



ESG Datasheet 2024

March 2025

Introduction

This ESG Datasheet aims to provide a consolidated overview of bp's non-financial performance. The metrics it includes cover our activities during the period 1 January to 31 December for the years indicated.

Selected performance data included in this Datasheet is discussed further in the *bp Sustainability Report 2024*. The Datasheet should be read in conjunction with the Sustainability Report and is not a substitute for it. The report is available at bp.com/sustainability

How we report ESG data

We report group-level data and as of 2022 we have provided breakdowns for safety and GHG, energy and environment data. Safety data (including spills) is reported by (i) group, (ii) production, (iii) refining, (iv) unconventional onshore US (including bpx energy) and (v) other. GHG, energy and environment data is reported by (i) group, (ii) exploration, production and LNG, (iii) refining and chemicals and (iv) other (including our customers & products businesses). We think this breakdown is most relevant to aid understanding of our performance. Due to these changes in our ESG reporting, it is not possible to restate prior year data on a new segmental basis. For historical data please see the Datasheets for previous reporting years, available at bp.com/reportingcentre

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Reports and reporting frameworks

Copies of all of bp's key reports, and a reporting archive, can be found in our reporting centre: bp.com/reportingcentre



[Annual Report and Form 20-F 2024](#)



[Sustainability Report 2024](#)

Metrics subject to assurance for 2024

The selected sustainability information below was subject to limited assurance by Deloitte LLP in accordance with the International Standard for Assurance Engagements ('ISAE') 3000 (Revised). Please see the *bp Sustainability Report 2024* for Deloitte's limited assurance report at bp.com/sustainability

A Basis of Reporting document is available on bp.com/basisofreporting

The assured metrics below are marked with a ● in the Datasheet.

Safety indicators:

1. Recordable Injury Frequency (RIF) (employees and contractors)
2. Total fatalities (employees and contractors)
3. Process Safety Events (total of tier 1 and tier 2)

Environment indicators:

4. Scope 1 (direct) GHG emissions (operational control boundary) (MtCO₂e)
5. Scope 1 (direct) carbon dioxide emissions (operational control boundary) (MtCO₂e)
6. Scope 1 (direct) methane emissions (operational control boundary) (Mte)
7. Scope 2 market based (indirect) GHG emissions (operational control boundary) (MtCO₂e)
8. Scope 1 (direct) GHG emissions (equity boundary) (MtCO₂e)
9. Scope 2 market based (indirect) GHG emissions (equity boundary) (MtCO₂e)
10. Methane intensity★ (%)
11. Energy consumption operational boundary (GWh, base units of kWh)

★ See the glossary in the *bp Sustainability Report 2024* [pages 46-47](#)

Net zero

Metric	Unit	2019	2020	2021	2022	2023	2024
Net zero aims							
Scope 1 (direct) and Scope 2 (indirect) greenhouse gas emissions ^{ab} ●	MtCO ₂ e	54.5	45.5	35.6	31.9	32.1	33.6
Emissions from the carbon in our upstream oil and gas production ^c	MtCO ₂	360.9	327.6	303.6	306.7	314.9	321.9
Average carbon intensity of our sold energy products ^{d,e} ★	gCO ₂ e/MJ	84	81	81	81	80	79
Oil/Refined products carbon intensity ^e	gCO ₂ e/MJ	95	93	92	92	91	91
Gas/NGLs carbon intensity ^e	gCO ₂ e/MJ	68	67	67	67	67	67

- a Operational control data comprises 100% of emissions from activities operated by bp, going beyond the Ipeca guidelines by including emissions from certain other activities such as contracted drilling activities. Read more: bp.com/basisofreporting.
- b 2019 baseline changed from 54.4MtCO₂e for consistency in rounding.
- c Calculated carbon dioxide (CO₂) emissions from the assumed stoichiometric combustion of upstream production of crude oil, natural gas and natural gas liquids (NGLs), based on bp's net share of production, excluding bp's share of production in Rosneft. On 27 February 2022, bp announced that it intends to exit its 19.75% shareholding in Rosneft Oil Company (Rosneft). bp ceased equity accounting for Rosneft from this date.
These emissions are equivalent to the GHG Protocol, Scope 3, category 11, within the selected boundary of bp's net share of upstream production of oil and gas. Previously referred to as bp's aim 2 (net zero production).
- d Rate of GHG emissions estimated on a lifecycle basis from the use, production, and distribution of sold energy products[★] per unit of energy (MJ) delivered. For this purpose, lifecycle covers the 'well-to-wheel' emissions of fuel products and the 'well-to-wire' emissions of power products, and excludes embodied emissions from capital goods and assets.
- e Previously reported figures for the period 2019-2023 have been restated to update the 2019 baseline and historical figures in line with the updated methodology for the Net zero sales metric. For more detail on how this metric is calculated see the Basis of Reporting: bp.com/basisofreporting.
- f Aggregate lifecycle GHG emissions associated with bp's sold energy products[★], as determined in the calculation of the average carbon intensity of our sold energy products[★]. For this purpose, lifecycle covers the 'well-to-wheel' emissions of fuel products and the 'well-to-wire' emissions of power products, and excludes embodied emissions from capital goods and assets. Previously reported figures for the period 2019-2023 have been restated to update the 2019 baseline and historical figures in line with the updated methodology for the Net zero sales metric.

