

UK

Rewards and benefits



Financial Wellbeing



Core benefits

Depending on your role, you may be eligible to receive these benefits which are paid for by bp. Some of which are discretionary and may be withdrawn by the company at any time.



Flexible benefits

Use your allowances in the first instance then your pay to take advantage of these benefits. The very competitive flexible allowance, which is an additional percentage of your base salary, can be used to contribute towards pension or to buy benefits or take as cash.



Voluntary benefits

Enjoy discounts on a wide range of goods and services.

	core	flexible	voluntary
Pay			
• competitive salary	+		
Discretionary bonuses			
• discretionary annual bonus plans	+		
• spot bonuses	+		
• awards for every five years with bp	+		
Share schemes			
You may be able to participate in:			
• share value plan	+		
• share match + share save			+
Perks + discounts			
• free subscription to the Financial Times	+		
• discounted products, services			+
• financial coaching sessions			+
Travel savings			
• season ticket loans	+		
• discretionary car allowance (for some roles)	+		
• cycle to work		+	
• low emission car plan			+
• discounted motor insurance			+
• bp fuel card - discounted petrol/diesel (some stores)			+
Retirement, savings + insurance			
• life assurance for your spouse or partner		+	
• income protection insurance	+	+	
• life assurance for you	+	+	
• critical illness insurance		+	
• defined contribution pension		+	
• individual savings accounts (ISAS)			+

This is a high-level summary only of terms and current discretionary benefits applicable to certain UK roles. Some rewards, benefits and policies are at managers' discretion and vary depending on where you work within the business All terms subject to contract and all discretionary benefits subject to policy and eligibility. [See full disclaimer](#)



Community + growth



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Voluntary benefits

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	core	flexible	voluntary
Learning & development			
• personalized learning platform	+		
• 'Growth Week' events	+		
Fundraising support			
• double your contribution to certain fundraising events with the bp foundation Employee Matching Fund			+
DEI groups			
Join one of our popular business resource groups to connect with colleagues and make your voice heard. Find out more about each of our global business resource groups.			

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Work-life balance



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Voluntary benefits

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	core	flexible	voluntary
Hybrid flexible working			
• 60% of your week in the office, 40% working at home for office based roles	+		
Generous holidays			
• 28 days annual leave (for full time employees)	+		
• public holidays - take them when you choose	+		
Extra time off			
• purchase up to 10 additional holidays a year		+	
Time out days			
• unplanned time out days for wellbeing	+		

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Health + Wellness



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Voluntary benefits

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	core	flexible	voluntary
Private medical insurance			
• for you	+		
• your family	+		
Keeping well			
• regular health assessments	+		
• access to a private online GP	+		
• health assessments for your spouse or partner		+	
Mental health			
• Employee Assistance Programme	+		
• free Headspace app for you and your family	+		
• mental health hub + wellbeing portal	+		
• men's mental health network	+		
Wellbeing allowance			
• up to £1,500 a year (taxable) to invest in your wellbeing	+		
Women's health			
• menopause plan	+		
• menopause support group	+		
• free sanitary products (at some sites)	+		

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Family matters



Core benefits

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Voluntary benefits

Enjoy discounts on a wide range of goods and services.

	core	flexible	voluntary
Maternity and adopter leave			
• 20 weeks' company-enhanced pay	+		
• flexible benefits for duration of leave period	+		
• car allowance (if applicable) for duration of leave period	+		
Neonatal care leave			
• Up to 12 weeks leave (for either parent) with full pay and benefits if your newborn is admitted to intensive care in the first 28 days after childbirth.	+		
Paternity leave			
• two consecutive weeks' company-enhanced paternity pay	+		
Child-time leave			
• six weeks' leave with full pay + benefits (for any parent) within 36 months of welcoming a new child	+		
Fertility treatment			
• fertility assistance treatment for you or your partner (through private medical insurance)	+		
• fertility support group	+		
Child & elder care			
• subsidized Sunbury on-site nursery (subject to availability)	+		
• subsidized back-up care		+	

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Office experience



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Voluntary benefits

Enjoy discounts on a wide range of goods and services.

	core	flexible	voluntary
Eat well			
• subsidized food + drink		+	
• free healthy breakfasts, snacks and fresh fruit (across many sites)	+		
Relax & recharge			
• take time out in one of our many parenting rooms, multi-faith rooms, wellbeing rooms or games areas across some sites	+		
Have fun			
• join colleagues at family days, summer BBQs + other social events across some sites	+		

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Disclaimer



- This content is intended as a high-level summary only and is applicable to the UK only.
- It contains a high-level overview of certain terms that bp employees may be eligible for. The exact terms and conditions of employment will depend on an individual's contract of employment.
- Any discretionary benefits referred to in this content vary depending on site location, are subject to eligibility requirements (as specified by bp and/or the benefit provider from time to time) and may be revoked at any time by bp.
- Certain benefits will only apply if the employee signs up for them (and their immediate family) during the annual enrolment period.
- Discretionary benefits outlined here are bp's core offering, however this can vary depending on the role or business area and location.
- bp's policies are also non-contractual and may be revoked or amended at any time by bp. Any policy entitlement outlined in this content are a summary only, please refer to the full policy for details of the benefits available and any eligibility requirements.
- Some rewards, benefits and policies are at managers' discretion and vary depending on where you work within the business.
- In the event of any discrepancy between this summary and bp's contract of employment, the contract shall prevail.
- In the event of any discrepancy between this summary and the terms and conditions relating to any discretionary benefits or policy, the latter will prevail.