

Our aims & objectives

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Enhance wellbeing

Our aim 15 is to enhance the health and wellbeing of our employees, contractors and local communities.

We will support them to proactively improve their physical and mental health – through innovative programmes, partnerships and offers.



Objectives

- Promote proactive measures to improve the health and wellbeing of our workforce and their families**
- Improve awareness and understanding of mental health challenges in the workplace and broader community**
- Create access to and build awareness of physical and mental health resources in the communities where we work**

2025 targets

- Launch a health and wellbeing programme, accessible by 100% of our employees and their families, focused on the proactive management of physical and mental health including hygiene, preventative screenings, exercise, nutrition and resilience.
- Foster a culture of care by training 100% of all leaders on key mental health challenges, encouraging leaders and employees to openly discuss mental health issues (specific targets to demonstrate shifts agreed by 2023).
- Understand the top health and wellbeing issues facing communities where we work; and allocate 10% of social investment toward sustainable solutions that address priority issues identified.
- Develop global and local partnerships to raise awareness and provide public access to mental and physical health resources.
- Integrate priority health and wellbeing offers for customers and demonstrate improvements.

2030 aims

- Be recognised as an industry leader in health and wellbeing as we support our workforce and their families in the prevention and treatment of physical and mental health issues.
- Demonstrate a positive shift in awareness and understanding of mental health challenges as a result of our programmes.
- Demonstrate measurable improvement of key health and wellbeing metrics both internally and externally.

How we will meet this aim

Our key objectives for this aim include working to improve our employees' physical and mental health and wellbeing, creating a positive environment around mental health through supportive action and by tackling stigmas, and supporting health and wellbeing in local communities.

Our performance in 2020

The physical and mental health wellbeing of our employees and their families is important for bp. We offer a global employee assistance programme (EAP) to support health and wellbeing. It is accessible 24 hours a day, every day and offers support on specific health concerns, illness, bereavement, divorce, financial concerns and other significant life events.

In 2020, we continued to improve our systematic management of multiple health data points and sources, to identify 'hot spots' where we can target preventive interventions as well as provide training, support and resources to improve employee wellbeing and performance.

We also started to provide free access to the Headspace meditation app for employees and their partners to use at their convenience. This was downloaded more than 10,000 times during 2020.

Each year we run a global employee wellbeing programme 'Run a Muck' (RAM), encouraging physical exercise and team collaboration. 2020's RAM had almost 6,000 participants (more than double the previous year) from 59 countries. With more people working at home, we saw family members joining in with the activities – something that we plan to maintain in 2021.

Responding to the COVID-19 pandemic

bp employees worked hard through 2020 to continue providing energy the world needed. In order to try to manage potential health or wellbeing impacts, we provided support to employees who had to continue working at our locations and to those who we asked to work from home. The health and wellbeing

resources we already had in place gave us a strong base from which to operate and we quickly applied learnings from early outbreaks in China to anticipate likely consequences for our global businesses.

Our specific responses included: developing and sharing appropriate travel guidance; specific health advice, ranging from information about the symptoms of COVID-19 through to the provision of home working resources and ways of managing physical and mental health and wellbeing. We offered employees advice about how to adapt and transition from office or site work to homeworking, and sometimes vice-versa as country restrictions changed. We also supported those working offshore and in remote sites, developing effective quarantining procedures before and after shifts along with many other new COVID-19 specific operational measures. Over just a few weeks, we created a vast library of guidance resources to help stop the spread of infection at sites. This covered screening, testing, cleaning, distancing, one-way routing, sanitization methods, for all sites on or offshore.

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Mental health and wellbeing

The COVID-19 pandemic has demonstrated the continuing importance of supporting mental health and wellbeing. In 2020, we offered employees access to a range of facilities and services relevant to mental health. This included support through, and 24/7 access to, our well-established Employee Assistance Programme.

Mental health and wellbeing is high on our leadership's agenda. Our leaders have actively encouraged conversations around mental health to reduce stigma and make it easier for people to ask for help. We increased the number and frequency of our 'Mental health awareness training for managers' and our 'Mental health awareness' sessions, providing our line managers with the knowledge, skills and confidence to discuss and address mental health concerns in their teams.

We also held an internal briefing on suicide awareness – covering language, facts, myths, risk factors, warning signs and support – aimed at health professionals, before posting the information for employees on our mental health intranet page.

