



GRI content index



published March 2022

Our sustainability report 2021 has been prepared in line with the core option of the Global Reporting Initiative (GRI) Standards. The table below is an index of the relevant GRI Standards for our material sustainability issues. It shows where to find information on these issues in our [sustainability report](#), [annual report and form 20-F](#), [ESG datasheet](#) and on [bp.com](#). The reporting period for disclosures concentrates on performance and activities from 1 January to 31 December 2021.

GRI standard	Disclosure	Disclosure title	Location or explanation
General disclosures			
GRI 102: General disclosures 2016	Organizational profile		
	102-1	Name of the organization	bp p.l.c.
	102-2	Activities, brands, products, and services	Annual report and Form 20-F 2021 – Strategic report > Financial reporting segments > page 3
	102-3	Location of headquarters	International Headquarters bp p.l.c. 1 St James's Square London SW1Y 4PD
	102-4	Location of operations	Annual report and Form 20-F 2021 – Strategic report > 2021 at a glance > page 2 bp.com/en/global/corporate/careers/professionals/locations
	102-5	Ownership and legal form	Annual report and Form 20-F 2021 – Shareholder information > Share prices and listings > page 368
	102-6	Markets served	Annual report and Form 20-F 2021 – Strategic report > Financial reporting segments > page 3, Our strategy and business model > pages 12-15
	102-7	Scale of the organization	Annual report and Form 20-F 2021 – Strategic report > 2021 at a glance > page 2
	102-8	Information on employees and other workers	Annual report and Form 20-F 2021 – Strategic report > Sustainability > Foundations > Our people pages 71-72 ESG datasheet 2021 – Social > pages 10-12
	102-9	Supply chain	Sustainability report 2021 – Performance and progress > Sustainable purchasing > page 46
	102-10	Significant changes to the organization and its supply chain	Sustainability report 2021 – Performance and progress > Sustainable purchasing > page 46
	102-11	Precautionary principle or approach	Annual report and Form 20-F 2021 – Additional disclosures > Cautionary statement > pages 364-365 Sustainability report 2021 – Our reporting > Cautionary statement > page 58
	102-12	External initiatives	Annual report and Form 20-F 2021 – Strategic report > Consistency with the Paris goals > pages 30-31 Sustainability report 2021 – Sustainability at bp > Our sustainability aims > page 6
	102-13	Membership of associations	Sustainability report 2021 – Engaging stakeholders > Performance and progress > Aligning associations pages > 30-31, Engaging with our stakeholders > pages 51-52
	Strategy		
	102-14	Statement from senior decision maker	Annual report and Form 20-F 2021 – Strategic report > Chair's letter > pages 4-5, Chief executive officer's letter > pages 6-7 Sustainability report 2021 – Message from Bernard Looney (CEO) > page 1, Message from Giulia Chierchia (EVP, strategy, sustainability and ventures) > page 2
	102-15	Key impacts, risks, and opportunities	Annual report and Form 20-F 2021 – Strategic report > How we manage risk > pages 73-78 Sustainability report 2021 – Foundations > Identifying and managing risks > page 15