Metric	Unit	2019	2020	2021	2022	2023	2024
Bioproducts carbon intensity ^e	gCO ₂ e/MJ	47	44	44	43	44	41
Power/Heat carbon intensity ^e	gCO ₂ e/MJ	28	33	27	29	56	50
Aggregate lifecycle emissions associated with sales of energy products ^f	MtCO ₂ e	671	545	539	563	628	644
Aggregate energy associated with sales of energy products ^g	PJ	7,939	6,685	6,643	6,908	7,850	8,113
Methane intensity ^{h,i} ●	%	0.14	0.12	0.07	0.05	0.05	0.07
Transition growth investment ^{★ j}	\$ million	634	995	2,437	4,911	3,779	3,717

- g Aggregate energy associated with sales of energy products, as determined in the calculation of the average carbon intensity of our sold energy products, with electricity represented as fossil fuel equivalence of sold energy. 1 PJ (Petajoule) = 1 billion (10⁹) MJ. Previously reported figures for the period 2019-2023 have been restated to update the 2019 baseline and historical figures in line with the updated methodology for the Net zero sales metric.
- h Methane intensity[★] refers to the amount of methane emissions from bp's operated upstream oil and gas assets as a percentage of the total gas that goes to market from those operations. Our methodology is aligned with the Oil and Gas Climate Initiative's (OGCI).
- i In 2024, reported absolute methane emissions from upstream major oil and gas processing sites are based on our new measurement approach. Prior to 2024 these emissions were calculated using a different methodology and therefore the methane intensity reported in those years and calculated using that data does not directly correlate to progress towards delivering the 2025 target. Prior year data is provided for information purposes, and we do not seek to directly compare prior years.
- j Previously referred to as bp's aim 5 (more investment into transition).
- ★ See the glossary in the *bp Sustainability Report 2024* [pages 46-47](#)

Greenhouse gas emissions and energy

Metric	Unit	2019	2020	2021	2022	2023	2024	Metric	Unit	2019	2020	2021	2022	2023	2024
GHG – Operational control^{k l gg}								GHG – Equity share^{k u gg}							
Scope 1 (direct) greenhouse gas emissions ^{m ●}	MtCO ₂ e	49.2	41.7	33.2	30.4	31.1	32.8	Methane intensity ^{★ s}	%	0.14	0.12	0.07	0.05	0.05	0.07
Exploration, production and LNG	MtCO ₂ e	–	–	15.5	13.8	15.2	16.7	Flaring ^t	kt	1,395	831	967	654	861	613
Refining and chemicals	MtCO ₂ e	–	–	16.9	15.9	15.1	15.2	GHG – Equity share^{k u gg}							
Other	MtCO ₂ e	–	–	–	0.7	0.8	0.9	Scope 1 (direct) greenhouse gas emissions ^{n ●}	MtCO ₂ e	46.0	41.3	36.5	33.9	31.9	32.2
Scope 1 (direct) carbon dioxide emissions [●]	MtCO ₂ e	46.8	39.8	32.0	29.7	30.2	31.4	Exploration, production and LNG ^v	MtCO ₂ e	–	–	17.7	15.9	14.8	14.9
Exploration, production and LNG	MtCO ₂ e	–	–	14.4	13.1	14.3	15.4	Refining and chemicals	MtCO ₂ e	–	–	17.5	16.3	15.7	15.8
Refining and chemicals	MtCO ₂ e	–	–	16.9	15.9	15.1	15.2	Other ^v	MtCO ₂ e	–	–	–	1.7	1.5	1.5
Other	MtCO ₂ e	–	–	–	0.7	0.7	0.7	Scope 1 (direct) carbon dioxide emissions [●]	MtCO ₂ e	43.0	39.1	34.8	32.6	30.5	30.7
Scope 1 (direct) methane emissions ^{ii ●}	Mt	0.10	0.07	0.05	0.03	0.03	0.05	Exploration, production and LNG ^v	MtCO ₂ e	–	–	16.0	14.6	13.5	13.5
Exploration, production and LNG ⁱⁱ	Mt	–	–	0.04	0.03	0.03	0.05	Refining and chemicals	MtCO ₂ e	–	–	17.5	16.2	15.6	15.7
Refining and chemicals	Mt	–	–	0.00	0.00	0.00	0.00	Other ^v	MtCO ₂ e	–	–	–	1.7	1.4	1.4
Other	Mt	–	–	–	0.00	0.00	0.00	Scope 1 (direct) methane emissions ^{hh ●}	Mt	0.12	0.09	0.07	0.05	0.05	0.06
Operational emissions reductions	MtCO ₂ e	1.4	1.0	1.6	1.5	0.9	0.4	Exploration, production and LNG ^{hh}	Mt	–	–	0.07	0.05	0.05	0.05
Scope 2 (indirect) emissions ^{n o ●}	MtCO ₂ e	5.2	3.8	2.4	1.4	1.0	0.8	Refining and chemicals	Mt	–	–	0.00	0.00	0.00	0.00
Exploration, production and LNG ^o	MtCO ₂ e	–	–	0.0	0.1	0.1	0.1	Other	Mt	–	–	–	0.00	0.00	0.01
Refining and chemicals	MtCO ₂ e	–	–	2.2	1.2	0.6	0.3	Scope 2 (indirect) emissions ^{n ●}	MtCO ₂ e	5.7	4.2	2.6	1.6	1.5	1.3
Other	MtCO ₂ e	–	–	–	0.2	0.4	0.4	Exploration, production and LNG	MtCO ₂ e	–	–	0.2	0.2	0.1	0.3
Greenhouse gas intensity (Scope 1 and 2)								Refining and chemicals	MtCO ₂ e	–	–	2.0	1.1	0.6	0.4
Exploration, production and LNG ^p	tCO ₂ e per thousand boe of production	–	–	15.9	14.2	15.7	16.3	Other	MtCO ₂ e	–	–	–	0.4	0.8	0.6
Refineries ^q	tCO ₂ e per utilized equivalent distillation capacity	–	–	1,060	1,028	1,003	979	Greenhouse gas intensity (Scope 1 and 2)							
Petrochemicals ^r	tCO ₂ e per thousand tonnes of production	–	–	688	653	741	654	Exploration, production and LNG ^{v w ff}	tCO ₂ e per thousand boe of production	–	–	22.4	19.9	18.2	18.1
								Refineries ^x	tCO ₂ e per utilized equivalent distillation capacity	–	–	1,067	1,022	1,000	979
								Petrochemicals	tCO ₂ e per thousand tonnes of production	–	–	688	653	741	654

