

# Performance data

## Safety<sup>a</sup>

	2014	2015	2016	2017	2018
Fatalities – employees <sup>b</sup>	0	0	0	1	<b>0</b>
Fatalities – contractors <sup>b</sup>	3	1	3	0	<b>1</b>
Day away from work cases – workforce	145	108	94	97	<b>79</b>
Day away from work case frequency <sup>c</sup> (DAFWCF) – workforce	0.081	0.061	0.051	0.055	<b>0.048</b>
Recordable injuries – workforce	547	428	385	384	<b>328</b>
Recordable injury frequency <sup>c</sup> (RIF) – workforce	0.31	0.24	0.21	0.22	<b>0.20</b>
Tier 1 process safety events <sup>d</sup> (number)	28	20	16	18	<b>16</b>
Tier 2 process safety events <sup>d</sup> (number)	95	83	84	61	<b>56</b>
Loss of primary containment <sup>e</sup> (number)	214	202	200	205	<b>186</b>
Oil spills <sup>f</sup> – number (> one barrel)	156	146	149	139	<b>124</b>
Oil spills contained	93	91	91	81	<b>63</b>
Oil spills reaching land and water	63	55	58	58	<b>57</b>
Oil spills – volume (million litres)	0.4	0.4	0.7	0.9	<b>0.5</b>
Oil unrecovered (million litres)	0.2	0.1	0.3	0.3	<b>0.1</b>
Severe vehicle accident rate (per million kilometres driven)	0.13	0.11	0.05	0.03	<b>0.04</b>
Total vehicle accident rate (per million kilometres driven)	1.18	1.08	1.04	1.08	<b>0.87</b>

## Greenhouse gas emissions

	2014	2015	2016	2017	2018
<b>Operational control<sup>a</sup></b>					
Direct greenhouse gas (GHG) (Mte CO <sub>2</sub> equivalent (CO <sub>2</sub> e))	54.1	51.2	51.4	50.5	<b>48.8</b>
Direct carbon dioxide (CO <sub>2</sub> ) (million tonnes (Mte))	51.6	48.5	48.4	47.8	<b>46.4</b>
Direct methane (Mte)	0.12	0.11	0.12	0.11	<b>0.09</b>
Methane intensity <sup>b</sup> (%)	–	–	0.2	0.2	<b>0.2</b>
Sustainable GHG emissions reductions <sup>c</sup> (Mte CO <sub>2</sub> e)	0.1	0.2	0.7	0.5	<b>1.3</b>
Indirect emissions <sup>d</sup> (MteCO <sub>2</sub> e)	7.5	7.0	6.2	6.1	<b>5.4</b>
Flaring <sup>e</sup> (upstream) (thousand tonnes of hydrocarbons)	2,188	1,863	1,896	1,987	<b>1,634</b>
<b>Equity<sup>f</sup></b>					
Direct greenhouse gas (GHG) (Mte CO <sub>2</sub> equivalent (CO <sub>2</sub> e))	48.7	49.0	50.1	49.4	<b>46.5</b>
Direct carbon dioxide (CO <sub>2</sub> ) (million tonnes (Mte))	45.5	45.1	46.1	45.8	<b>43.3</b>
Direct methane (Mte)	0.15	0.16	0.16	0.15	<b>0.13</b>
Sustainable GHG emissions reductions <sup>c</sup> (Mte CO <sub>2</sub> e)	0.1	0.1	0.3	0.4	<b>0.6</b>
Greenhouse gas intensity (TeCO <sub>2</sub> equivalent/unit)					
Upstream (per thousand barrels of oil equivalent)	32.0	32.7	34.7	30.4	<b>27.8</b>
Refining (per utilized equivalent distillation capacity)	978	944	951	923	<b>915</b>
Petrochemicals (per thousand tonnes)	291	290	287	304	<b>325</b>
Indirect emissions <sup>d</sup> (MteCO <sub>2</sub> e)	6.8	6.9	6.2	6.8	<b>5.7</b>
Customer emissions <sup>g</sup> (MteCO <sub>2</sub> e)	406	402	395	412	<b>437</b>
Carbon dioxide avoided through our renewables business <sup>h</sup> (MteCO <sub>2</sub> e)	3.2	3.3	2.8	2.7	<b>2.8</b>