GRI standard	Disclosure	Disclosure title	Location or explanation
Ethics and integrity			
102-16	Values, principles, standards, and norms of behaviour	Annual report and Form 20-F 2021 – Strategic report > Sustainability > Foundations > Ethics and compliance > page 72 Sustainability report 2021 – Foundations > Ethics and compliance > page 13 Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 bp's code of conduct – bp.com/codeofconduct	
102-17	Mechanisms for advice and concerns about ethics	Annual report and Form 20-F 2021 – Strategic report > Sustainability > Foundations > Ethics and compliance > page 72 Annual report and Form 20-F 2021 – Additional Disclosures > Corporate governance practices > page 361-362, Code of ethics > page 362 Business and human rights policy – bp.com/humanrightspolicy bp labour rights and modern slavery principles – bp.com/content/dam/bp/business-sites/en/global/corporate/pdfs/sustainability/group-reports/bp-labour-rights-and-modern-slavery-principles-2019.pdf	
Governance			
102-18	Governance structure	Annual report and Form 20-F 2021 – Corporate governance > Board activities and governance framework > pages 90-92 Sustainability report 2021 – Embedding sustainability > Sustainability in our governance > page 49	
102-19	Delegating authority	Annual report and Form 20-F 2021 – Corporate governance > Board activities and governance framework > Delegation and matters reserved > page 92 Annual report and Form 20-F 2021 – Additional Disclosures > Corporate governance practices > page 361	
102-20	Executive-level responsibility for economic, environmental, and social topics	Annual report and Form 20-F 2021 – Corporate governance > Safety and sustainability committee > pages 114-116 Sustainability report 2021 – Embedding sustainability > Sustainability in our governance > page 49	
102-21	Consulting stakeholders on economic, environmental, and social topics	Annual report and Form 20-F 2021 – Corporate governance > How the board has engaged with shareholders, the workforce and other stakeholders > pages 93-96 Sustainability report 2021 – Engaging stakeholders > pages 51-53	
102-22	Composition of the highest governance body and its committees	Annual report and Form 20-F 2021 – Corporate governance > Board of directors > pages 84-97 Annual report and Form 20-F 2021 – Corporate governance > Board activities and governance framework > page 90-92	
102-23	Chair of the highest governance body	Annual report and Form 20-F 2021 – Corporate governance > Board of directors > page 84	
102-24	Nominating and selecting the highest governance body	Annual report and Form 20-F 2021 – Corporate governance > Decision-making by the board > Appointment and time commitment > pages 98-99	
102-25	Conflicts of interest	Annual report and Form 20-F 2021 – Corporate governance > Decision-making by the board > Independence and conflicts of interest > page 98	
102-26	Role of highest governance body in setting purpose, values, and strategy	Annual report and Form 20-F 2021 – Corporate governance > Board activities and governance framework > pages 90-92 Annual report and Form 20-F 2021 – Corporate governance > How the board has engaged with shareholders, the workforce and other stakeholders > pages 93-96	
102-27	Collective knowledge of highest governance body	Annual report and Form 20-F 2021 – Corporate governance > Board of directors > page 84-86 Annual report and Form 20-F 2021 – Corporate governance > Learning, development and induction > pages 100-101	
102-28	Evaluating the highest governance body's performance	Annual report and Form 20-F 2021 – Corporate governance > Board evaluation > pages 102-103	

GRI standard	Disclosure	Disclosure title	Location or explanation
	102-29	Identifying and managing economic, environmental, and social impacts	Annual report and Form 20-F 2021 – Corporate governance > How the board has engaged with shareholders, the workforce and other stakeholders > pages 93-96 Annual report and Form 20-F 2021 – Corporate governance > Safety and sustainability committee > pages 114-115 Sustainability report 2021 – Embedding sustainability > Sustainability in the way we do business > pages 48-49
	102-30	Effectiveness of risk management processes	Annual report and Form 20-F 2021 – Corporate governance > Safety and sustainability committee > pages 114-115
	102-31	Review of economic, environmental, and social topics	Annual report and Form 20-F 2021 – Corporate governance > Safety and sustainability committee > pages 114-115
	102-32	Highest governance body's role in sustainability reporting	Annual report and Form 20-F 2021 – Corporate governance > Safety and sustainability committee > pages 114-115
	102-33	Communicating critical concerns	Annual report and Form 20-F 2021 – Strategic report > Sustainability > Foundations > Our values and code of conduct > page 70 Annual report and Form 20-F 2021 – Strategic report > How we manage risk and risk factors > Compliance and control risks > page 75
	102-34	Nature and total number of critical concerns	Annual report and Form 20-F 2021 – Strategic report > Sustainability > Foundations > Our values and code of conduct > page 70 Sustainability report 2021 – Foundations > Ethics and compliance > Employee concerns > page 14 ESG datasheet 2021 > Governance > page 13
	102-35	Remuneration policies	Annual report and Form 20-F 2021 – Corporate governance > Directors' remuneration report > pages 116-141 Annual report and Form 20-F 2021 – Financial statements > Directors' remuneration > page 297, Auditor's remuneration > page 297
	102-36	Process for determining remuneration	Annual report and Form 20-F 2021 – Corporate governance > Directors' remuneration report > pages 116-141
	102-37	Stakeholders' involvement in remuneration	Annual report and Form 20-F 2021 – Corporate governance > Directors' remuneration report > pages 116-141
	102-38	Annual total compensation ratio	Annual report and Form 20-F 2021 – Corporate governance > Directors' remuneration report > pages 116-141
	102-39	Percentage increase in annual total compensation ratio	Annual report and Form 20-F 2021 – Corporate governance > Directors' remuneration report > pages 116-141
Stakeholder Engagement			
	102-40	List of stakeholder groups	Annual report and Form 20-F 2021 – Strategic report > Our strategy and business model > Delivering value for stakeholders > page 15 Sustainability report 2021 – Engaging stakeholders > Engaging with our stakeholders > pages 51-53
	102-41	Collective bargaining agreements	Business and human rights policy > page 2 – bp.com/humanrightspolicy While some bp employees are covered under collective bargaining agreements, we do not have the specific percentage available at this time.
	102-42	Identifying and selecting stakeholders	Annual report and Form 20-F 2021 – Strategic report > Our strategy and business model > pages 12-15 Sustainability report 2021 – Engaging stakeholders > Engaging with our stakeholders > pages 51-53
	102-43	Approach to stakeholder engagement	Sustainability report 2021 – Engaging stakeholders > Engaging with our stakeholders > pages 51-53
	102-44	Key topics and concerns raised	Sustainability report 2021 – Engaging stakeholders > Engaging with our stakeholders > pages 51-53