★ See the glossary in the *bp Sustainability Report 2024* [pages 46-47](#)

Greenhouse gas emissions and energy

Metric	Unit	2019	2020	2021	2022	2023	2024
Energy – Operational control^{k u gg}							
Energy consumption ^{y ●}	GWh	–	–	128,805	121,697	124,770	129,872
Exploration, production and LNG	GWh	–	–	46,033	43,748	46,215	51,124
Refining and chemicals	GWh	–	–	79,177	74,589	70,974	70,294
Other	GWh	–	–	–	3,361	7,582	8,454
Energy intensity							
Exploration, production and LNG ^z	GJ per thousand boe of production	–	–	169.8	162.1	171.0	179.0
Refineries ^{aa}	Energy intensity performance index (indexed to 2010)	105	106.5	102.8	103.4	104.0	105.9
Petrochemicals ^{bb}	GJ per tonnes of production	–	–	11.5	11.8	12.7	12.0

Metric	Unit	2019	2020	2021	2022	2023	2024
Energy consumption – Streamlined Energy and Carbon Reporting (SECR)^{cc}							
UK and offshore ^{dd}	GWh/base units kWh	–	7,005	4,386	4,376	4,688	4,526
Global (excluding UK and offshore) ^{ee}	GWh/base units kWh	–	172,999	124,419	117,321	120,082	125,347

k bp total figures and “Exploration, production and LNG” data for GHG emissions and energy include bpx energy (onshore US operations).

l Operational control data comprises 100% of emissions from activities operated by bp, going beyond the Ipeca guidelines by including emissions from certain other activities such as contracted drilling activities. Read more: bp.com/basisofreporting.

m We provide data on GHG emissions material to our businesses on a carbon dioxide-equivalent basis. This includes CO₂ and methane for Scope 1 emissions.

n Scope 2 emissions on a market basis.

o Figure for 2022 updated to reflect use of renewable energy in UK and offshore in 2022.

p Scope 1 (direct) and Scope 2 (indirect) GHG emissions in tCO₂e from bp operated exploration, production and LNG assets per thousand boe of upstream oil and gas production.

q Scope 1 (direct) and Scope 2 (indirect) GHG emissions in tCO₂e from bp operated refineries per utilized equivalent distillation capacity.

r Scope 1 (direct) and Scope 2 (indirect) GHG emissions in tCO₂e from bp operated petrochemical facilities per thousand tonnes of petrochemicals produced.

s Methane intensity[★] refers to the amount of methane emissions from bp’s operated upstream oil and gas assets as a percentage of the total gas that goes to market from those operations. Our methodology is aligned with the Oil and Gas Climate Initiative’s (OGCI).

t We report the total hydrocarbons flared from our upstream operations.

u bp equity share data comprises 100% of emissions from subsidiaries and the percentage of emissions equivalent to our share of joint arrangements and associates, other than bp’s share of Rosneft. On 27 February 2022 bp announced that it intends to exit its 19.75% shareholding in Rosneft Oil Company (Rosneft). bp ceased equity accounting for Rosneft from this date.

v Restatement of 2022 data is due to reporting unit reassignment following portfolio changes, total 2022 equity share Scope 1 greenhouse gas emissions have not changed.

w bp equity Scope 1 (direct) and Scope 2 (indirect) GHG emissions in tCO₂e from exploration, production and LNG assets per thousand boe of upstream oil and gas production.

x bp equity Scope 1 (direct) and Scope 2 (indirect) GHG emissions in tCO₂e from refineries per utilized equivalent distillation capacity.

y Total energy consumption in line with Streamlined Energy and Carbon Reporting (SECR).

z Total energy consumption in GJ from bp operated exploration, production and LNG assets per thousand boe of upstream oil and gas production.

aa Based on Solomon Associates Energy Intensity Index methodology.

bb Total energy consumption in GJ from bp operated petrochemicals facilities per thousand tonnes of petrochemical production. This replaces the previous petrochemicals (energy intensity) metric which included total primary energy consumption in the numerator.

cc Energy content of flared or vented gas is excluded from energy consumption reported as although they reflect loss of energy resources, they do not reflect energy use required for production or manufacturing of products.

dd UK and offshore energy consumption 4,526,000,000kWh in 2024.

ee Global (excluding UK and offshore) energy consumption 125,347,000,000kWh in 2024.

ff 2023 figure updated from 17.6 tCO₂e per thousand boe of production to reflect a data correction in relation to one site.

gg Some recently acquired entities have been granted a deviation from the requirements of bp’s operating management system (OMS) for an initial transitional period. As a result, some of those entities may not have entered data into OneCSR for 2024 in accordance with bp’s OMS requirements. For FY 2024 reporting period this relates to TravelCenters of America, and as a result its Scope 1 and 2 GHG emissions have been calculated for the purposes of inclusion within bp’s net zero operations figures by extrapolating actuals from a prior year representative year data provided by TravelCenters of America.

hh In 2024 reported absolute methane emissions from bp subsidiaries operating production and LNG assets are based on our new measurement approach. Data for those bp subsidiaries prior to 2024 was calculated using the previous methodology. Prior year data is provided for information purposes and we do not seek to directly compare to prior years.

ii In 2024 reported absolute methane emissions from upstream operated production and LNG assets are based on our new measurement approach. Data prior to 2024 was calculated using the previous methodology. Prior year data is provided for information purposes and we do not seek to directly compare to prior years.

