



# Our People and Planet aims

As updated 26 February 2025

Our purpose is to deliver energy to the world, today and tomorrow. Our ambition is to become a net zero company by 2050 or sooner, and to help the world get to net zero. Alongside our net zero aims we have refreshed our people and planet aims.

This document reflects changes since 14 March 2024 and reflects what we announced as part of our strategy reset at a Capital Markets Update on 26 February 2025. Our aims are now focused on people, biodiversity and water and we have retired our previous people and planet aims.

## People

Our aim is to support our employees and local communities through the energy transition.

We plan to deliver this by:

- Equipping employees with skills that can improve their access to opportunities in the energy transition.
- Developing targeted just transition plans<sup>a</sup> for select assets or regions, that help manage potential impacts on and opportunities for people as we transition.
- Fostering an inclusive culture with an employee workforce that reflects the communities where we work.

## Biodiversity

Our aim is to support biodiversity where we operate<sup>b</sup>.

We plan to deliver this by:

- Aiming to achieve net positive impact (NPI) on all new in-scope<sup>c</sup> projects.
- Implementing biodiversity enhancement plans at our major operating sites.
- Collaborating with others to support selected biodiversity restoration projects.

## Water

Our aim is to reduce our net freshwater use in stressed catchments where we operate.

We plan to deliver this by:

- Using freshwater more efficiently in our operations.
- Collaborating with others to replenish freshwater in stressed<sup>d</sup> catchments.

By 2028, we anticipate that our freshwater withdrawal in these catchments will be covered by freshwater management plans.

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<sup>a</sup> We will work to develop just transition plans with input from potentially affected stakeholders to help manage social risks and opportunities.

<sup>b</sup> At our new in-scope bp operated projects and major operating sites

<sup>c</sup> New bp operated in-scope projects where planned activities have the potential for significant direct impacts on biodiversity are required to develop NPI action plans for those activities.

<sup>d</sup> The threshold bp uses for stress is based on a water stress level of 'high' or above, as defined by the WRI Aqueduct Water Atlas or using site-specific local data sources.

This document reflects the people and planet aims communicated on the 26 February 2025.

Cautionary Statement – In order to utilize the ‘safe harbor’ provisions of the United States Private Securities Litigation Reform Act of 1995 (the ‘PSLRA’), bp is providing the following cautionary statement. This document contains certain forward-looking statements – that is, statements related to future, not past events and circumstances – which may relate to one or more of the financial condition, results of operations and businesses of bp and certain of the plans and objectives of bp with respect to these items. These statements are generally, but not always, identified by the use of words such as ‘will’, ‘expects’, ‘is expected to’, ‘aims’, ‘should’, ‘may’, ‘objective’, ‘is likely to’, ‘intends’, ‘believes’, ‘anticipates’, ‘plans’, ‘we see’ or similar expressions. In particular, such statements, among other statements, may include but are not limited to: statements relating to the purpose, ambition, aims, targets, plans and objectives of bp – as well as statements, plans and expectations regarding bp’s people and planet aims. By their nature forward-looking statements involve risk and uncertainty because they relate to events and depend on circumstances that will or may occur in the future and are outside the control of bp. Actual results may differ from those expressed in such statements, depending on a variety of factors including the risk factors set forth in our most recent Annual Report and Form 20-F under “Risk factors” and in any of our more recent public reports. Our most recent Annual Report and Form 20-F and other period filings are available on our website at [www.bp.com](http://www.bp.com), or can be obtained from the SEC by calling 1-800-SEC-0330 or on its website at [www.sec.gov](http://www.sec.gov).



# Our People and Planet aims

As updated on 14 March 2024

Our purpose is reimagining energy for people and our planet. Our ambition is to become a net zero company by 2050 or sooner, and to help the world get to net zero. We set out 10 aims to get bp to net zero and help the world get there too. Alongside these aims, we've set out 10 more, 5 each for our People and Planet focus areas:

- Aims 11-15 are to improve people's lives;
- Aims 16-20 are to help care for our planet.

Bold text below sets out the aims. Other text provides important additional information associated with each Aim, such as detail on what we intend to do in pursuit of the aims.

## **Aim 11 is to develop enough clean energy to benefit more than 36 million people.**

By 2030 we aim to have developed 50GW of renewable generating capacity – broadly enough to meet the power needs of 36 million people – including exploring ways to make clean energy accessible to those who need it most.

## **Aim 12 is to support a just transition that advances human rights and education.**

We support the Paris Agreement, which recognizes the importance of a just transition – one that delivers decent work, quality jobs; and supports the livelihoods of local communities. To support a just energy transition, we aim to collaborate with key stakeholders and other industries to support the advancement of human rights through the transition. We'll do this by developing just transition plans in priority areas and helping the workforce to develop skills for the future energy system, taking a socially inclusive approach. We aim to build stronger relationships with local communities, based on mutual trust and respect, and will support civic dialogue, greater transparency and capacity building, where we work.

## **Aim 13 is helping more than 1 million people build sustainable livelihoods and resilience.**

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

## **Aim 14 is greater diversity, equity & inclusion for our workforce and customers, and to increase certified diverse supplier spend to \$650 million for US-related spend.**

We want our workforce and customers to experience greater equity – fair treatment according to everyone's different needs and situations – while also helping our partners in the bp 'ecosystem' do the same. We'll aim to do this by improving workforce diversity and workplace inclusion, making customer experiences more inclusive and increasing our annual expenditure with diverse suppliers, including female, and underrepresented or minority groups (supplier diversity) to \$650 million for US-related spend by 2025.

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

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

**Aim 16 is making a positive impact through our actions to restore, maintain and enhance biodiversity where we work.**

We will do this by putting our biodiversity position into action. In doing so, we expect that from 2022 all new bp projects in scope will have plans in place aiming to achieve net positive impact (NPI), with a target to deliver 90% of actions within five years of project approval. We also aim to enhance biodiversity at our major operating sites and support biodiversity restoration and sustainable use of natural resource projects in the countries where we have current or growing investments. We will also continue to work with others, including our joint ventures, to influence and promote collective action on biodiversity.

**Aim 17 is becoming water positive by 2035.**

We aim to replenish more freshwater than we consume in our operations. We will do this by being more efficient in operational freshwater use and effluent management, and by collaborating with others to replenish freshwater in stressed and scarce catchment areas where we operate.

**Aim 18 is championing nature-based solutions and enabling certified natural climate solutions.**

We aim to use nature-based solutions to deliver value and contribute to our people and planet aims in our operations and through our business activities. We will also support the development of scalable markets for certified natural climate solutions that help the world reduce deforestation, get to net zero and deliver environmental and social benefits.

**Aim 19 is to unlock new sources of value through circularity.**

We want to keep materials in use for longer and value them throughout their life cycle. We'll do this by using resources responsibly and embracing circular principles in design, operations and decommissioning and aim to work with partners and our joint ventures to create opportunities.

**Aim 20 is developing a more sustainable supply chain.**

We'll work with our key suppliers to embed sustainable practices, focusing on reducing greenhouse gas emissions and increasing the circularity of what we buy.

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