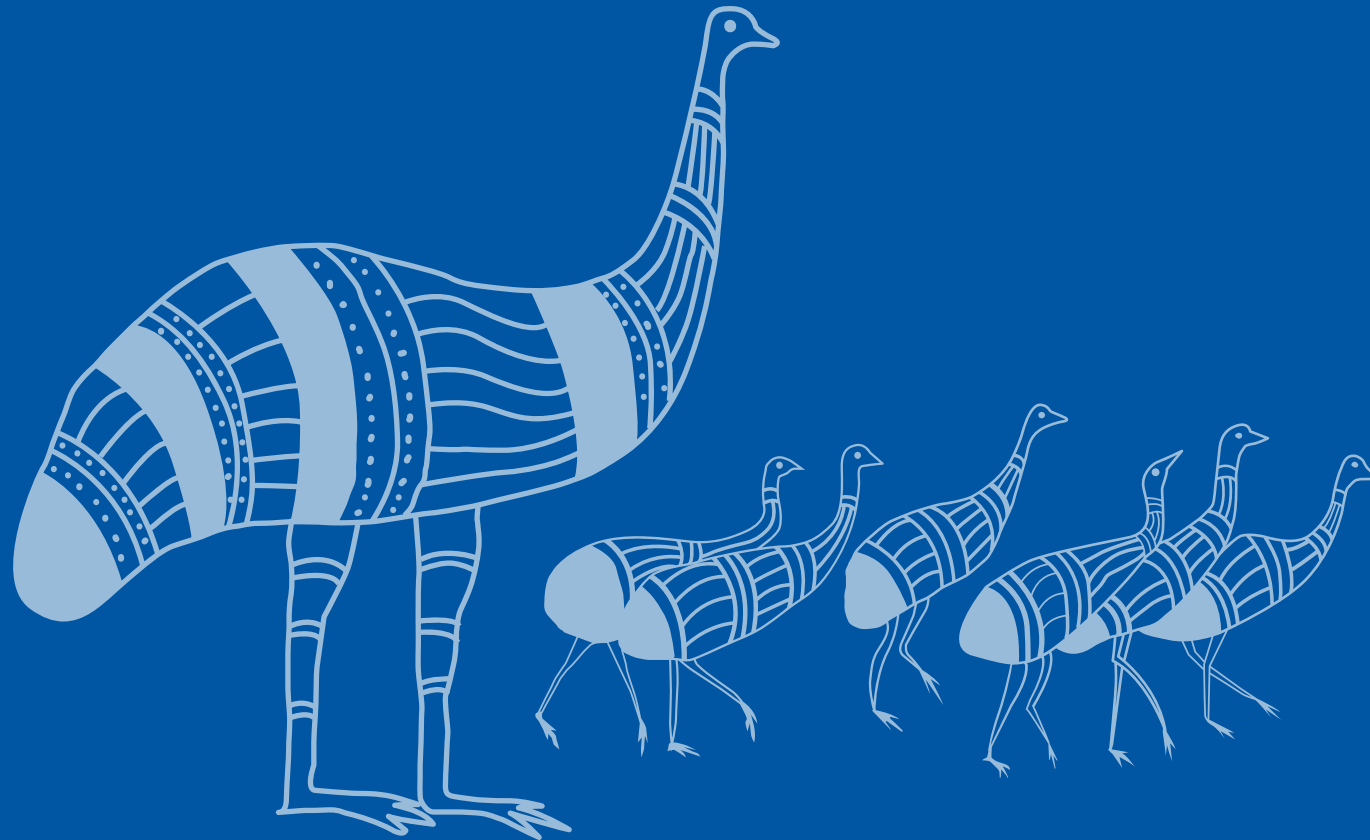


bp Australia
Stretch Reconciliation Action Plan
March 2023 – March 2026



Acknowledgement of Country

bp acknowledges Australian Aboriginal and Torres Strait Islander peoples as the first inhabitants of the nation 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 different parts of Australia in which we operate.