★ See the glossary in the *bp Sustainability Report 2024* [pages 46-47](#)

Safety

Metric	Unit	2019	2020	2021	2022	2023	2024	Metric	Unit	2019	2020	2021	2022	2023	2024
Personal safety ^{jjkklluu}															
Fatalities – workforce ^{mm} ●	#	2	1	1	4	1	0	contractor	recordable injuries per 200,000 hours worked	0.193	0.163	0.204	0.196	0.278	0.303
employee	#	1	1	0	2	0	0	Recordable injury frequency (RIF) – workforce – production ^{pp}	recordable injuries per 200,000 hours worked	–	–	0.316	0.197	0.282	0.377
contractor	#	1	0	1	2	1	0	employee	recordable injuries per 200,000 hours worked	–	–	0.194	0.235	0.301	0.286
Life changing injuries – workforce ⁿⁿ	#	–	–	–	–	1	3	contractor	recordable injuries per 200,000 hours worked	–	–	0.384	0.178	0.271	0.421
employee	#	–	–	–	–	0	2	Recordable injury frequency (RIF) – workforce – refining ^{pp}	recordable injuries per 200,000 hours worked	–	–	0.355	0.258	0.296	0.249
contractor	#	–	–	–	–	1	1	employee	recordable injuries per 200,000 hours worked	–	–	0.359	0.280	0.261	0.302
Recordable injuries (RI) – workforce ^{oo}	#	273	174	181	215	287	306	contractor	recordable injuries per 200,000 hours worked	–	–	0.352	0.247	0.314	0.218
employee	#	88	57	60	80	134	151	Recordable injury frequency (RIF) – workforce – unconventional onshore US ^{pp}	recordable injuries per 200,000 hours worked	–	–	–	0.206	0.504	0.309
contractor	#	185	117	121	135	153	155	employee	recordable injuries per 200,000 hours worked	–	–	–	0	0.110	0.398
Recordable injuries (RI) – workforce – production ^{oo}	#	–	–	41	23	36	53	contractor	recordable injuries per 200,000 hours worked	–	–	–	0.261	0.593	0.284
employee	#	–	–	9	9	14	13	Recordable injury frequency (RIF) – workforce ^{pp} ●	recordable injuries per 200,000 hours worked	0.166	0.132	0.164	0.187	0.274	0.297
contractor	#	–	–	32	14	22	40	employee	recordable injuries per 200,000 hours worked	0.128	0.094	0.117	0.173	0.270	0.292
Recordable injuries (RI) – workforce – refining ^{oo}	#	–	–	56	50	58	45								
employee	#	–	–	24	19	17	20								
contractor	#	–	–	32	31	41	25								
Recordable injuries (RI) – workforce – unconventional onshore US ^{oo}	#	–	–	–	8	25	14								
employee	#	–	–	–	0	1	4								
contractor	#	–	–	–	8	24	10								
Recordable injuries (RI) – workforce – other ^{oo}	#	–	–	–	134	168	194								
employee	#	–	–	–	52	102	114								
contractor	#	–	–	–	82	66	80								
Recordable injury frequency (RIF) – workforce ^{pp} ●	recordable injuries per 200,000 hours worked	0.166	0.132	0.164	0.187	0.274	0.297								
employee	recordable injuries per 200,000 hours worked	0.128	0.094	0.117	0.173	0.270	0.292								

Safety

Metric	Unit	2019	2020	2021	2022	2023	2024
Recordable injury frequency (RIF) – workforce – other ^{pp}	recordable injuries per 200,000 hours worked	–	–	–	0.167	0.249	0.293
employee	recordable injuries per 200,000 hours worked	–	–	–	0.150	0.271	0.288
contractor	recordable injuries per 200,000 hours worked	–	–	–	0.180	0.222	0.3
Hours worked – workforce	million hours	329	264	221	230	209	206
employee	million hours	138	121	102	92	99	104
contractor	million hours	191	144	119	138	110	102
Process safety^{jj kk ll uu}							
Tier 1 process safety events ^{qq} ●	#	26	17	16	17	9	3
production	#	–	–	2	1	0	0
refining	#	–	–	6	9	7	1
unconventional onshore US	#	–	–	–	5	2	2
other	#	–	–	–	2	0	0
Tier 2 process safety events ^{rr} ●	#	72	53	46	33	30	35
production	#	–	–	9	5	6	8
refining	#	–	–	23	13	10	13
unconventional onshore US	#	–	–	–	13	11	13
other	#	–	–	–	2	3	1

jj Exclusions to the safety metrics may exist where entities that have been recently acquired or where bp has recently taken full ownership have been granted a deviation from specific reporting requirements in bp's operating management system (OMS) for an initial transitional period and data are not included in the reported metrics unless specifically noted. For the FY2024 reporting period this includes Archaea, TravelCenters of America, bp bioenergy and Lightsource bp.

kk bp total figures for safety data include bpx energy (onshore US operations). Where the combined totals are broken down, bpx energy safety data is included under 'unconventional onshore US'.

ll This represents reported incidents occurring within bp's operational HSSE reporting boundary. That boundary includes bp's own operated facilities and certain other locations or situations.

mm The total number of fatalities by employee and contractor for bp group.

nn The total number of life-changing injuries by employee and contractor for bp group.

oo RI – Recordable injury: the number of work-related incidents that result in injuries or that caused fatality, loss of consciousness, restriction of work or motion, transfer to another job, or require treatment other than simple first aid.

Metric	Unit	2019	2020	2021	2022	2023	2024
Vehicle safety^{jj kk ll uu}							
Severe vehicle accident rate ^{ss}	accidents per million km driven	0.05	0.01	0.03	0.04	0.02	0.02
Total vehicle accident rate ^{tt}	accidents per million km driven	0.91	0.71	0.80	0.72	0.71	0.73
Severe vehicle accidents	#	24	5	10	10	7	5
Total vehicle accidents	#	430	261	227	205	187	176
Kilometres driven	million km	444	329	269	268	257	227

pp RIF – Recordable injury frequency: the number of reported RI incidents per 200,000 hours worked.

qq Losses of primary containment from a process of greatest consequence – such as causing harm to a member of workforce, costly damage to equipment or exceeding defined quantities (per API Tier 1 definitions).

rr Losses of primary containment of lesser consequence (per API Tier 2 definitions).

ss Rate of severe vehicle accidents (per one million km) involving light and heavy motor vehicles being operated by a member of the bp workforce while undertaking business travel, resulting in workforce fatality, third-party fatality, day or more away from work, recordable injury or vehicle rollover.

tt Total vehicle accident rate (TVAR) is the sum of all on-road and off-road motor vehicle accidents per one million kilometres driven. The measure is concerned with any accident, whether it caused harm to any person or only resulted in vehicle damage.

uu Incidents may have ongoing investigation or assessment at the end of the stated reporting period. Incidents appear within reported data according to the classification as understood at the end of the stated reporting period.