GRI standard	Disclosure	Disclosure title	Location or explanation
Reporting Practices			
102-45	Entities included in consolidated financial statements	Annual report and Form 20-F 2021 – Financial statements > Consolidated financial statements of the bp group > pages 146-177	
102-46	Defining report content and topic Boundaries	Sustainability report 2021 – Our reporting > Materiality > Our materiality process > page 55	
102-47	List of material topics	Sustainability report 2021 – Our reporting > Materiality > Our materiality process > page 55	
102-48	Restatements of information	<p>Sustainability report 2021 – Performance and progress > Net zero sales (aim 3) > page 24</p> <p>We now report carbon intensity for aim 3 to the nearest whole number in gCO₂e/MJ. Following publication of the 2020 bp annual report and Form 20-F, sustainability report and ESG datasheet, we identified minor data reporting corrections and implemented methodological improvements which have impacted the previously reported aim 3 figures. Recognizing that amendments and methodological enhancements may continue to occur in the future, we believe that the rounding of aim 3 figures in this way provides a more reliable and consistent representation of our performance. Since this is the first year of reporting on this basis, our ESG datasheet on bp.com includes carbon intensity on the prior basis of rounding to 1 decimal place.</p> <p>ESG datasheet 2021 > Net zero > page 3</p> <p>The baseline year for our aims 1, 2 and 3 is 2019. Following publication of the ESG Datasheet 2020, we identified minor data reporting corrections for the 2019 production volumes used in the calculation of the reported 2019 figure for aim 2. We are showing the resulting adjusted figure for 2019 (360.9 MteCO₂e compared to the 360.6 MteCO₂e disclosed in the ESG Datasheet 2020). As a result of mathematical rounding, this correction does not impact the 2019 aim 2 emissions published in the bp Annual Report and Form 20-F 2020 or the bp Sustainability Report 2020.</p>	
102-49	Changes in reporting	<p>Annual report and Form 20-F 2021 – Strategic report > Energy markets > pages 8-9</p> <p>Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55</p>	
102-50	Reporting period	1 January to 31 December 2021	
102-51	Date of most recent report	Sustainability Report: 26 March 2021	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding the report	corporatereporting@bp.com.	
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in line with the core option of the GRI Standards.	
102-55	GRI Content index	GRI Content Index	
102-56	External assurance	Sustainability report 2021 – Our reporting > Independent assurance statement > page 57	