CONTENTS

| | |
|---------------------------------------|----|
| RAP Artwork | 5 |
| Message from Reconciliation Australia | 6 |
| Message from bp Australia | 7 |
| Our Business: bp in Australia | 8 |
| Our Vision for Reconciliation | 9 |
| Our Changing Footprint | 10 |
| Uluru Statement from the heart | 11 |
| Our RAP Journey | 12 |
| Our Approach to Reconciliation | 16 |
| Our learnings and reflections | 20 |
| RAP Governance | 21 |
| Relationships | 24 |
| Respect | 28 |
| Opportunities | 32 |
| Governance | 36 |



RAP artwork

About the Artist

Cheryl Martin (nee Walley)'s family have long ties with bp. She and her siblings grew up in Medina, one of the first suburbs established to house refinery workers during the construction of bp Kwinana in the 1950s.

Cheryl's father was employed by bp, and she says this meant he was one of the first Aboriginal Australians in Western Australia to earn an equal wage.

The Walley family was fortunate to remain together during the Stolen Generations and they attribute this to Cheryl's father's employment.

It is a great privilege to feature Cheryl's artwork in bp's Stretch RAP and we look forward to continuing Cheryl's enduring connection with bp and the Kwinana site.

About the Art

The wind brings in change from all directions – from the top to bottom and east to west. The surrounding ocean keeps things calm and fresh and reminds us of the power of resilience. The centre is about the earth and the colours of my Country, our country, Australia.

The emu family represent the transition from young to old, running around, but always staying together, the father emu looking after his family just like my father did with me and my family.

The animals represent the different parts of Australia. They are all moving no matter how big or small they are. They move at their own pace and their own way on land, in the sky, and in the ocean. They are all unique to Australia.

Cheryl Martin, 2023





Message from Reconciliation Australia

On behalf of Reconciliation Australia, I congratulate bp Australia on its third Stretch Reconciliation Action Plan (RAP), its fourth RAP overall.

Formed around the pillars of relationships, respect, and opportunities, the RAP framework assists organisations to advance the reconciliation movement. bp's purpose is to reimagine energy for people and our planet. This includes a focus on developing Australian resources to meet the region's demand for significantly more energy with fewer, and in time, zero emissions. As an organisation with considerable reach across Australia and around the world, bp has the potential to drive significant reconciliation outcomes across its sphere of influence.

Since the launch of its first RAP in 2011, bp has recognised that reconciliation efforts must be embedded into its core business strategy. bp identified that RAP deliverables, including key targets in procurement and employment, must

be owned by every area of the business – not just the procurement and talent acquisition team. bp has also used its footprint to drive reconciliation across the country. This includes displaying the Australian Institute of Aboriginal and Torres Strait Islander Studies Map in all company-owned sites, including company-owned and company-operated bp fuel retail stores. It has also facilitated place-based activities such as the promotion of local Bundjalung cultural storytelling via a ceiling installation at the bp Ballina Travel Centre.

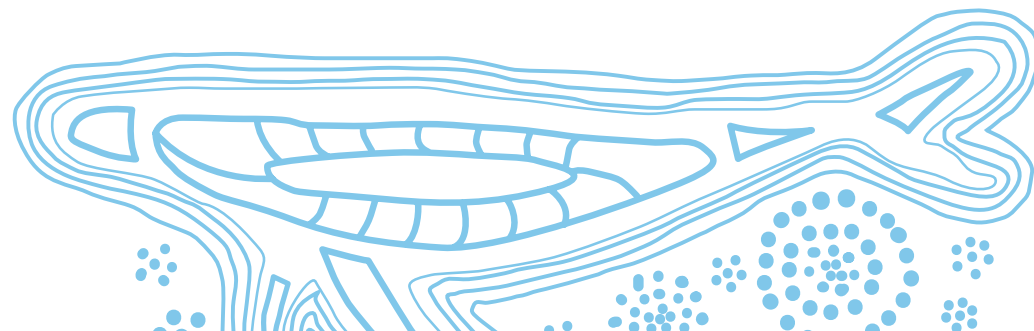
With these learnings, bp continues to embed and expand its commitments in this Stretch RAP. bp will work with First Nations communities to create mutually beneficial opportunities and outcomes through the development of its green energy projects. This includes working alongside Nyangumarta Traditional Owners in the development of the Australian Renewable Energy Hub in the Pilbara in Western Australia. It has also committed to developing a dedicated

external communications plan to raise awareness and support for the Uluru Statement from the Heart.