## Society

	2014	2015	2016	2017	2018
Benefits to employees – including wages, salaries, share-based payments, benefits and pensions (\$ million)	13,936	12,928	11,233	10,204	<b>10,490</b>
Taxes to governments – comprising income taxes and production taxes paid (\$ million)	7,980	3,516	2,174	5,797	<b>7,527</b>
Total dividends distributed to BP shareholders <sup>o</sup> (\$ million)	7,168	7,301	7,469	7,867	<b>8,080</b>
Contribution to communities <sup>p</sup> (\$ million)	85.0	67.2	61.1	89.5	<b>114.2</b>

## Environment

	2014	2015	2016	2017	2018
Freshwater withdrawal (million m <sup>3</sup> )					
Group	280	285	257	276	<b>271</b>
Upstream	7.6	6.8	5.7	6.4	<b>5.7</b>
Downstream	263	264	239	259	<b>254</b>
Other businesses and corporate	9.9	13.5	12.2	10	<b>11</b>
Freshwater consumption (million m <sup>3</sup> )	93	92	87	91	<b>88</b>
Percentage of withdrawal	33	32	34	33	<b>33</b>
Water consumption – group intensity (tonnes water/tonnes production)	0.37	0.38	0.36	0.38	<b>0.36</b>
Discharges to water – Upstream					
Mass of produced water managed per unit mass of production	0.7	0.6	0.7	0.7	<b>0.7</b>
Discharges to water – Refining and chemicals					
Wastewater treatment measured as chemical oxygen demand (mg/l)	52	40	49	41	<b>44</b>
Air emissions – nitrogen oxides (thousand tonnes)	129	123	125	122	<b>115</b>
Air emissions – sulphur oxides (thousand tonnes)	39	36	36	35	<b>32</b>
Air emissions – non-methane hydrocarbons (thousand tonnes)	99	94	91	87	<b>64</b>
Environmental expenditure (\$ million)	4,024	8,017	536	971	<b>1,223</b>
Environmental and safety fines (\$ million)	1.0	0.6	15.0	3.6	<b>1.9</b>

<sup>a</sup> 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.

<sup>b</sup> A fatality is any death of an employee or contractor as a result of a work-related incident.

<sup>c</sup> DAFWCF and RIF are the annual frequency per 200,000 hours worked.

<sup>d</sup> We report tier 1 process safety events, which are losses of primary containment of greatest consequence – causing harm to a member of the workforce, costly damage to equipment or exceeding defined quantities. Tier 2 events are those of lesser consequence.

<sup>e</sup> Loss of primary containment is an unplanned or uncontrolled release of oil, gas or other hazardous materials from a tank, vessel, pipe, truck, rail car or other equipment used for storage, separation, processing or transfer.

<sup>f</sup> Oil spills are defined as any liquid hydrocarbon release of more than, or equal to, one barrel (159 litres, equivalent to 42 US gallons).

<sup>g</sup> Comprises 100% of emissions from activities that are operated by BP.

<sup>h</sup> This includes the methane emissions from BP's upstream oil and gas operations as a percentage of the gas that goes to market from those operations. Data was not reported prior to 2016. In 2018 we aligned the way we calculate methane intensity with that of the Oil and Gas Climate Initiative. On a like-for-like basis this shows a reduction from 0.3% in both 2016 and 2017 to 0.2% in 2018.

<sup>i</sup> This measure reflects actions taken by our businesses that reduce their GHG emissions. See page 12.

<sup>j</sup> Indirect emissions include those resulting from the electricity and steam we import in our operations.

<sup>k</sup> We report the total hydrocarbons flared from our upstream operations.

<sup>l</sup> BP's 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.

