

# Our aims & objectives

1 2 3 4 5 6 7 8 9 10 11 12 **13** 14 15 16 17 18 19 20

## Sustainable livelihoods

Our aim 13 is helping more than 1 million people build sustainable livelihoods and resilience.

We'll support the communities where we work to build greater resilience and more sustainable livelihoods. We'll focus our social investment in support of our sustainability aims. Through these actions we aim to reach more than 1 million people. We will also support our workforce through quality jobs with fair conditions.



- a This objective will be delivered at priority bp sites and businesses. Our approach to prioritisation includes assessing where local needs and opportunities are greatest.
- b Livelihoods development programmes to support greater local economic growth and sustainable development for communities and cities where we work: including through reskilling, entrepreneurship and micro-credit programme; and by supporting our other sustainable frame aims (for example, biodiversity, NbS/NCS and water) and other sustainable ways to support job creation linked with future market demand through social investment budgets and in line with local needs assessments.
- c Flexibility of 30% for businesses to invest according to local context and priorities.

### Objectives

#### 1. Support livelihoods

#### 2. Fair wage and remuneration

#### 3. Strategic social investment in support of sustainability

### 2025 targets

Sustainable livelihoods development for local communities where we operate (priority bp sites and businesses)<sup>a</sup>. Disclose progress against targets and impact measures<sup>b</sup>.

We are currently developing, and will report, 2025 and 2030 targets for this objective, which will be published in 2022.

70% of bp's social investment spend and programmes support delivery of our sustainability aims<sup>c</sup>.

### 2030 aims

Demonstrate continuous improvement in impact measures and achievement of 2030 aim.

### How we will meet our aim

This aim goes to the heart of our purpose. We believe self-reliant and resilient communities are fundamental to building back better after the COVID-19 pandemic and to bringing stability to an ever-changing world. For this reason, where local community needs are greatest, we want to collaborate with our local communities to build resilience and support sustainable livelihoods at the local level. We are already in action to support sustainable livelihoods of local communities at a number of our businesses and have done some initial work to understand what's working well, with a view to building on and replicating our successes elsewhere.

Over the next two years we will work with those priority bp sites and businesses, where local community needs are greatest, to build updated socio-economic baselines and, where necessary, conduct fresh needs assessments. Based on this we will develop or update local plans to support communities in building sustainable livelihoods and greater resilience. Programmes will be designed based on local needs and could include reskilling, entrepreneurship, micro-credit, and other programmes that support sustainable community development. In parallel, we will develop group-level targets, definitions of success and impact measures to track and report progress.

Over the next four years we will work to focus 70% of our social investment spend on programmes that support the delivery of our sustainability frame aims. This includes sustainable livelihoods, as well as other aims in support of local communities and cities where we work, such as health and wellbeing, biodiversity restoration or conservation, nature-based solutions, natural climate solutions and programmes to enhance the availability of fresh water in the local area. We want to identify how we can enhance local approaches through group-level programmes, partnerships, and impact metrics, and will update our strategy on social investment accordingly. In the longer term we will increase focus on initiatives that push for greater impact and also consider global partnerships to drive greater local impacts.

### Our performance in 2020

#### Support livelihoods

We already collaborate with local communities to support sustainable livelihoods and greater resilience at a number of our businesses, including at our Tangguh LNG facility in Indonesia, our Greater Tortue Ahneyim LNG Project in Mauritania and Senegal, and our facilities in Trinidad and Tobago, to name a few. Where we are in action already, we will assess the effectiveness of what we're doing and seek to build on and replicate our successes elsewhere.

## Supporting employment, enterprise and education

In Mauritania and Senegal, through our Greater Tortue Ahmeyim LNG project, we've engaged with local communities to make sure we understand what they really need and then worked with them to define solutions. As the result of our ongoing engagement, together with these communities we have:

- created over 1,000 direct local jobs in both Mauritania and Senegal
- supported 100 local companies to become bp subcontractors
- facilitated over 25,000 hours of English language classes focused on the needs of government officials
- provided health consultations and treatment for over 20,000 people at health posts in Mauritania
- supported 100 women to set up fishing enterprises in Senegal

In addition, more than 7,600 people have now participated in the economic development programme we run in Ndiago, while our 'Oil and Gas 101' awareness building sessions in Senegal have been well attended.

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Our work on sustainable livelihoods to date supports several of the SDGs, in particular on education, health and economic growth as drivers for sustainable livelihoods.