Through the creation of this Stretch RAP, bp continues to contribute to the ever-growing community of RAP organisations transforming goodwill into meaningful action. On behalf of Reconciliation Australia, I commend bp on this Stretch RAP and look forward to following its ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer
Reconciliation Australia





Message from bp Australia

Our community and our company have experienced immense upheaval in recent years. Throughout this we have not wavered in our commitment to delivering our RAP, and I'm proud of what we've achieved with our partners and community programs.

We continue to support initiatives like UniSport Australia's Indigenous Nationals, the CareerTrackers Indigenous Internship Program, and our ongoing relationship with Supply Nation.

We also continue to observe National Reconciliation Week and NAIDOC Week and encourage employees to take a day of leave as a Day of Observance to reflect on and celebrate Aboriginal and Torres Strait Islander peoples, their histories and their cultures.

Globally, we've set a new purpose and ambition – to reimagine energy for people and the planet and to become a net zero company by 2050, or sooner, and help the world get to net zero. To

achieve our goals and drive value through the energy transition, we've defined a new strategy, reorganised the company and introduced three simple beliefs: live our purpose, play to win and care for others.

We've set out 20 aims to support our ambition, five of which have been created to help improve people's lives. These are aims in support of an energy transition that supports the livelihoods, health and wellbeing of local communities in a sustainable manner, as well as increasing supplier diversity to spend to \$1 billion globally by 2025.

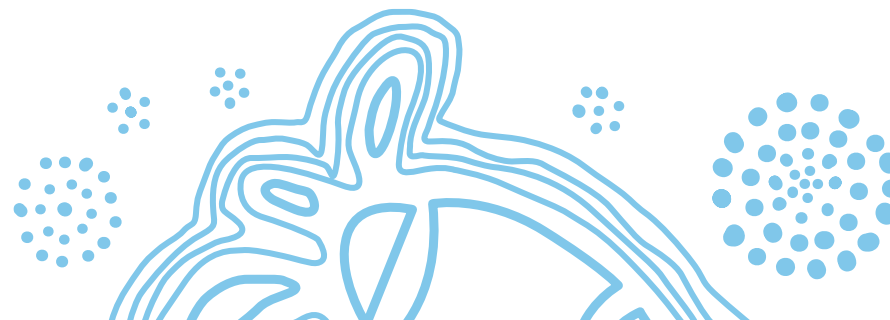
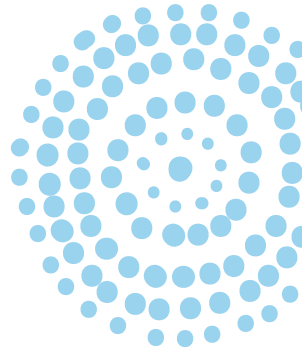
Here in Australia, I believe these aims align with and enable, our vision for reconciliation. And I'm proud to present our latest Stretch RAP, an integral tool in our ongoing reconciliation journey first started with Reconciliation Australia in 2011 – a tool to help create a more equitable future for Indigenous Australians.

The deliverables and targets have been developed to further embed a culture of respect, diversity, equity and inclusion within bp and in the communities in which we operate. These are the responsibility of every one of our employees in Australia.

We're honoured to live and work on Aboriginal and Torres Strait Islander land, and we look forward to working alongside First Nations people as we move forward with our stretch RAP across this ancient land we call Australia.

Frédéric Baudry

President
bp Australia





Our business: bp in Australia

bp has a proud history of operations in Australia – we’ve helped fuel this country for over one hundred years.

We operate in every state and territory, with major offices in Perth and Melbourne and we employ more than 5,000 people across the country, and 109 (2.09% of total bp Australia workforce) self-identify as Aboriginal and/or Torres Strait Islander people.

We partner with more than 30,000 small-to-medium businesses, and with our network of around 1,400 bp-branded retail sites – from Sydney Harbour to our truck stop in the Pilbara region – we serve more than 60 million customers each year.

bp in Australia is focused on advancing the role of Australian resources to meet the region’s demand for significantly more energy with fewer emissions.

