberley which focus on building Indigenous capacity and promote community participation.	Through its participation in the Browse Joint Venture (17% equity share), BP contributed to spending \$145,000 on Indigenous initiatives in 2017 including \$100,000 to the Kimberley Aboriginal Law and Cultural Centre Aboriginal Corporation and \$45,000 on the Yawuru Jarndu Aboriginal Organisation for their Nagula Jarndu Designs program to build the skills and capability of Indigenous Kimberley women.	✓




Respect

2014 targets	2017 outcomes	Status
BP will continue to mark Indigenous cultural celebrations.	BP employees marked and celebrated local Aboriginal and Torres Strait Islander cultural celebrations during National Reconciliation Week and NAIDOC Week.	✓
BP will progress the Aboriginal and Torres Strait Islander cultural awareness program across all business units and functions.	From 2014, a face-to-face Aboriginal and Torres Strait Islander cultural awareness training program was embedded into the learning and development offer. In 2017, the leadership team participated in an event led by the Aboriginal community to develop a greater appreciation and understanding of Aboriginal and Torres Strait Islander culture and the land.	✓
Provide all BP employees with online cultural awareness induction training.	Compulsory online training was implemented in 2015.	✓
BP will encourage and guide employees in acknowledging traditional owners and custodians of the land, as detailed in BP's protocols.	Acknowledgement or Welcome to Country were given at appropriate major employee and stakeholder events and gatherings. Signage acknowledging local traditional custodians of the land was installed in meeting rooms at all BP's offices.	✓

Tracking & reporting

2014 targets	2017 outcomes	Status
RAP to be made available to all BP staff and to the public on the BP Australia and the Reconciliation Australia websites.	Our RAP was made available to all BP staff and to the public on the BP Australia and the Reconciliation Australia websites.	✓
Report on RAP progress annually.	BP's Policy, Environment and Community (PEC) team reported all RAP progress to the leadership team annually.	✓
Measure success of employee engagement through a Country Communications Plan process.	BP's RAP was included in its annual communications plan which encouraged employees to participate in Reconciliation Week and NAIDOC Week celebrations, resulting in positive anecdotal feedback.	✓
Submit RAP impact questionnaire on key RAP outcomes to Reconciliation Australia.	Each year BP provided Reconciliation Australia with an update on our progress through their Impact Measurement Surveys.	✓
Facilitate a lessons learned process to review the 2014-2017 RAP and utilise the insights to develop the next RAP	In 2017, a lessons learned session was developed and facilitated by the business to assist in the development of BP's third RAP.	✓
Refresh RAP every three years in consultation with our employees, RAP Advisory Group, our community stakeholders and Reconciliation Australia.	In 2017, a refreshed RAP was drafted and endorsed internally ready for submission to Reconciliation Australia in the first quarter of 2018.	✓

Opportunities

2014 targets	2017 outcomes	Status
<p>BP remains committed to building a workforce representative of the communities in which we operate. Our aim is to increase the percentage of BP's workforce identifying as Aboriginal and/or Torres Strait Islander people to 2.5% over the next ten years.</p>	<p>In 2017, BP reached an Indigenous employment target of 1.9%. Through the implementation of its Indigenous Employment Strategy, BP built on its CareerTracker partnership to identify and develop employment and internship opportunities, continued to advertise jobs in the Australian Employment Covenant, and targeted Indigenous candidates to work for AirBP at the new Melbourne airport.</p> <p>Indigenous graduate Nadina Brockhurst commenced the BP graduate program in 2017.</p>	
<p>BP will foster meaningful relationships with Aboriginal and Torres Strait Islander organisations and/or like-minded corporate organisations with the aim of creating mutually beneficial actions.</p>	<p>Since 2011, BP has been a member of Supply Nation which connects Australian corporates and government with Indigenous business suppliers who are already achieving success or have the potential to develop into vibrant, vital businesses. Between 2014 - 2017, BP procured \$4.5 million of supplies and services through Indigenous businesses.</p> <p>BP also partnered with Ceduna Aboriginal Corporation during our Great Australia Bight exploration program to host a flag raising ceremony during NAIDOC Week.</p>	
<p>Continue to support education for Aboriginal and Torres Strait Islander children leading to higher education and sustainable employment opportunities.</p>	<p>Through our long-term partnership with CareerTrackers, a national non-profit organisation which creates Indigenous internship opportunities, BP hosted six interns by the end of 2017.</p> <p>In 2016, BP formed a partnership with VIEWS (Victoria Indigenous Engineering Winter School), a program aimed at introducing and encouraging the uptake of STEM (science, technology, engineering and maths) subjects by Indigenous students in years 11 and 12.</p> <p>Since 2016, BP has provided guest speakers and funding to the Melbourne Business School's MURRA program to empower Indigenous business owners and leaders to succeed in a three month program.</p> <p>In 2017, BP partnered with AIME (Australian Indigenous Mentoring Experience) in which Indigenous students receive mentoring from our employees and potential pathways to employment at BP. In the first year of our partnership, seven BP employees graduated as mentors.</p>	
<p>BP Refineries to seek opportunities with education providers and others stakeholders to improve school attendance; and numeracy and literacy in schools with a high Aboriginal and Torres Strait Islander population.</p>	<p>Due to a number of business restructures and the Bulwer Refinery closing during this period, this target was not met but plans are in place to focus on our Kwinana Refinery in our next RAP.</p>	
<p>Continue to supply Opal® Fuel – a low aromatic fuel designed to reduce petrol sniffing – into those remote communities where there is a petrol sniffing problem and continue to invest in programs that encourage community acceptance of Opal® Fuel in remote Communities.</p>	<p>BP continued to supply Opal® Fuel to support the Prime Minister and Cabinet's (PMC) petrol sniffing strategy. BP was awarded supply of the southern portion of Australia until 2020 through a tender process in early 2017 (WA Goldfields, South Australia and parts of Central Australia).</p>	