Environment

Metric	Unit	2019	2020	2021	2022	2023	2024	Metric	Unit	2019	2020	2021	2022	2023	2024
Spills^{vv ww}															
Loss of primary containment ^{xx}	#	237	189	191	178	154	182	unconventional onshore US – unrecovered ^{bbb}	thousand litres	–	–	–	173	7	35
Oil spills – number (>= 1bbl) ^{yy zz}	#	152	121	121	108	100	96	other – spilled	thousand litres	–	–	–	28	126	234
contained	#	90	70	73	57	52	49	other – unrecovered ^{bbb}	thousand litres	–	–	–	11	92	205
reaching land ^{aaa}	#	53	36	45	39	34	38	Water^{ccc}							
reaching water ^{aaa}	#	5	10	2	7	9	4	Total freshwater withdrawal ^{kkk}	million m ³	142.9	126.5	97.9	92.4	84.1	81.8
Oil spills – number (>= 1bbl) – production ^{zz}	#	–	–	21	22	9	22	Exploration, production and LNG	million m ³	–	–	4.1	6.1	5.8	4.8
contained	#	–	–	16	13	8	18	Refining and chemicals ^{kkk}	million m ³	–	–	90.4	82.6	75.1	73.9
reaching land	#	–	–	3	2	1	1	Other	million m ³	–	–	–	3.7	3.5	3.1
reaching water	#	–	–	2	7	0	3	Total water withdrawal – reclaimed and recycled water	million m ³	2.3	3.1	2.4	2.8	5.1	4.6
Oil spills – number (>= 1bbl) – refining	#	–	–	34	38	31	28	Exploration, production and LNG	million m ³	–	–	0.0	0.1	0.2	0.2
contained	#	–	–	13	16	11	3	Refining and chemicals	million m ³	–	–	2.4	2.7	4.9	4.4
reaching land ^{aaa}	#	–	–	20	18	15	20	Other	million m ³	–	–	–	0.00	0.00	0.00
reaching water ^{aaa}	#	–	–	0	0	1	0	Total freshwater withdrawal in areas with water stress or scarcity ^{jjj kkk}	%	7	7	1	0	12	11
Oil spills – number (>= 1bbl) – unconventional onshore US ^{zz}	#	–	–	–	24	14	14	Freshwater withdrawal intensity ^{kkk}	t withdrawn/ t production	1.0	0.5	0.4	0.4	0.4	0.4
contained	#	–	–	–	12	8	5	Exploration, production and LNG	t withdrawn/ t production	–	–	0.0	0.0	0.0	0.0
reaching land ^{aaa}	#	–	–	–	12	6	9	Refining and chemicals ^{kkk}	t withdrawn/ t throughput	–	–	1.1	1.1	1.0	1.0
reaching water ^{aaa}	#	–	–	–	0	0	0	Freshwater consumption	million m ³	90.8	75.4	53.6	51.7	47.4	46.5
Oil spills – number (>= 1bbl) – other ^{zz}	#	–	–	–	24	46	32	percentage of withdrawal ^{kkk}	%	64	60	55	56	56	57
contained	#	–	–	–	16	25	23	in areas with water stress or scarcity ^{jjj}	%	16	19	4	1	21	20
reaching land ^{aaa}	#	–	–	–	7	12	8	Freshwater consumption intensity	t consumed/ t production	0.3	0.3	0.2	0.2	0.2	0.2
reaching water ^{aaa}	#	–	–	–	0	8	1	Discharges to water – Exploration, production and LNG							
Oil spills – volume	thousand litres	710	784	655	1,005	511	376	mass of produced water managed per unit of mass production	t/t	0.7	0.6	0.4	0.4	0.4	0.4
unrecovered ^{bbb}	thousand litres	300	494	308	335	358	296	produced water generated	million tonnes	112	85	49	50	52	58
recovered	thousand litres	–	289	347	671	153	80	produced water generated discharged	million tonnes	19	22	21	17	15	16
production – spilled	thousand litres	–	–	59	343	8	59								
production – unrecovered ^{bbb}	thousand litres	–	–	7	13	0	19								
refining – spilled	thousand litres	–	–	224	458	359	44								
refining – unrecovered ^{bbb}	thousand litres	–	–	89	138	259	37								
unconventional onshore US – spilled	thousand litres	–	–	–	177	18	39								

