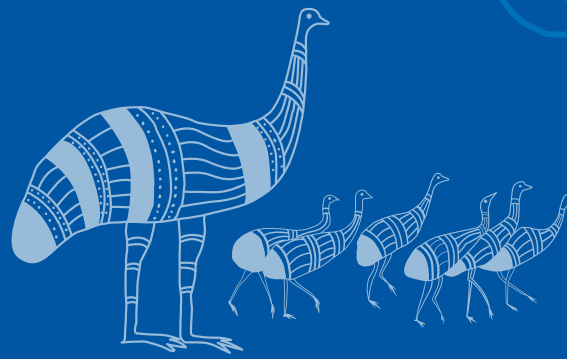


# bp Australia RAP Progress Report May 2024



## Acknowledgement of Country

bp acknowledges the Aboriginal and Torres Strait Islander peoples as the first inhabitants of Australia and the Traditional Custodians of the lands where we live, learn and work. We pay respects to Elders past, present and emerging and to all Aboriginal and Torres Strait Islander Custodians of the many communities in which we operate.

## Foreword

**Tanya Ghosn** Vice President, Fleet and Dealer ANZ and RAP Executive Sponsor

On behalf of bp Australia, we are pleased to present our first Stretch RAP progress report. Over the past 12 months we have made significant progress across our 92 commitments and there is much to be proud of.

We also recognise reconciliation is a long-term journey and we will continue to focus on our next 12 months of delivery to create better outcomes for Aboriginal and Torres Strait Islander people in Australia.

Reconciliation must be embedded into the way we do business. With an operational footprint that spans across Australia, we understand our responsibility to work alongside to Aboriginal and Torres Strait Islander communities.

At a time when reconciliation is needed now more than ever, we are proud to continue to play our part.

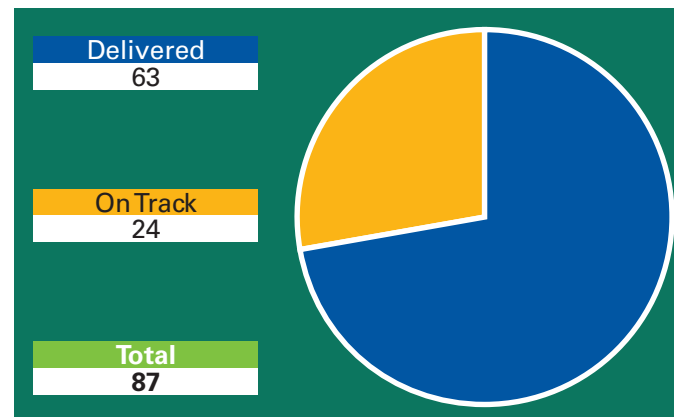
We thank the many Aboriginal and Torres Strait Islander employees, partner organisations and communities that continue to support us as we walk together to contribute meaningful reconciliation outcomes.

## Progress at a glance

Below is a snapshot showing our progress so far, which highlights that we have delivered over two thirds of our overall commitments in 12 months.

During the reporting period, 87 commitments were due to be delivered. Of these, we delivered 63 commitments (72%). Of the remaining 24 commitments, progress has been made to ensure these are on track for delivery in 2024.

### Overall tracking:



## Achievements

We are proud of the progress we have made in delivering our commitments towards the core RAP pillars of Relationships, Respect, and Opportunities with notable highlights in each of these areas:

## Relationships

- Launched a new partnership with Monash University's Indigenous Business Leadership program to provide two scholarships for Aboriginal and/or Torres Strait Islander students with the aim of bettering education outcomes.
- bp as operator of AREH, established three new roles to develop enduring relationships with Traditional Owners – including Indigenous Engagement Manager, Community Liaison Officer and Senior Cultural Heritage Advisor.
- Introduced an Indigenous People Strategy Manager role with the aim of developing strategies and initiatives to drive Indigenous recruitment and retention.
- Held events across National Reconciliation Week, including an Indigenous Art Workshop in Melbourne and a lunch and learn on reconciliation in WA. We also sponsored Reconciliation WA's Street Banners in several locations across WA.

- Delivered a session at the annual Dealer and Regional Conference (DARC) on our RAP activity, including our commitments to drive reconciliation through employment, procurement and customer initiatives.

