






HOW WE ARE TRACKING




CULTURAL AWARENESS AND DIVERSITY

2011 TARGETS	2013 OUTCOME	
Develop a central reference database of existing relationships and projects with Aboriginal and Torres Strait Islander individuals, communities and organisations.	Database of Aboriginal and Torres Strait Islander stakeholders and partners created.	
Create at least three opportunities for BP employees to participate in volunteer/mentoring programs with Aboriginal and Torres Strait Islander people, communities and/or organisations.	A total of 306 employees have volunteered, spending around 1,836 hours working with two organisations and another 28 BP employees took up mentoring opportunities in support of the AIEF Pathways program in QLD, WA and Victoria.	
Ensure that all staff working directly with Aboriginal and/or Torres Strait Islanders receive appropriate cultural awareness and protocol training over the course of the next two years.	Cultural Awareness and Diversity training was delivered to 299 identified employees by our partner Corporate Culcha. Further training for remaining employees will be undertaken in 2014.	
Brief stakeholders (including Government, Corporate partners, suppliers and commercial customers) about BP's RAP and explore areas for collaboration.	Completed via various meetings, conferences, reports and publications.	
Organise an event inviting corporate and industry to engage in dialogue with Aboriginal and Torres Strait Islander guests and businesses, and share their RAP progress and learnings.	BP supported Mission Australia's Taste of Reconciliation Australia event in May 2012, where BP's RAP and Opal® history were presented by BP's Corporate Social Responsibility Manager.	
Establish a RAP Advisory Group.	Completed.	
Increase level of representation in the RAP Advisory Group by internal and external Aboriginal and Torres Strait Islanders.	Aboriginal Participation Manager included in the RAP Advisory Group.	
Create an interest group amongst employees for Reconciliation issues and initiatives.	Created a 'RAP champions' group amongst employees.	
Develop an Aboriginal cultural awareness and protocol training program.	Corporate Culcha have been engaged to help develop and deliver the Cultural Awareness and Diversity training program.	
Provide employees with at least one opportunity per quarter to participate in cultural awareness and protocol training.	A total of 299 employees participated in Cultural Awareness Training at one of 18 sessions delivered quarterly across all of our business operations.	
Provide new BP employees with cultural awareness induction training.	Efforts focused on ensuring all staff working directly with Aboriginal and Torres Strait Islander people have completed training. An online training program is being developed to be included in BP's induction program in 2014.	
Introduce a sponsored placement program for two BP employees annually, to spend time in a remote Aboriginal community in order to gain a greater respect and understanding of Aboriginal and Torres Strait Islander culture and history.	BP sent eight employees from different parts of the business to remote Australia for a three day Cultural Immersion program, using social media interactions to share the experience with all staff (via Yammer).	
BP ANZ FVC Leadership Team to visit a remote Aboriginal community to develop a greater appreciation and understanding of Aboriginal and Torres Strait Islander culture and the land.	In addition to the ANZ FVC leadership visit to remote Northern Australia, the Exploration and Production leadership team visited a remote community in South Australia in 2012. This community is close to the region where consultation is taking place for the Great Australian Bight project.	
Understand, document and communicate to employees the history of traditional custodians of the land, at BP's offices.	Local Indigenous fact sheets for all offices are available on the intranet.	
Acknowledgement or Welcome to Country given at appropriate major employee and stakeholder events and gatherings.	Acknowledgement and Welcome to Country guidelines have been developed and are now available on the the intranet and in hard copy with stakeholders at BP sites to ensure they are delivered at events.	
Signage acknowledging local traditional custodians of the land installed at BP's offices.	Acknowledgement plaques installed in all reception areas.	
Hold at least six events across BP offices and nationally	A variety of events have been held at all BP office locations across Australia to celebrate National Reconciliation Week and NAIDOC week. BP also supported NAIDOC week celebrations in Ceduna.	
Identify and scope at least three partnership opportunities.	At least seven partnerships scoped with many implemented.	

SUPPLIER DIVERSITY

2011 TARGETS	2013 OUTCOME	
<p>Organise an event inviting Supply Nation (formally AIMSC) listed and/or accredited Aboriginal and Torres Strait Islander businesses to:</p> <ul style="list-style-type: none"> • Share information on their products and services • Learn about BP's business needs • Receive advice and support on procurement matters. <p>Examine BP's tender process and where appropriate, include community investment/Indigenous criteria in our tenders.</p>	<p>In 2012, BP Procurement held workshops in four states inviting AIMSC (now Supply Nation) suppliers to attend to learn about BP's business and share lessons learned in engaging with Aboriginal and Torres Strait Islander suppliers.</p> <p>BP has developed a sustainable procurement strategy, which includes Indigenous criteria in our procurement decisions.</p>	
<p>Measure and improve annual procurement spend with Aboriginal and Torres Strait Islander businesses year-on-year.</p>	<p>Spend with Aboriginal and Torres Strait Islander businesses reached over \$1 million in 2013.</p>	
<p>Introduce at least one partnership program with guidance from external Aboriginal and Torres Strait Islander advisors.</p>	<p>Our Indigenous Retail Range was introduced with guidance from Supply Nation.</p>	
<p>Continue to provide at least one Aboriginal and/or Torres Strait Islander business with financial and/or in-kind support with the intention of supporting business enterprise and capacity and skill building.</p>	<p>BP supported an Aboriginal and Torres Strait Islander business in Tom Price by helping to resource a truck for the collection of used cooking oil at BP servos, this product is then blended into biodiesel.</p>	
<p>Expand the Indigenous Business Development Program to cater for six participants annually.</p>	<p>BP hosted six candidates through the program in 2012 and supported two of our new Aboriginal and Torres Strait Islander suppliers with tailored business support in 2013.</p>	