Environment

Metric	Unit	2019	2020	2021	2022	2023	2024	Metric	Unit	2019	2020	2021	2022	2023	2024
produced water generated injected	million tonnes	93	63	28	33	36	42	Air emissions – sulphur oxides	kt	23	19	10	10	10	9
produced water generated evaporated	million tonnes	0	<1	<1	<1	<1	<1	Exploration, production and LNG	kt	–	–	1	0	1	0
oil discharged in muds and cuttings	tonnes	35	0	0	0	0	0	Refining and chemicals	kt	–	–	9	8	8	7
synthetic based fluids discharged in drilling muds and cuttings	tonnes	1,277	27	1,668	965	1,177	2,814	Other	kt	–	–	–	1	1	1
drilling chemicals	tonnes	31,367	43,523	42,825	5,652	10,025	9,439	Air emissions – non-methane hydrocarbons	kt	67	56	42	39	38	28
production chemicals excluding drilling	tonnes	19,764	10,917	17,534	9,567	7,435	24,782	Exploration, production and LNG	kt	–	–	30	22	20	13
oil discharged – in produced water and effluent	tonnes	376	432	1,042	390	280	433	Refining and chemicals	kt	–	–	4	4	4	5
hydrocarbon concentration in discharged water	mg/l	20.0	19.9	49.7	22.5	18.2	27.1	Other	kt	–	–	–	12	14	10
Discharges to water – Refining and chemicals total water discharged	million m ³	–	–	59	55	51	49	Waste^{ccc}							
Refining and chemicals – discharged to third-party operated wastewater treatment plant	million m ³	–	–	13.6	12.6	12.5	13.2	Hazardous waste generated (excluding deepwell) ^{eee ccc}	kt	–	133.7	156.5	153.6	177.0	193.1
Refining and chemicals – discharged to bp operated wastewater treatment plant	million m ³	–	–	45.6	42.1	38.5	35.7	Hazardous waste recovered-recycled offsite (excluding deepwell) ^{eee ccc}	kt	–	53.1	59.1	76.4	87.7	88.4
Refining and chemicals – chemical oxygen demand (COD)	mg/l	–	–	38.2	40.3	39.5	40.7	Exploration, production and LNG	kt	–	–	20.3	18.8	26.8	29.4
Discharges to water – Refining and chemicals COD discharged	tonnes	–	–	1,741	1,698	1,520	1,456	Refining and chemicals	kt	–	–	33.8	47.8	49.0	46.0
Air emissions^{ccc}								Other ⁱⁱⁱ	kt	–	–	–	9.7	11.8	13.1
Total emissions to air ^{ddd}	kt	200	154	95	87	87	79	Hazardous waste disposed (excluding deepwell) ^{eee}	kt	142.6	80.6	97.4	77.2	89.3	104.7
Exploration, production and LNG	kt	–	–	57	44	43	37	Exploration, production and LNG	kt	–	–	19.6	18.1	30.6	41.2
Refining and chemicals	kt	–	–	23	22	20	20	Refining and chemicals	kt	–	–	65.5	49.7	49.3	53.0
Other	kt	–	–	–	21	24	20	Other	kt	–	–	–	9.4	9.4	10.5
Air emissions – nitrogen oxides	kt	110	79	43	39	39	42	Non-hazardous waste generated ⁱⁱⁱ	kt	491.1	406.3	370.1	393.2	276.5	330.8
Exploration, production and LNG	kt	–	–	27	21	23	25	Non-hazardous waste recovered-recycled offsite ⁱⁱⁱ	kt	262.8	203.2	194.5	165.7	127.9	159.1
Refining and chemicals	kt	–	–	9	9	9	8	Exploration, production and LNG	kt	–	–	14.6	15.7	12.7	13.4
Other	kt	–	–	–	8	8	9	Refining and chemicals ⁱⁱⁱ	kt	–	–	157.3	125.1	92.7	124.4
								Other	kt	–	–	–	24.9	22.4	21.3
								Non-hazardous waste disposed offsite ⁱⁱⁱ	kt	228.3	203.1	175.6	227.6	148.6	171.7
								Exploration, production and LNG	kt	–	–	63.2	108.6	31.8	44.3
								Refining and chemicals ⁱⁱⁱ	kt	–	–	83.5	102.9	101.3	108.7
								Other	kt	–	–	–	16.1	15.5	18.8
								Rate of waste recycled or recovered ^{fff iii}	%	–	–	–	–	48	47

Environment

Metric	Unit	2019	2020	2021	2022	2023	2024
Other							
Environmental expenditure ^{ggg ddd}	\$ million	2,319	412	2,195	2,406	2,024	2,184
Percentage of major operating sites externally verified to be in conformance with ISO 14001	%	100	100	100	100	100	100
Number of major operating sites in or adjacent (within 1km) to protected areas ^{hhh}	#	–	–	10	9	9	9
Area of major operating sites overlapping with protected areas	hectares	–	–	3,365	3,365	3,365	3,365
Number of major operating sites in or adjacent (within 1km) to key biodiversity areas ^{hhh}	#	–	–	3	4	5	5
Area of major operating sites overlapping with key biodiversity areas	hectares	–	–	551	3,111	3,257	3,257

vv At the time of publication, during an initial transition period for these acquired businesses, Archaea Energy, TravelCenters of America, Lightsources bp and bp bioenergy reporting processes were still being integrated into bp's reporting processes and as such, their performance data is not included in reported data for 2024.

ww bp total figures for spills include bpx energy (onshore US operations). Where the combined totals are broken down, bpx energy spills data is included under 'unconventional onshore US'.

xx Loss of primary containment records any unplanned or uncontrolled release of material (excluding small or non-hazardous releases such as water) from a tank, vessel, pipe, rail car or equipment used for containment.

yy Any loss of primary containment of one barrel or more of liquid hydrocarbon (1 barrel = 159 litres = 42 gallons).

zz The number of spills from primary containment. This number contains a small number of unclassified spills.

aaa The number of spills which breach containment (primary or secondary) and reach the environment, either to land or to water.

bbb The volume of oil remaining in land or water after recovery operations.

ccc bp totals and "Exploration, production and LNG" data for water, air and waste include bpx energy (onshore US operations).

ddd 2022 figure updated to reflect a correction.

eee Hazardous waste does not include waste which is disposed of under licence to deepwell.

fff Waste recycled or recovered as a percentage of total waste managed.

ggg Operating and capital expenditure on the prevention, control, treatment or elimination of air and water emissions and solid waste is often not incurred as a separately identifiable transaction. Instead, it forms part of a larger transaction that includes, for example, normal operations and maintenance expenditure. The figure for environmental expenditure is therefore estimated, based on the definitions and guidelines of the American Petroleum Institute.

hhh A major operation may exist within or near more than one type of protected area or key biodiversity area.

iii 2023 figure updated to reflect a data correction in relation to one site.

jjj The threshold bp is now using for stress is based on a water stress level of 'high' or above, as defined by the WRI Aqueduct Water Atlas. bp determines areas of water stress using either the WRI Aqueduct Water Atlas or using a consideration of site-specific local data sources. The 2023 figure has been restated.

kkk Following an update in 2024 to the basis for calculating freshwater withdrawal to align with the basis for calculating freshwater consumption and improve clarity and consistency, metrics based on freshwater withdrawal data have been restated for the years 2019-2023 to reflect the exclusion of once through cooling water.