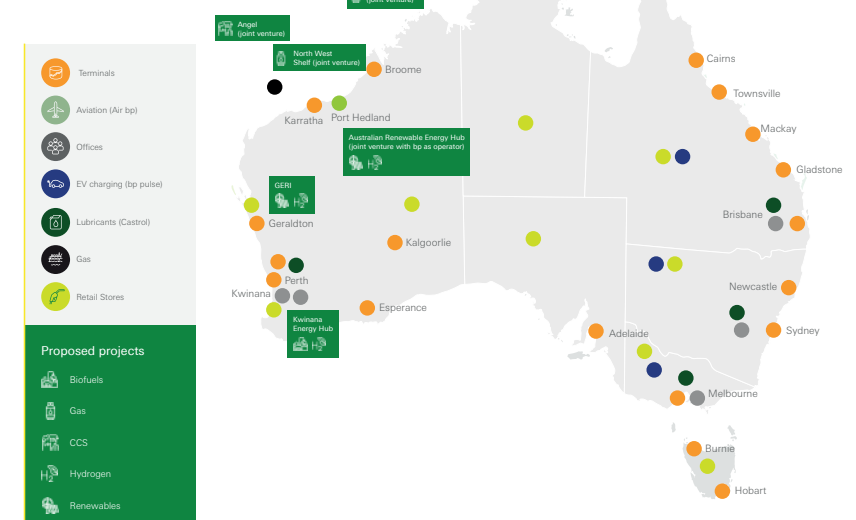
In June 2022 we announced that we will be taking operatorship of the Australian Renewable Energy Hub in the Pilbara region of Western

Australia, which has the potential to be one of the largest renewable and green hydrogen hubs in the world. It intends to supply renewable power to local customers in the largest mining region in the world and produce green hydrogen for the domestic Australian market and export to major international users.

We also own a terminal facility in Kwinana, Western Australia which is planned to be developed as an integrated energy hub to produce and distribute fuel for the future, such as sustainable aviation fuel and renewable diesel (Hydrogenated Vegetable Oil or HVO).

We also own import, storage, and distribution infrastructure across Australia, including operations in several major domestic and regional Australian airports, as well as the first hydrogen refuelling service station in Australia.

bp in Australia



Our vision for reconciliation

Our vision for reconciliation is a unified Australia which embraces and celebrates Aboriginal and Torres Strait Islander cultures and traditions and empowers all people to find joy and contentment in who they are and where they come from.

We believe reconciliation will be achieved through honest acknowledgment of and responsibility taken for the injustices of the past, humility and compassion for addressing the challenges of the present and First Nations' sovereignty and unity as we look towards the future.

Our sustainability framework underpins our strategy, embedded within which are 20 aims in the areas we believe we can make the biggest difference in not only for bp, but for society. Five of these aims are focused on people through a just energy transition and sustainable livelihoods, respect for human rights, greater equity and enhanced wellbeing.

Our 2023–2026 RAP is in support of these aims and we understand our responsibility and privilege to contribute to Aboriginal and Torres Strait Islander communities and organisations and the value that doing so can provide towards a reconciled Australia.

Our changing footprint

In August 2022 we acquired a 40.5% equity stake and became operator of the Australian Renewable Energy Hub (AREH) project on Nyangumarta Country in the Pilbara in Western Australia. The project has the potential to be one of the largest renewable and green hydrogen hubs in the world and aims to make a significant contribution to Australia and the wider Asia Pacific region's energy transition.

AREH plans to have a total generating capacity of up to 26 gigawatts (GW) of solar and wind power capacity and the ability to produce 1.6 million tonnes of green hydrogen per annum at full capacity.