The UN Sustainable Development Goal 4 Quality Education, identifies education and skills development as key enablers of sustainable development for local communities. It aims to “ensure inclusive and equitable quality education and promote lifelong learning opportunities for all”. We support this ambition, aiming to build on the efforts of governments to protect the right to education and the efforts of other formal and informal institutions to deliver SDG 4.

### Accredited as a Living Wage Employer

We recognize that a productive day’s work deserves a fair day’s pay. In the UK we have been formally accredited as a Living Wage Employer by the Living Wage Foundation, making us the first major energy and mobility and convenience employer to be so. This means that everyone working for bp now receives at least a minimum hourly wage of £9.30 in the UK or £10.85 in London. Beyond the UK, we are reviewing our approach to remuneration to check that it’s fair for our lowest paid employees and will provide an update and defined approach in 2022.

The UN Sustainable Development Goal 8 Decent Work and Economic Growth includes targets related to economic development, decent job creation, entrepreneurship, and encouraging the growth of micro-, small- and medium-sized enterprises. We already support this and want to do more through local partnerships and programmes to support small and medium-sized enterprise in the local community through our social investment programmes, as well as our supply chains.

In 2020, programmes focused on skills development were running in West Nile Delta, Oman, Indonesia, Mauritania and Senegal.

In Azerbaijan we support local capacity-building and enterprise development. In 2020 63 new companies enrolled in our Enterprise Development Programme and 17 companies graduated from it. The aim is to support local business development, the local economy, and increase the proportion of local content in our contracts. We also completed a three-year ‘Sweet Gold’ programme to support local communities with bee-keeping and small-scale farming. As part of this project, 530 beneficiaries were trained and over 100,000 nectar trees for bee-breeding were planted.

In Oman, we have completed the fifth cycle of ‘Khazzan for SMEs’ which aims to support 15 small and medium enterprises (SMEs) across the Sultanate through a 12-month evaluation process. It recently won Riyadh’s ‘best development initiative’ and was a finalist in 2020 ADIPEC awards under the ‘social contribution and local content project’ category.

Together with the Oman government we are also funding an ambitious project to digitize the Sultanate’s educational curriculum. This will enable over 600,000 students and 55,000 teachers to benefit over the next five years.

### Strategic social investment

We make targeted social investments that contribute to sustainable development. These support our community engagement and align with specific local needs. To date we have focused on economic development, education, environmental programmes and engagement with culture and the arts. We are refocusing our approach to social investment to align with our sustainability framework, with the objective that by 2025 70% of our social investment will be in support of our people and planet aims, including aspects such as sustainable livelihoods, community health and wellbeing, enhancements to local water catchments, and biodiversity, in support of local community needs. We will provide more details on our approach in 2022.

## Supporting Indigenous Peoples

In Australia, where petrol sniffing has been a longstanding and sometimes life-threatening problem for many people living in remote communities, including Indigenous Peoples, we have negotiated to successfully continue our supply of low aromatic fuel (LAF), branded Opal® Fuel, across the southern region of the country.

We have played an important role in the history, innovation, production and delivery of LAF and since 2005, Opal® Fuel has helped reduce the incidence of petrol sniffing by around 95% in affected communities.

bp Australia has a strong and proud history of working with Aboriginal and Torres Strait Islander communities. Through our Reconciliation Action Plan (RAP) we have helped to achieve the economic and social changes required to maintain Australia’s prosperity for all Australians. Our RAP supports Indigenous communities through employment opportunities, procurement of supplies and services, strategic partnerships, fuel discounts and the sale of Opal® fuel.

 [Read more about bp Australia’s support for Indigenous Peoples at \*\*bp.com/reconciliation\*\*](https://www.bp.com/reconciliation)

## Cautionary statement

In order to utilize the 'safe harbor' provisions of the United States Private Securities Litigation Reform Act of 1995 (the 'PSLRA'), bp is providing the following cautionary statement. This press release contains certain forward-looking statements – that is, statements related to future, not past events and circumstances – which may relate to one or more of the financial condition, results of operations and businesses of bp and certain of the plans and objectives of bp with respect to these items.

These statements are generally, but not always, identified by the use of words such as 'will', 'expects', 'is expected to', 'aims', 'should', 'may', 'objective', 'is likely to', 'intends', 'believes', 'anticipates', 'plans', 'we see' or similar expressions. Actual results may differ from those expressed in such statements, depending on a variety of factors including the risk factors set forth in our most recent Annual Report and Form 20-F under "Risk factors" and in any of our more recent public reports.

Our most recent Annual Report and Form 20-F and other period filings are available on our website at [www.bp.com](http://www.bp.com), or can be obtained from the SEC by calling 1-800-SEC-0330 or on its website at [www.sec.gov](http://www.sec.gov).