GRI standard	Disclosure	Disclosure title	Location or explanation
Topic-Specific Disclosures			
Foundations			
GRI 103: Management Approach 2016	Business ethics and accountability		
	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Foundations > Ethics and compliance > pages 13-14 Sustainability report 2021 – Performance and progress > Transparency leader > page 31
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Foundations > Ethics and compliance > pages 13-14 Sustainability report 2021 – Performance and progress > Transparency leader > page 31
103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Foundations > Ethics and compliance > pages 13-14 Sustainability report 2021 – Performance and progress > Transparency leader > page 31	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Annual report and Form 20-F 2021 – Strategic report > Sustainability > Foundations > Ethics and compliance > page 72 Sustainability report 2021 – Foundations > Ethics and compliance > Anti-bribery and corruption > page 13
	205-2	Communication and training about anti-corruption policies and procedures	Annual report and Form 20-F 2021 – Strategic report > Foundations > Ethics and compliance > page 72 Sustainability report 2021 – Foundations > Ethics and compliance > Anti-bribery and corruption > page 13 ESG Datasheet 2021 > Governance > page 13
	205-3	Confirmed incidents of corruption and actions taken	Annual report and Form 20-F 2021 – Strategic report > Sustainability > Foundations > Ethics and compliance > page 72
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual report and Form 20-F 2021 – Financial statements > Contingent liabilities and legal proceedings > Other legal proceedings > page 249
GRI 207: Tax 2019	207-1	Approach to tax	Sustainability report 2021 – Foundations > Ethics and compliance > Tax transparency > page 13 Tax report 2020 – bp.com/content/dam/bp/business-sites/en/global/corporate/pdfs/sustainability/group-reports/bp-tax-report-2020.pdf
	207-2	Tax governance, control, and risk management	Sustainability report 2021 – Foundations > Ethics and compliance > Tax transparency > page 13 Tax report 2020 – bp.com/content/dam/bp/business-sites/en/global/corporate/pdfs/sustainability/group-reports/bp-tax-report-2020.pdf
	207-3	Stakeholder engagement and management of concerns related to tax	Sustainability report 2021 – Foundations > Ethics and compliance > Tax transparency > page 13 Tax report 2020 – bp.com/content/dam/bp/business-sites/en/global/corporate/pdfs/sustainability/group-reports/bp-tax-report-2020.pdf
	207-4	Country-by-Country Reporting	Tax report 2020 – bp.com/content/dam/bp/business-sites/en/global/corporate/pdfs/sustainability/group-reports/bp-tax-report-2020.pdf
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	ESG datasheet 2021 – Environment > page 9

GRI standard	Disclosure	Disclosure title	Location or explanation
Employee attraction and retention	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Foundations > Our people > pages 14-15 Sustainability report 2021 – Performance and progress > Incentivizing employees > page 30
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Foundations > Our people > pages 14-15 Sustainability report 2021 – Performance and progress > Incentivizing employees > page 30
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Foundations > Our people > pages 14-15 Sustainability report 2021 – Performance and progress > Incentivizing employees > page 30
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	ESG datasheet 2021 > Social > pages 10-12
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	bp employees collectively completed more than 750,000 hours of formal learning in 2021. Sustainability report 2021 - Foundations > Our people > Developing our people > page 14
	404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability report 2021 – Foundations > Our people > pages 14-15
Safety			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Foundations > Safety > pages 11-12
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Foundations > Safety > pages 11-12
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Foundations > Safety > pages 11-12

GRI standard	Disclosure	Disclosure title	Location or explanation
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Annual report and Form 20-F 2021 – Corporate governance > Safety and sustainability committee > pages 114-115 Sustainability report 2021 – Foundations > Safety > pages 11-12
	403-2	Hazard identification, risk assessment, and incident investigation	Sustainability report 2021 – Foundations > Safety > pages 11-12
	403-3	Occupational health services	Sustainability report 2021 – Foundations > Safety > pages 11-12
	403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability report 2021 – Foundations > Safety > pages 11-12
	403-5	Worker training on occupational health and safety	Sustainability report 2021 – Foundations > Safety > pages 11-12
	403-6	Promotion of worker health	Sustainability report 2021 – Foundations > Safety > pages 11-12 Sustainability report 2021 – Performance and progress > Enhance wellbeing > page 40
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability report 2021 – Foundations > Safety > pages 11-12
	403-8	Workers covered by an occupational health and safety management system	Sustainability report 2021 – Foundations > Safety > pages 11-12
	403-9	Work-related injuries	Annual report and Form 20-F 2021 – Key Performance Indicators > Safety > page 24 Sustainability report 2021 – Foundations > Safety > pages 11-12 ESG Datasheet 2021 > Safety > pages 6-7
	403-10	Work-related ill health	Sustainability report 2021 – Foundations > Safety > pages 11-12 ESG Datasheet 2021 > Safety > pages 6-7