Social

Metric	Unit	2019	2020	2021	2022	2023	2024
Community							
Economic value generated by bp	\$ million	283,300	188,000	167,100	246,700	215,183	196,887
payments to suppliers	\$ million	233,600	165,300	122,200	174,000	151,722	146,600
benefits to employees ⁱⁱⁱ	\$ million	9,836	9,909	8,857	9,587	10,279	11,240
taxes to governments ^{mmmm}	\$ million	6,913	3,337	5,378	12,453	11,934	10,587
social investment spend	\$ million	84	77	51	93	117	76
bp Foundation – bp matching ⁿⁿⁿ	\$ million	8.3	6.1	4.0	6.0	5.6	6.9
bp Foundation – natural disaster relief ⁿⁿⁿ	\$ million	0.4	2.3	0.4	0.4	2.7	0.3
Total dividends distributed to bp shareholders ^{ooo}	\$ million	8,329	6,340	4,304	4,358	4,809	5,003
Percentage of major operating sites in indigenous land ^{ppp}	%	17	13	13	12	13	13
Community complaints^{ppp qqq}							
damage to property/crops	%	27	7	3	3	9	10
discharges to water	%	0	0	0	1	0	0
flaring	%	4	1	12	10	4	0
impact on traditional indigenous, recreational or cultural activities	%	–	–	0	0	0	0
job opportunities	%	24	41	11	7	8	10
nuisance (odour, noise and dust)	%	19	42	59	51	56	45
security arrangements	%	10	1	0	0	1	0
social investment	%	10	2	3	7	6	9
other	%	6	6	11	22	16	26

Metric	Unit	2019	2020	2021	2022	2023	2024
bp people^{qqq}							
Number of employees	#	70,100	63,600	65,900	67,600	87,800	100,500
percentage female	%	38	39	39	39	41	38
percentage male	%	62	61	61	61	59	62
percentage female – graduate hires ^{rrr}	%	45	40	42	43	39	46
percentage male – graduate hires ^{rrr}	%	–	54	50	54	61	54
percentage female – experienced hires	%	39	37	39	35	36	36
percentage male – experienced hires	%	–	63	61	65	64	64
percentage female – leadership team	%	15	33	36	55	64	50
percentage male – leadership team	%	–	67	64	45	36	50
percentage female – group leaders ^{sss}	%	25	29	32	33	34	35
percentage male – group leaders ^{sss}	%	–	71	68	67	65	65
percentage female – senior leaders	%	26	27	29	30	30	31
percentage male – senior leaders	%	–	73	71	70	69	69
percentage female – board of directors	%	42	45	40	45	50	55
percentage male – board of directors	%	–	55	60	55	50	45
25 and under	#	–	–	7,700	8,300	10,900	14,500
26-30	#	–	–	7,500	7,200	9,600	11,300
31-35	#	–	–	9,300	9,500	12,100	13,600
36-40	#	–	–	10,500	10,400	13,100	14,000
41-45	#	–	–	9,600	9,900	12,800	13,800
46-50	#	–	–	8,500	8,600	10,800	11,400
51-55	#	–	–	6,700	7,000	9,000	9,700
56-60	#	–	–	4,100	4,400	6,000	6,900
61 and over	#	–	–	2,000	2,300	3,500	5,300
Number of employees – group leaders ^{sss}	#	378	270	281	278	297	287

Social

Metric	Unit	2019	2020	2021	2022	2023	2024	Metric	Unit	2019	2020	2021	2022	2023	2024
Number of employees								Middle East & North Africa	#	–	–	674	217	212	454
Europe	#	33,000	31,900	31,500	31,900	32,900	33,800	Russia	#	–	–	24	110	2	–
US and Canada	#	13,600	10,600	12,800	13,800	32,600	33,700	South & Central America	#	–	–	223	81	74	94
Asia Pacific	#	14,700	13,000	13,400	14,100	14,900	15,800	Sub-Saharan Africa	#	–	–	304	532	163	314
South and Central America	#	1,500	1,500	2,400	2,400	2,000	12,100	US & Canada	#	–	–	1,961	919	3,809	9,807
Middle East, North Africa	#	5,200	4,900	4,400	4,400	4,500	4,300	Rate of employee exits ^{ttt}	%	18	20	24	24	23	27
Sub-Saharan Africa	#	1,800	1,700	1,400	1,000	900	800	25 and under	%	–	–	61	71	74	71
production & operations	#	–	–	8,800	8,600	8,800	9,200	26-30	%	–	–	30	31	35	37
customers & products	#	–	–	43,600	44,700	63,400	73,100	31-35	%	–	–	19	21	20	24
gas & low carbon energy	#	–	–	4,000	4,200	4,800	6,500	36-40	%	–	–	16	15	15	19
other businesses & corporate	#	–	–	9,500	10,100	10,800	11,700	41-45	%	–	–	14	13	12	16
Women in group leadership ^{sss}	%	25	29	32	33	34	35	46-50	%	–	–	15	12	10	15
Women at management level	%	31	32	33	34	34	34	51-55	%	–	–	17	12	11	14
People from racial minorities in UK and US group leadership ^{sss}	%	14	18	17	18	23	22	56-60	%	–	–	26	16	14	15
People from beyond the UK and US in group leadership ^{sss}	%	25	30	31	33	33	35	61 and over	%	–	–	40	24	26	24
Number of employee exits ^{sss}	#	–	–	15,212	14,240	14,697	20,833	male	%	–	–	21	20	19	24
25 and under	#	–	–	4,269	4,981	5,523	7,303	female	%	–	–	29	29	27	32
26-30	#	–	–	2,144	2,142	2,294	3,108	Asia Pacific	%	–	–	36	33	32	26
31-35	#	–	–	1,699	1,739	1,744	2,517	Europe	%	–	–	24	26	19	19
36-40	#	–	–	1,571	1,467	1,392	2,103	Middle East & North Africa	%	–	–	14	5	5	10
41-45	#	–	–	1,300	1,188	1,120	1,699	Russia	%	–	–	13	112	200	–
46-50	#	–	–	1,212	921	813	1,334	South & Central America	%	–	–	18	7	7	8
51-55	#	–	–	1,134	752	700	1,101	Sub-Saharan Africa	%	–	–	18	44	17	41
56-60	#	–	–	1,051	600	566	819	US & Canada	%	–	–	18	10	30	44
61 and over	#	–	–	829	449	544	849	Number of new employee hires ^{uuu}	#	14,281	9,079	12,742	15,178	16,972	22,451
male	#	–	–	8,025	7,370	7,468	10,816	25 and under	#	5,795	4,128	5,363	6,510	6,881	8,385
female	#	–	–	7,160	6,846	7,146	9,859	26-30	#	2,282	1,507	2,245	2,386	2,816	3,771
Asia Pacific	#	–	–	4,660	4,511	4,571	3,959	31-35	#	1,814	1,162	1,759	2,004	2,234	3,172
Europe	#	–	–	7,366	7,870	5,866	6,203	36-40	#	1,431	747	1,187	1,458	1,752	2,280
								41-45	#	1,056	622	812	1,058	1,234	1,789
								46-50	#	807	435	604	804	866	1,224