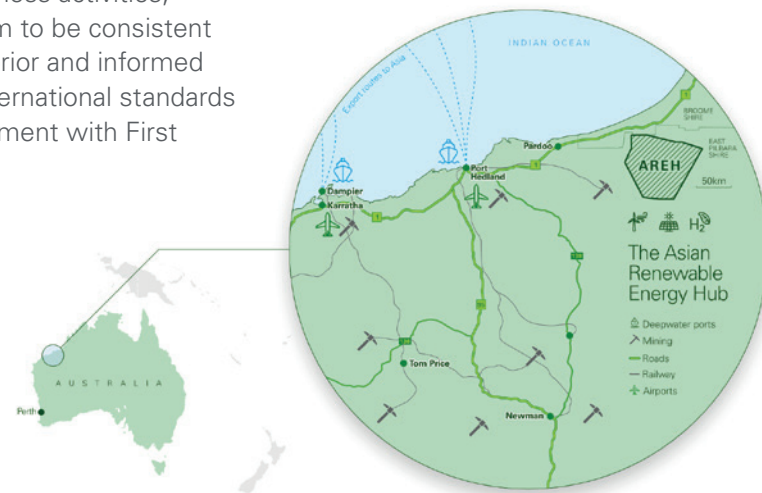
AREH is in a highly advantageous position with access to abundant solar and wind resources with consistent output. The project intends to supply renewable power to local customers in the largest mining region in the world and produce green hydrogen and green ammonia for the domestic Australian market and export to major international users.

We are honored to work alongside Nyangumarta Traditional Owners and recognise the responsibility and privilege we have in respecting relationships, culture and Country. Our human rights policy and code of conduct underpin our sustainability framework and help us ensure we are respecting the rights of our workforce and the communities in which we operate.

Our policy covers important human rights issues such as water rights, land rights, grievance mechanisms and protections for freedom of speech. We are committed to respecting the rights of First Nations peoples and, where they may be affected by our business activities, our approach and actions aim to be consistent with the principles of free, prior and informed consent (FPIC) set out in international standards for consultation and engagement with First Nations peoples.

We support the UN Guiding Principles on Business and Human Rights (UNGPs) and are incorporating them into the processes, policies and guidance that support our activities. Guidance for respecting community is embedded in our Operating Management System (OMS) – bp's common management system for all our operating activities.

We recognise the cultural significance of Nyangumarta Country and with a dedicated Indigenous Engagement Manager we look forward to working alongside the Traditional Owners and local communities in the development of the 6,500-square kilometre site.

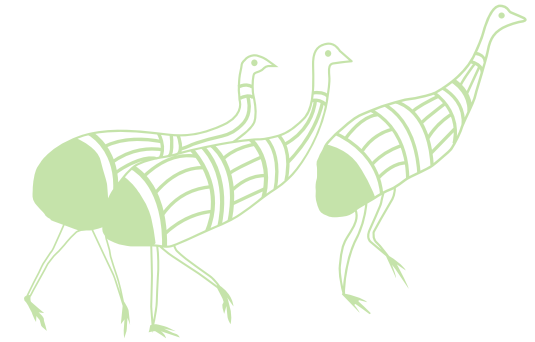


Uluru Statement from the Heart

The Uluru Statement from the Heart is an invitation to the Australian people from First Nations Australians to walk together for a better future by supporting an Indigenous Voice to Parliament enshrined in the Constitution and the establishment of a Makarrata Commission for the purpose of treaty-making and truth-telling.

We accept the invitation, and in support of our aims and ambitions for our workforce and customers to experience greater equity, we add our support for an Indigenous Voice to Parliament enshrined in the Australian Constitution.

Ensuring that Indigenous Australians are heard and are invited to participate in shared decision-making on laws and policies affecting their communities is a powerful and historic change that moves us further down the path of reconciliation.



Our RAP journey

• 2002:

- bp launches a low aromatic fuel to combat the incidence of petrol sniffing in remote communities based on an email received via our website. Three years later Opal® fuel is introduced to 37 remote communities across Australia and by 2011 this number reduces the incidence of petrol sniffing by up to 94% in these communities.

• 2011:

- bp develops its first RAP.
- bp becomes a member of Supply Nation.

• 2012:

- bp Australia becomes a signatory to the Australian Employment Covenant (AEC), an initiative to create 50,000 jobs for indigenous Australians across the private sector.

• 2013:

- bp launches an Aboriginal and Torres Strait Islander retail range with 50c per item sold donated to the Australian Literacy and Numeracy Foundation.
- bp's annual spend with Aboriginal and Torres Strait Islander businesses reaches \$1M.
- bp welcomes our first intake of five Aboriginal and Torres Strait Islander interns through our partnership with CareerTrackers.