Get to net zero

Climate change and the energy transition

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Getting to net zero introduction > pages 19-20
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Getting to net zero introduction > pages 19-20
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Getting to net zero introduction > pages 19-20
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	Annual report and Form 20-F 2021 – Strategic report > Sustainability > Climate-related financial disclosures > pages 55-66 Annual report and Form 20-F 2021 – Additional disclosures > Environmental expenditure > page 354 Sustainability report 2021 – Embedding Sustainability > Climate-related risk > page 48
GRI 302: Energy 2016	302-1	Energy consumption within the organization	ESG datasheet 2021 > Greenhouse gas emissions and energy > pages 4-5
	302-3	Energy intensity	ESG datasheet 2021 > Greenhouse gas emissions and energy > pages 4-5
	302-4	Reduction of energy consumption	Annual report and Form 20-F 2021 – Strategic report > Sustainability > Streamlined energy and carbon reporting (SECR) information > page 53

GRI standard	Disclosure	Disclosure title	Location or explanation
GHG emissions – our products			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Net zero production > page 23, Net zero sales > page 24
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Net zero production > page 23, Net zero sales > page 24
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Net zero production > page 23, Net zero sales > page 24
GRI 305: Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	ESG datasheet 2021 – Net zero > page 3
	305-5	Reduction of GHG emissions	Annual report and Form 20-F 2021 – Strategic report > Sustainability > Our focus area: Getting to net zero > pages 51-54 Sustainability report 2021 – Performance and progress > Net zero production > page 23, Net zero sales > page 24 ESG datasheet 2021 – Net zero > page 3, Greenhouse gas emissions and energy > pages 4-5
GHG emissions – own operations			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Net zero operations > page 22
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Net zero operations > page 22
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Net zero operations > page 22
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	ESG datasheet 2021 – Greenhouse gas emissions and energy > pages 4-5
	305-2	Energy indirect (Scope 2) GHG emissions	ESG datasheet 2021 – Greenhouse gas emissions and energy > pages 4-5
	305-4	GHG emissions intensity	Annual report and Form 20-F 2021 – Strategic report > Sustainability > Our focus area: Getting to net zero > pages 51-54 Sustainability report 2021 – Performance and progress > Getting to net zero > page 19-25 ESG datasheet 2021 – Greenhouse gas emissions and energy > pages 4-5
	305-5	Reduction of GHG emissions	Annual report and Form 20-F 2021 – Strategic report > Sustainability > Our focus area: Getting to net zero > pages 51-54 Sustainability report 2021 – Performance and progress > Getting to net zero > page 19-25 ESG datasheet 2021 – Greenhouse gas emissions and energy > pages 4-5

GRI standard	Disclosure	Disclosure title	Location or explanation
Methane gas emissions			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Reducing methane > pages 25-26
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Reducing methane > pages 25-26
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Reducing methane > pages 25-26
GRI 305: Emissions 2016	305-4	GHG emissions intensity	Sustainability report 2021 – Performance and progress > Reducing methane > pages 25-26 ESG datasheet 2021 – Net zero > page 3
Public policy and lobbying			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Advocating > page 29, Aligning associations > pages 30-31
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Advocating > page 29, Aligning associations > pages 30-31
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Advocating > page 29, Aligning associations > pages 30-31
GRI 415: Public Policy 2016	415-1	Political Contributions	We prohibit the use of bp funds or resources to support any political candidate or party. We recognize the rights of our employees to participate in the political process and these rights are governed by the applicable laws in the countries where we operate. Our stance on political activity is set out in our code of conduct. Sustainability report 2021 - Foundations > Ethics and compliance > Political donations > page 13 Code of conduct - bp.com/codeofconduct
Renewable energy			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > More investment for new energies pages 26-27
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > More investment for new energies pages 26-27
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > More investment for new energies pages 26-27

GRI standard	Disclosure	Disclosure title	Location or explanation
Self-selected Metric		Low carbon investments	Sustainability report 2021 – Performance and progress > More investment for new energies > page 26-27 ESG datasheet 2021 – Net zero > page 3
Improve people's lives			
Access to clean energy			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > More clean energy > page 35
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > More clean energy > page 35
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > More clean energy > page 35
Self-selected Metric		Renewable energy equivalent developed to final investment decision	Sustainability report 2021 – Performance and progress > More clean energy > page 35
Diversity, equity and inclusion			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Greater equity > pages 38-39
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Greater equity > pages 38-39
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Greater equity > pages 38-39
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Annual report and Form 20-F 2021 – Strategic report > Sustainability > Our people > pages 71-72 ESG datasheet 2021 – Social > pages 10-12
Health and wellbeing			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Enhance wellbeing > page 40
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Enhance wellbeing > page 40
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Enhance wellbeing > page 40