OPAL® FUEL

2011 TARGETS	2013 OUTCOME	
<p>Continue to supply Opal® Fuel to remote communities in South Australia, Central Australia and Western Australian Goldfields</p>	<p>BP has continued to supply Opal® Fuel to areas across Australia as guided by government. During this period we have also supplied Opal® Fuel to our competitors and have supported them with marketing and technical advice.</p>	
<p>Introduce a permanent Opal® Fuel supply option for the Western Desert / Goldfields region.</p>	<p>The storage for Opal® Fuel in the goldfields region has been agreed and implementation is underway to be completed in 2014.</p>	
<p>Develop and execute the next phase of the Opal® Communications Strategy in collaboration with external advisors.</p>	<p>BP provides reports, marketing material and technical support on Opal® Fuel to the government as required.</p>	



Exceeded



Achieved



Ongoing



Cancelled

provided by the AUSTRALIAN LITERACY & NUMERACY FOUNDATION (ALNF)

PATHWAYS TO EMPLOYMENT

2011 TARGETS	2013 OUTCOME	
Scope and develop a BP partnership program.	BP has a partnership with the AIEF to provide scholarships for Aboriginal and Torres Strait Islander students and to provide mentors and tutors for students.	
Recruit an Indigenous Employment Manager.	Aboriginal Participation Manager employed with the key goal of developing and implementing BP's Indigenous Employment Strategy.	
Establish an 'Assistant Terminal Trainee Program' in three terminals for Aboriginal and/or Torres Strait Islander recruits.	A project was scoped to find local Aboriginal and Torres Strait Islander candidates to work in one of our North West Australian terminals. After much discussion the project was replaced due to the ongoing supervision requirements and limited resources available at each site. Lessons learned were incorporated into the Aboriginal Employment Strategy.	
Embed an Aboriginal and Torres Strait Islander recruitment and retention policy into BP's Policies and Procedures. This should be based on best practices as determined by consultations with Aboriginal and Torres Strait Islander stakeholders and other organisations that have successfully embedded a similar policy.	Consultation with 'best practice' organisations for best practice policy and procedures completed December 2012. A review and update of BP Australia and its subsidiaries, policies and procedures remains on-going into 2014.	
Improve the process for gathering applicant data and establish a baseline of current staff who identify as Aboriginal and Torres Strait Islanders.	Improved SAP system to ensure it can capture data on new recruits that elect to identify. Subsidiary companies, data capture processes for new recruits to be completed.	
Increase the percentage of BP's workforce identifying as Aboriginal and/or Torres Strait Islander people from 2.1% (2011 Baseline) to 2.5%.	BP remains committed to building a workforce representing the communities in which we operate => 2.5% Aboriginal and Torres Strait Islander people. The timeline has been revised beyond 2013 to reflect recent changes to the business and it's processes and a subsequent resetting of the baseline. BP are focusing on a number of initiatives to build sustainable employment pathways and increase representation.	
Through BP's participation in the North West Shelf Venture (NWSV) operated by Woodside Energy, BP will continue to invest in pathways between education and employment by supporting the: 1. Warrgaumargardi Yirdiyuburrah (WY) program aimed at increasing local community based employment and training opportunities for Aboriginal and Torres Strait Islander people in Roebourne.	BP continues to provide financial support to the Joint Venture programs.	
2. Gumala Mirnuwarni - a collaborative partnership between the Roebourne Aboriginal Community, industry and government that aims to improve the educational outcomes of Aboriginal and Torres Strait Islander students within the Shire of Roebourne	BP continues to provide financial support to the Joint Venture programs.	
3. Mingullathardo Indigenous Enterprise Capacity project which assists the Mingullathardo Aboriginal community to become economically self-sustaining through the development of community owned and managed business ventures. The project combines community enterprise development with employment and training opportunities (including job readiness) for Aboriginal people residing within the Shire of Roebourne.	BP provided financial support to this Joint Venture program which is now complete.	
Identify and commit to one new program in support of education for Aboriginal and Torres Strait Islander children.	BP currently supports the Australian Indigenous Education Foundation and the Australian Literacy and Numeracy Foundation to improve education outcomes for Aboriginal and Torres Strait Islander youth.	
Maintain current levels of funding with Medina Primary School and Gilmore College in WA.	BP Kwinana Refinery supports Medina Primary school and Mooditj Kulungars Playgroup as part of their local Community Investment Program.	
Identify and implement one new program in QLD.	BP partnered with the Smith Family and Budburra Books to develop learning material for Cherbourg State School that would help fill a gap in their current learning.	