• 2014

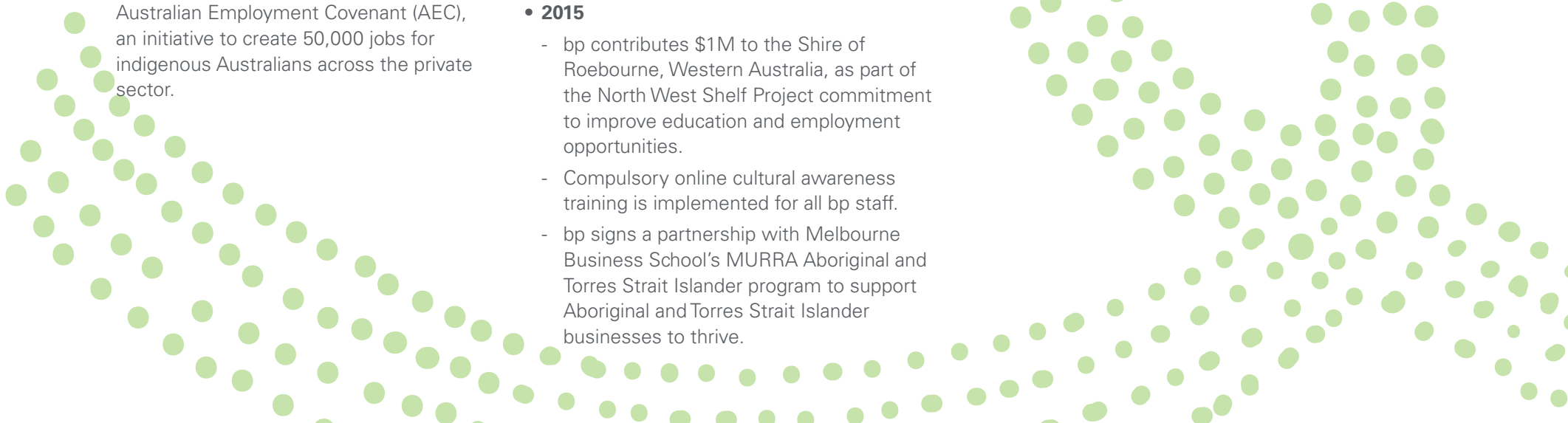
- bp creates its second RAP: its first Stretch RAP for the business.

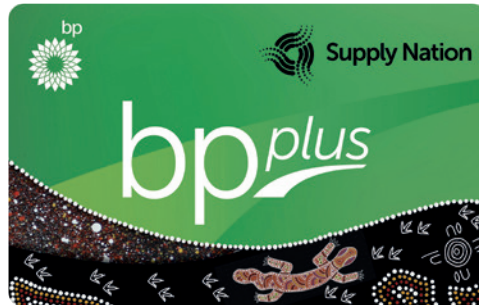
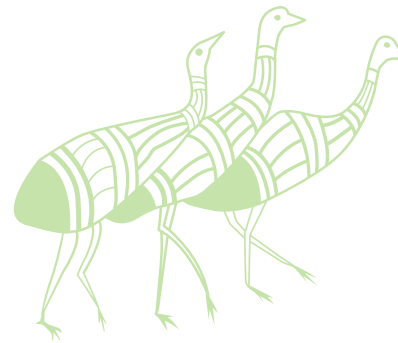
• 2015

- bp contributes \$1M to the Shire of Roebourne, Western Australia, as part of the North West Shelf Project commitment to improve education and employment opportunities.
- Compulsory online cultural awareness training is implemented for all bp staff.
- bp signs a partnership with Melbourne Business School's MURRA Aboriginal and Torres Strait Islander program to support Aboriginal and Torres Strait Islander businesses to thrive.

• 2016

- In partnership with Supply Nation, bp launches Australia's first Indigenous fuel card providing fuel discounts to certified Aboriginal and Torres Strait Islander businesses.





- bp commences a partnership with the Victorian Indigenous Engineering Winter School, an exciting program for year 11 and 12 Indigenous students from across Australia to expand their perspectives on engineering.

• **2018**

- bp launches its third RAP, its second Stretch RAP.

• **2019:**

- bp launches its first Indigenous Procurement Policy.
- bp begins partnership with Unisport Australia's Indigenous Nationals.
- All bp Australia employees in non-operational roles are offered a paid day of annual leave for the NAIDOC Week Day of Observance.