Social

Metric	Unit	2019	2020	2021	2022	2023	2024
51-55	#	565	246	406	489	583	831
56-60	#	310	150	230	294	343	578
61 and over	#	183	80	120	170	232	421
male	#	7,450	4,609	6,259	8,018	8,687	11,773
female	#	6,775	4,438	6,458	7,132	8,189	10,468
Asia Pacific	#	3,307	2,464	5,090	5,214	5,375	4,795
Europe	#	8,493	5,549	6,579	8,226	6,987	6,242
Middle East & North Africa	#	311	136	143	320	296	302
Russia	#	16	7	12	3	–	–
South & Central America	#	653	101	103	80	78	92
Sub-Saharan Africa	#	178	110	83	103	79	102
US & Canada	#	1,323	712	732	1,232	4,157	10,917
Rate of new employee hires ^{vvv}	%	20	14	19	22	19	22
25 and under	%	74	58	77	87	81	65
26-30	%	27	21	33	36	38	38
31-35	%	17	13	21	23	24	26
36-40	%	13	7	12	16	17	18
41-45	%	11	7	9	12	12	15
46-50	%	9	5	8	10	10	12

Metric	Unit	2019	2020	2021	2022	2023	2024
51-55	%	8	4	7	8	8	10
56-60	%	6	4	6	7	7	9
61 and over	%	7	4	6	8	9	9
Male	%	16	12	17	22	22	22
Female	%	27	18	27	30	30	29
Asia Pacific	%	23	19	38	37	36	30
Europe	%	28	17	22	27	22	19
Middle East & North Africa	%	6	3	3	7	7	7
Russia	%	6	4	7	38	–	–
South & Central America	%	12	7	9	7	7	8
Sub-Saharan Africa	%	10	7	6	10	9	13
US & Canada	%	10	7	8	13	30	32
Pulse survey							
employee engagement	%	65	64	64	70	73	70
pride in working for bp	%	75	75	73	78	80	76

lll Includes wages, salaries, share-based payments, benefits and pensions.

mmm Comprises income taxes and production taxes paid.

nnn bp Foundation is a charitable organization separate from, but entirely funded by bp.

ooo This includes dividends paid in cash and scrip dividends.

ppp At the time of publication, during an initial transition period for these acquired businesses, Archaea Energy, TravelCenters of America, Lightsource bp and bp bioenergy reporting processes were still being integrated into bp's reporting processes and as such, their performance data is not included in reported data for 2024.

qqq Due to rounding the sum of the component parts may not exactly equal 100%.

rrr Graduate hires are now reported on a 'hire' basis (total graduates proceeding to work at bp) to improve consistency of our disclosures across our reports. Graduate hires were previously reported on an 'acceptance' basis (total graduates accepting offers of employment). Values for 2021-2022 have been restated on a 'hire' basis.

sss Group leaders are our most senior leaders. Their roles include operational, functional and regional leadership.

ttt From 2021 the retail population is included in employee exits.

uuu Absolute number of new employee hires.

vvv New employee hires expressed as a percentage of headcount at the end of the reporting period.

Governance

Metric	Unit	2019	2020	2021	2022	2023	2024
Ethics and compliance							
Concerns and enquiries raised through all reporting channels ^{www xxx}	#	1,849	1,608	1,414	1,367	2,275	2,841
Concerns and enquiries raised through OpenTalk ^{www xxx}	#	788	600	584	606	1,299	1,688
Concerns and enquiries raised – raised with management ^{† www xxx}	#	1,061	1,008	830	761	976	1,153
Employee separations (dismissals, resignations) for non-compliance and unethical behaviours	#	138	79	35	51	66	251
Employees completing anti-bribery and corruption training	#	11,000	7,700	12,700	7,500	10,500	5,900
Other							
Countries bp has a presence in	#	79	72	66	62	61	61
Retail sites [★]	#	18,900	20,300	20,500	20,650	21,100	21,200

www Excluding duplicate concerns.

xxx In 2024 concerns and enquiries reporting includes exits from our retail employee population for the first time. This change in methodology contributes to the increase in the number of employee separations in 2024.

★ See the glossary in the *bp Sustainability Report 2024* [pages 46-47](#)

Give your feedback

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