<sup>m</sup> Based on BP's total reported production of natural gas, natural gas liquids and refinery throughputs.

<sup>n</sup> Based on BP's total ethanol production and wind generating capacity. The 2016 and 2017 figures are restated in line with the grid emissions factor which was published by the US EPA in 2018 but is applicable from 2016 onwards.

<sup>o</sup> This includes dividends paid in cash and scrip dividends.

<sup>p</sup> The increase from 2017 to 2018 is mainly driven by the \$20m spend in São Tomé and Príncipe and higher spend in Egypt due to new legislation.

## Our people and ethics

	2014	2015	2016	2017	2018
Number of employees – group	84,500	79,800	74,500	74,000	<b>73,000</b>
Number of employees – group leadership	501	431	394	394	<b>376</b>
Women in group leadership (%)	18	19	22	21	<b>24</b>
Women at management level <sup>q</sup> (%)	27	28	29	30	<b>31</b>
People from racial minorities in UK and US group leadership (%)	9	10	11	11	<b>11</b>
People from beyond the UK and US in group leadership (%)	21	21	23	24	<b>24</b>
Employee engagement <sup>r</sup> (%)	73	71	73	66	<b>66</b>
Employee turnover <sup>s</sup> (%)	12	16	16	12	<b>12</b>
Concerns raised (OpenTalk cases and concerns raised to management) <sup>t</sup>	1,114	1,158	1,701	1,612	<b>1,712</b>
Dismissals for non-compliance and unethical behaviour <sup>u</sup>	157	132	109	70	<b>50</b>

<sup>q</sup> Includes employees who are group leaders, senior level leaders or in other management positions.

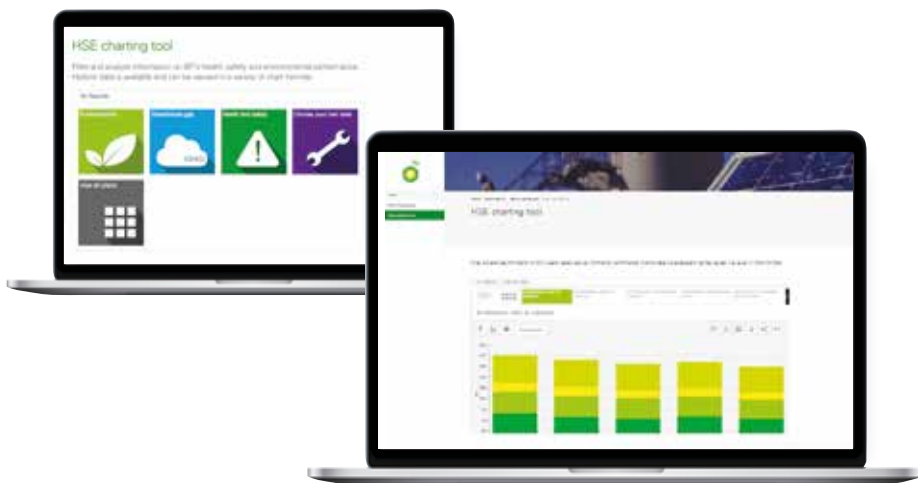
<sup>r</sup> We conduct an annual employee survey to understand and monitor levels of employee engagement and identify areas for improvement. We changed our survey questions in 2017 to reflect the new priorities set out in our refreshed strategy. The scores prior to 2017 are based on questions on priorities set out in 2012, so the numbers are not directly comparable.

<sup>s</sup> These figures relate to non-retail employees only. In 2018 voluntary turnover (resignations and retirements) was 4%.

<sup>t</sup> The figures from 2016 are restated to include concerns raised to line management, as well as OpenTalk cases. Any employee, contractor or other third party can contact our confidential helpline, OpenTalk.

<sup>u</sup> Excludes dismissals of staff employed at our retail sites.

## Data tool



See [bp.com/hsechartingtool](http://bp.com/hsechartingtool) to filter and analyse our health, safety and environmental data.