• **2020**

- bp is one of 16 corporations to partner with the Business Council of Australia in the development and launch of its Raising the Bar initiative, a supplier diversity program aimed at increasing economic development, creating more jobs and improving the living conditions of Indigenous Australians.

• **2021**

- Display of the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) Map is rolled out in co-owned and co-operated bp fuel retail stores.

• **2022**

- bp sponsors the Registered Supplier of the Year Award at the 2022 Supply Nation Connect Conference. bp commissioned and presented artwork by Allan McKenzie to the award winner.
- bp commissions internationally acclaimed artist Les 'Lipwurrunga' Huddleston to design the livery for the bp Ultimate Safety Car, as part of the inaugural Supercars Indigenous Round in Darwin.
- bp sponsors Indigenous suppliers Unexpected Guest and Dreamtime Tuka at bp's Dealer and Distributor conference, presenting them with opportunities to grow their business, including a photoshoot.



bp employee cultural education and awareness

Each year we acknowledge and celebrate both National Reconciliation Week and NAIDOC Week as important occasions for Indigenous and non-Indigenous Australians. These weeks are marked with events, online and in person where possible, to celebrate the histories, cultures and achievements of Aboriginal and Torres Strait Islander peoples and to openly learn and reflect on how we can contribute to genuine and lasting reform.

Events have included panel discussions with Indigenous Elders, leaders, specialists and cultural awareness training sessions. In 2022 facilitator John Briggs held an online session on delivering a meaningful Acknowledgement of Country. The session was attended by over 350 staff and was one of our largest National Reconciliation Week events to-date.

Three years ago, we implemented a 'Day of Observance', a paid day of annual leave offered to employees to observe NAIDOC Week. Employees use the leave to take part in NAIDOC celebrations and events, immerse themselves in Indigenous art and film and strengthen their connections with Country.

Mabu Mabu cooking classes

With most of our corporate workforce in lockdown throughout the pandemic, we pivoted our NAIDOC Week program to virtual events. A highlight of this was a virtual cooking class with Mabu Mabu chef Normie Bero. Given the virtual nature, children of employees were also able to join in the cooking.



EON Protection

When presented with the opportunity to renew the security contract at the bp Kwinana Clean Energy Hub site in Western Australia, the procurement team followed the bp Indigenous Procurement Policy and invited the Aboriginal-owned enterprise EON Protection to tender. EON Protection were subsequently the successful bidder and were successfully awarded the \$1 million contract commencing in 2020.

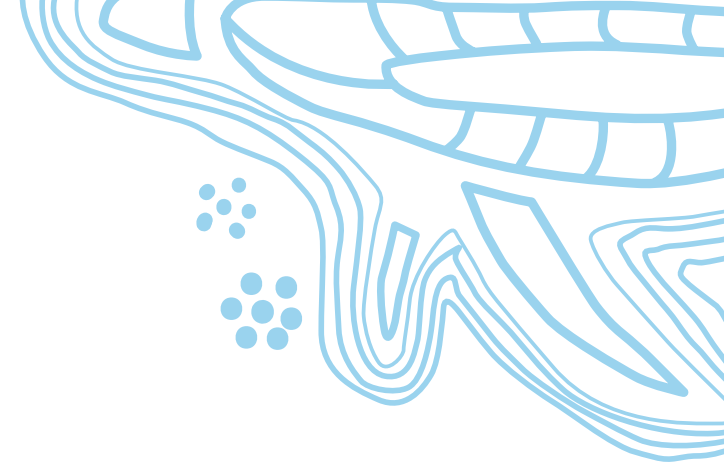
A key point of difference offered by EON Protection is their engagement with local Indigenous communities and the pathways they offer for Indigenous people to get a start in the security industry. In addition to providing security to the site, the EON Protection team utilise Kwinana as a training ground allowing their employees to gain crucial experience required to work at other industrial sites in Western Australia.



"We've mentored two trainees since 2019, providing them with industrial site experience and one of our fulltime guards has furthered his qualifications to become an Emergency Service Officer. Enabling the

advancement of trainees and existing staff of EON Protection is extremely rewarding."

– Ben De Pinto, health, safety, security, crisis and continuity management lead



Our approach to reconciliation

We understand reconciliation it is not a short-term strategy but a long-term journey that requires ongoing focus and dedication. It is not something to be added as an afterthought – it must be embedded into our core business strategy.