GRI standard	Disclosure	Disclosure title	Location or explanation
Self-selected Metric		Enhance wellbeing	Sustainability report 2021 – Performance and progress > Enhance wellbeing > page 40
Human rights			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues page 55 Sustainability report 2021 – Performance and progress > Just transition pages 35-37, Human rights governance page 49 bp.com/humanrights
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues page 55 Sustainability report 2021 – Performance and progress > Just transition pages 35-37, Human rights governance page 49 bp.com/humanrights
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues page 55 Sustainability report 2021 – Performance and progress > Just transition pages 35-37, Human rights governance page 49 bp.com/humanrights
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Modern slavery and human trafficking statement 2020 – bp.com/modernslavery > pages 15-16
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Modern slavery and human trafficking statement 2020 – bp.com/modernslavery > pages 15-16
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	Sustainability report 2021 – Performance and progress > Just transition > Responsible security > page 37
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	Sustainability report 2021 – Performance and progress > Just transition > Indigenous peoples > page 36 ESG datasheet 2021> Social > page 10
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	Sustainability report 2021 – Performance and progress > Just transition > pages 35-37 Our business and human rights policy > page 2 – bp.com/humanrightspolicy
	412-2	Employee training on human rights policies or procedures	Annual report and Form 20-F 2021 – Strategic report > Sustainability > Our focus area: Improving people’s lives > Human rights > page 67 Our business and human rights policy > page 2 – bp.com/humanrightspolicy Our labour rights and modern slavery principles – bp.com/content/dam/bp/business-sites/en/global/corporate/pdfs/sustainability/group-reports/bp-labour-rights-and-modern-slavery-principles-2019.pdf
Just transition			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Just transition > pages 35-37
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Just transition > pages 35-37
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Just transition > pages 35-37

GRI standard	Disclosure	Disclosure title	Location or explanation
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Sustainability report 2021 – Performance and progress > Just transition > page 35-37, More clean energy > page 35
	203-2	Significant indirect economic impacts	Annual report and Form 20-F 2021 – Strategic report > Our strategy in action > pages 19-31 Sustainability report 2021 – Performance and progress > Just transition > pages 35-37, More clean energy > page 35
Sustainable livelihoods and community engagement			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Sustainable livelihoods > pages 37-38
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Sustainable livelihoods > pages 37-38
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Sustainable livelihoods > pages 37-38
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability report 2021 – Performance and progress > Sustainable livelihoods > pages 37-38 ESG datasheet 2021 – Social > page 10
	413-2	Operations with significant actual and potential negative impacts on local communities	Sustainability report 2021 – Performance and progress > Sustainable livelihoods > pages 37-38 ESG datasheet 2021 – Social > page 10
Care for our planet			
Biodiversity and sensitive areas			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Enhancing biodiversity > page 43
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Enhancing biodiversity > page 43
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Enhancing biodiversity > page 43
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability report 2021 – Performance and progress > Enhancing biodiversity > page 43 Protected areas 2021 – bp.com/protectedareas
	304-2	Significant impacts of activities, products, and services on biodiversity	Sustainability report 2021 – Performance and progress > Enhancing biodiversity > page 43
	304-3	Habitats protected or restored	Sustainability report 2021 – Performance and progress > Enhancing biodiversity > page 43 Protected areas 2021 – bp.com/protectedareas