## Respect

- Developed a new cultural protocol document including protocols for Welcome to Country and Acknowledgement of Country.
- All non-operational staff were offered an extra day of paid leave for Day of Observance during NAIDOC Week with resources provided to encourage learning and participation in local NAIDOC Week events.
- Employees joined the Walk for Reconciliation in Kaarta Koomba (King's Park).
- All non-operational staff offered the flexibility to take an alternative day of leave instead of the 26 January public holiday.
- Facilitated two sessions, including one face-to-face, to increase awareness and understanding of the Voice to Parliament referendum and the Uluru Statement from the Heart.
- Publicly demonstrated bp's support for the Voice to Parliament referendum on external channels.

## Opportunities

- Formed a First Nations Business Resource Group (BRG) consisting of Aboriginal, Torres Strait Islander, Māori and Pasifika staff to identify unique barriers and amplify their voice, ideas and sentiments.
- Continued to promote the Indigenous Fuel Card offer for Supply Nation businesses and sponsored the Supply Nation Registered Supplier of the Year Award.
- Increased annual spend with Indigenous businesses by 15%, contributing to 1.2% of total addressable spend as we work towards our target of 3% by 2026.



Reconciliation in WA: Lunch & Learn presentation



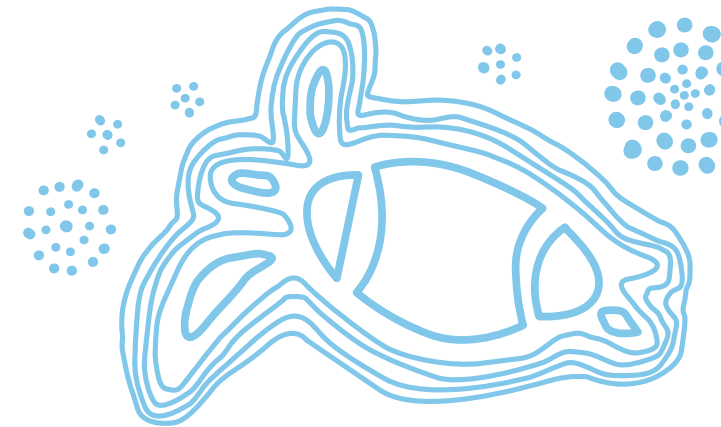
National Reconciliation Week: Birrunnga Art Gallery tour led by proud Kabi Kabi man, Kane Brunjes



NAIDOC Week: Bush Tukka experience with proud Batjala and Kabi Kabi man, Bruce Gululai Phillips



NAIDOC Week: Guildford office joined by Gumaroy Newman and fellow performers



Members of bp at the Supply Nation Connect Conference at the Sydney ICC

- Engaged with 20 Indigenous suppliers throughout 2023 including the introduction of Waddi Water at our retail sites.
- Strengthened our partnership with majority Indigenous owned and operated recruitment agency, Shine People Solutions to introduce and embed new recruitment practices to work towards reaching our target of 4% representation by 2026.

## Our partnership with Waddi Water



Tomika Johnson and Cory Reeve (Founding Directors & Co-owners of Waddi Group)

Established in 2015, Waddi Group is a majority Indigenous owned and operated company offering Natural Spring Water, Beverage and Specialty Coffee products, committed to building brighter futures for Indigenous Australians.

Waddi Group was engaged following market research on coffee suppliers, which led to discussions on their water range and a relationship was formed. Supply of their two hero bottled water products commenced midway through 2023, with 100% distribution in 328 company owned and operated sites.

*'Our mission is to assist Government and Corporate Australia to end disparity and empower Indigenous people through sustainable employment and economic growth. We're proud to work with bp and supply our bottled water in all their company owned and operated sites.'*

## 2024 and beyond

As we reflect on the achievements we have made after one year, we acknowledge that there is still more to be done and looking forward to the next 12 months, we aspire to continue our progress through the following initiatives:

- Launch of First Nations Talent Strategy to improve and enhance recruitment, retention, progression and overall cultural safety at bp.
- Launch of the First Nations Pipeline Strategy in conjunction with Shine People Solutions to proactively source Aboriginal and Torres Strait Islander talent on behalf of bp.
- NAIDOC Week retail campaign in all company operated sites with portion of revenue donated to Indigenous not-for-profit DeadlyScience from participating products.
- Launch of the First Nations Community Engagement Award at DARC, which aims to recognise a supplier that has supported Aboriginal and Torres Strait Islander or Māori and Pasifika communities through their business activities.
- Strengthen our engagement with both existing and new Indigenous suppliers to continue to grow our spend with Aboriginal and Torres Strait Islander businesses.