In April 2020, we made one of our largest-ever charitable donations to England and Wales mental health charity Mind. This gave the charity the confidence to invest in the technology required to continue to remotely support people facing mental health challenges. In partnership with a wider group of mental health charities they have set up ourfrontline.org to help people working on the frontline in the COVID-19 crisis. The site was accessed 70,000 times in two weeks after it was launched in May 2020.

In April, both bp's chief executive Bernard Looney and chairman Helge Lund chose to donate 20% of their salaries to mental health charities of their choice for the remainder of 2020.

Throughout the year, we furthered our support for Mind, by donating media space, which aimed to help elevate their presence on platforms such as Bloomberg, CNBC and Reuters and promote their Christmas appeal and Workplace Wellbeing initiative.

“
When leaders demonstrate a culture of care, employees report better wellbeing, we see good safety performance, better retention, higher engagement and satisfaction scores – which all positively influence business performance.”

Richard Heron
bp VP health and chief medical officer

Promoting health and wellbeing

When communicating with our employees we typically use onsite communication such as team meetings and posters and screens in recreation areas. In 2020, we shifted to digital posters, intranet, email, and social media to keep our employees updated. Bernard Looney personally gave support in his Yammer posts, which are seen by 25,000 people on average, with COVID-19 and mental health posts regularly attracting the most engagement. He also participated in company-wide Keeping Connected webcasts, including those that focused on mental health and wellbeing, with an average of 12,500 employees coming to each session.

We also increased our coverage of health and wellbeing issues on our intranet, onebp and used its social interaction features to good effect, inviting employees and sometimes their families to join live discussion events. Other services offered this year included forums on coping with anxiety, loneliness and change, virtual exercise and meditation classes and webinars, panel discussions and conversation cafes devoted to a wide range of health and wellbeing related topics.

We listen to our employees through our Pulse Live survey, to help us understand their perceptions of work demands, wellbeing, sense of autonomy and the degree to which they feel supported by leaders. This has enabled us to identify where employees are under particular pressure and take actions to mitigate health and wellbeing risks. We have run wellbeing workshops that have reduced employees' work-related fatigue and had a significant positive impact on their wellbeing and organizational performance.

Staying healthy in the home workplace

We know that poor workplace ergonomics and equipment can result in discomfort or injury. To help counteract this, we provided employees advised to work from home with help and practical advice – including the need to take regular breaks, move around and change posture during the working day, and to arrange their working equipment in the best possible way to support their health and wellbeing. We also provided a support allowance of up to \$300 for each employee to buy ergonomic equipment to make their homeworking set up as comfortable as possible.



“We've provided employees working from home with support and practical advice on staying healthy.”

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Community health and wellbeing

We believe wellbeing, including its physical and mental health aspects, is becoming part of the bp language – an important part of caring for our people and the communities in which we operate.

Globally, at our company-operated retail sites, we've taken steps to protect the safety of our employees and customers during the COVID-19 pandemic. This includes enhanced hygiene measures, such as regular disinfection of forecourt pumps and payment terminals, supply of appropriate personal protective equipment and the installation of Perspex screens to help mitigate the spread of COVID-19. Our Castrol business has also supported customers and partners through multiple initiatives in various

countries including the distribution of 'health' kits to franchise workshops in Indonesia, Romania, Vietnam and Costa Rica.

In December 2020, bp Angola donated an RT-PCR testing machine and consumables to run it, to the country's National Institute for Health Research (INIS). The machine has helped the institute to triple the number of COVID-19 tests it can analyze in a day. It can also be used to analyze SARS infectivity and molecular biology. The donation is the latest action through bp Angola's relationship with INIS, which dates from 2017. The partnership, which also involved Public Health England, has brought great results by training 400 field epidemiologists who have played a role in rapid response teams during COVID-19 pandemic.

Supporting 2020 World Mental Health Day

To support 2020 World Mental Health Day, we devoted two weeks to host a variety of different events, sessions and talks to invite our employees to open up about mental health. The COVID-19 pandemic has had various impacts and it was important that our employees felt heard and could talk about their struggles. We held conversation cafes and sharing walls, allowing our employees to talk about how they personally cope with life's challenges during the COVID-19 pandemic and share any other tips.

In October, we enhanced our 2020 'This is Me video' in which employees from around the world discuss their struggles in combating the stigmas associated with mental health. The video was watched by around 10,000 employees. We also held psychoeducation talks, leadership panel events, art and cooking classes, and bitesize learning sessions focused on supporting others as well as highlighting the support offered by the Employee Assistance Programme.



^ We've implemented enhanced hygiene measures at our retail sites.

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, or can be obtained from the SEC by calling 1-800-SEC-0330 or on its website at www.sec.gov.