GRI standard	Disclosure	Disclosure title	Location or explanation
Circularity			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Unlock circularity > page 46
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Unlock circularity > page 46
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Unlock circularity > page 46
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Sustainability report 2021 – Foundations > Environmental and social practices > Waste > page 16
	306-2	Management of significant waste-related impacts	Sustainability report 2021 – Foundations > Environmental and social practices > Waste > page 16 Sustainability report 2021 – Performance and progress > Unlock circularity > page 46
	306-3	Waste generated	Sustainability report 2021 – Performance and progress > Unlock circularity > page 46 ESG datasheet 2021 – Environment > page 9
	306-4	Waste diverted from disposal	Sustainability report 2021 – Foundations > Environmental and social practices > Waste > page 16 Sustainability report 2021 – Performance and progress > Unlock circularity > page 46 ESG datasheet 2021 – Environment > page 9
	306-5	Waste directed to disposal	Sustainability report 2021 – Foundations > Environmental and social practices > Waste > page 16 Sustainability report 2021 – Performance and progress > Unlock circularity > page 46 ESG datasheet 2021 – Environment > page 9
Ecological impacts, dependencies and opportunities			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Clean cities and corporates > page 32 Sustainability report 2021 – Foundations > Safety > Spills and spills prevention > page 12 Sustainability report 2021 – Foundations > Environmental and social practices > pages 15-16
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Clean cities and corporates > page 32 Sustainability report 2021 – Foundations > Safety > Spills and spills prevention > page 12 Sustainability report 2021 – Foundations > Environmental and social practices > pages 15-16
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Clean cities and corporates > page 32 Sustainability report 2021 – Foundations > Safety > Spills and spills prevention > page 12 Sustainability report 2021 – Foundations > Environmental and social practices > pages 15-16

GRI standard	Disclosure	Disclosure title	Location or explanation
GRI 305: Emissions 2016	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Sustainability report 2021 – Foundations > Environmental and social practices > Air emissions > page 16 ESG datasheet 2021 – Environment > page 9
GRI 306: Effluents and Waste 2016	306-3	Significant spills	Sustainability report 2021 – Foundations > Safety > Spills and spills prevention > page 12 ESG datasheet 2021 – Environment > page 8
Nature-based solutions			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Championing nature-based solutions > page 45
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Championing nature-based solutions > page 45
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Championing nature-based solutions > page 45
Self-selected Metric		Championing nature-based solutions	Sustainability report 2021 – Performance and progress > Championing nature-based solutions > page 45
Sustainable supply chain			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Sustainable purchasing > page 46
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Sustainable purchasing > page 46
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Sustainable purchasing > page 46
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	We do not have group-wide data to report on this element. We have trialed the inclusion of sustainability factors in our major purchasing decisions and focused on supplier sustainability strategies, greenhouse gas emissions, use of renewable energy and circular approaches to product design and content. We operate in more than 65 countries worldwide and our supply chains are managed locally. Sustainability report 2021 - Performance and progress > Sustainable purchasing > page 46
	308-2	Negative environmental impacts in the supply chain and actions taken	We do not have group-wide data to report on this element. We have trialed the inclusion of sustainability factors in our major purchasing decisions and focused on supplier sustainability strategies, greenhouse gas emissions, use of renewable energy and circular approaches to product design and content. We operate in more than 65 countries worldwide and our supply chains are managed locally. Sustainability report 2021 - Performance and progress > Sustainable purchasing > page 46
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Sustainability report 2021 - Performance and progress > Sustainable purchasing > page 46 Modern slavery and human trafficking statement 2020 - bp.com/modernslavery > pages 7-17
	414-2	Negative social impacts in the supply chain and actions taken	Sustainability report 2021 - Performance and progress > Sustainable purchasing > page 46 Modern slavery and human trafficking statement 2020 - bp.com/modernslavery > pages 7-17

GRI standard	Disclosure	Disclosure title	Location or explanation
Water management			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Water positive > page 44
	103-2	The management approach and its components	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Water positive > page 44
	103-3	Evaluation of the management approach	Sustainability report 2021 – Our reporting > Materiality > Material issues > page 55 Sustainability report 2021 – Performance and progress > Water positive > page 44
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Sustainability report 2021 – Performance and progress > Water positive > page 44
	303-2	Management of water discharge-related impacts	Sustainability report 2021 – Performance and progress > Water positive > page 44
	303-3	Water withdrawal	Sustainability report 2021 – Performance and progress > Water positive > page 44 ESG datasheet 2021 – Environment > page 8
	303-4	Water discharge	Sustainability report 2021 – Performance and progress > Water positive > page 44 ESG datasheet 2021 – Environment > page 8
	303-5	Water consumption	Sustainability report 2021 – Performance and progress > Water positive > page 44 ESG datasheet 2021 – Environment > page 8
Additional disclosures: non-material topics			
GRI 201: Economic Performance 2016	201-3	Defined benefit plan obligations and other retirement plans	Annual report and Form 20-F 2021 – Financial statements > Significant accounting policies, judgements, estimates and assumptions > Employee benefits > page 191, pensions and post-retirement benefits > page 191 ESG datasheet 2021 – Social > page 10