We made the decision to develop another Stretch RAP to continue to embed reconciliation into the way we do business, and to set ourselves new targets that will have real impact and reflect our transformation to an integrated energy company.

We have come a long way since our first RAP in 2011. The RAP program is important to us because it's the right thing to do, but it also makes business sense and is closely aligned with our purpose and net zero ambition.

Development of our RAP is guided by three principles. First, our purpose reimagining energy for people and our planet. We are on a journey of decarbonising and diversifying our business and our purpose is our guide. We recognise the importance of working with the communities in which we operate to achieve our purpose and to

help the world get to net zero.

Secondly, our sustainability framework which underpins our strategy to become an integrated energy company. It sets out five aims to get bp to net zero, five aims to help the world get to net zero, five aims to improve people's lives and five aims to care for our planet.

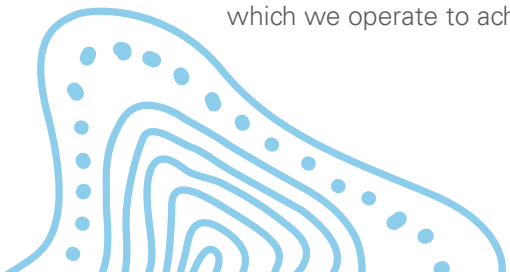
For bp in Australia our approach and commitment to reconciliation is enforced via three specific aims:

- **Aim 14: Greater Equity.** Our aim is to increase diversity, equity and inclusion for our workforce and customers, and to increase supplier diversity spend to \$1 billion globally by 2025. For bp, promoting equity and inclusion goes beyond respect for human rights, worker rights and non-discrimination. It involves finding ways to achieve a more diverse and inclusive bp while also helping to address structural disadvantages and inequality in economic opportunity and participation.

- **Aim 12: Just Transition.** Our aim is to support a just energy transition which delivers decent work and quality jobs. Across bp globally we aim to collaborate with key stakeholders to support the advancement of human rights throughout the transition.

- **Aim 13: Sustainable Livelihoods.** We will support communities to build greater resilience and more sustainable livelihoods. We commit to developing local plans to support communities including focusing our social investment expenditure on this aim and others – from livelihoods to access to clean water.

Thirdly, we are guided by the five dimensions of reconciliation. During the RAP drafting, we held the five dimensions of reconciliation as guiding pillars throughout our development workshops. We identified 'historical acceptance' as a dimension which lacked focus in the past and made the decision to publicly support the Uluru Statement from the Heart and to develop an engagement strategy focused on truth-telling.



Our RAP development process

Our RAP was developed via a collaborative process with contribution from the RAP development committee, Aboriginal and/or Torres Strait Islander employees and stakeholders, followed by senior leadership endorsement. Whilst in previous years the RAP was largely formed by the RAP Committee, this year we structured ourselves in a way to ensure each bp entity could meaningfully contribute to the development of our RAP.

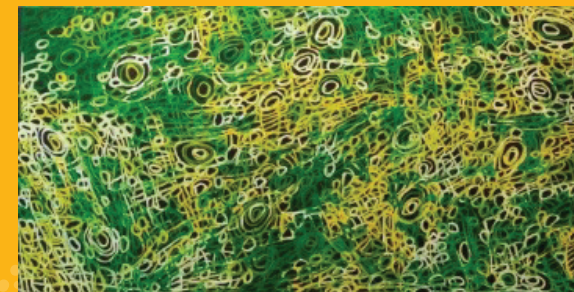
To create our vision and our first draft we held six extensive workshops across the business with diverse representation from each business entity. These workshops encouraged team members to consider the ways in which their area could have a meaningful impact

on reconciliation. The ideas generated were prioritised and distilled into actionable items and presented back to the leadership team for initial endorsement.

Aboriginal and/or Torres Strait Islander employees were consulted via an anonymous survey, where they could safely and transparently provide feedback and suggestions. Following this, Aboriginal and/or Torres Strait Islander employees were invited to discuss their ideas in a voluntary face-to-face forum, which was run by Aboriginal and/or Torres Strait Islander RAP Committee members.

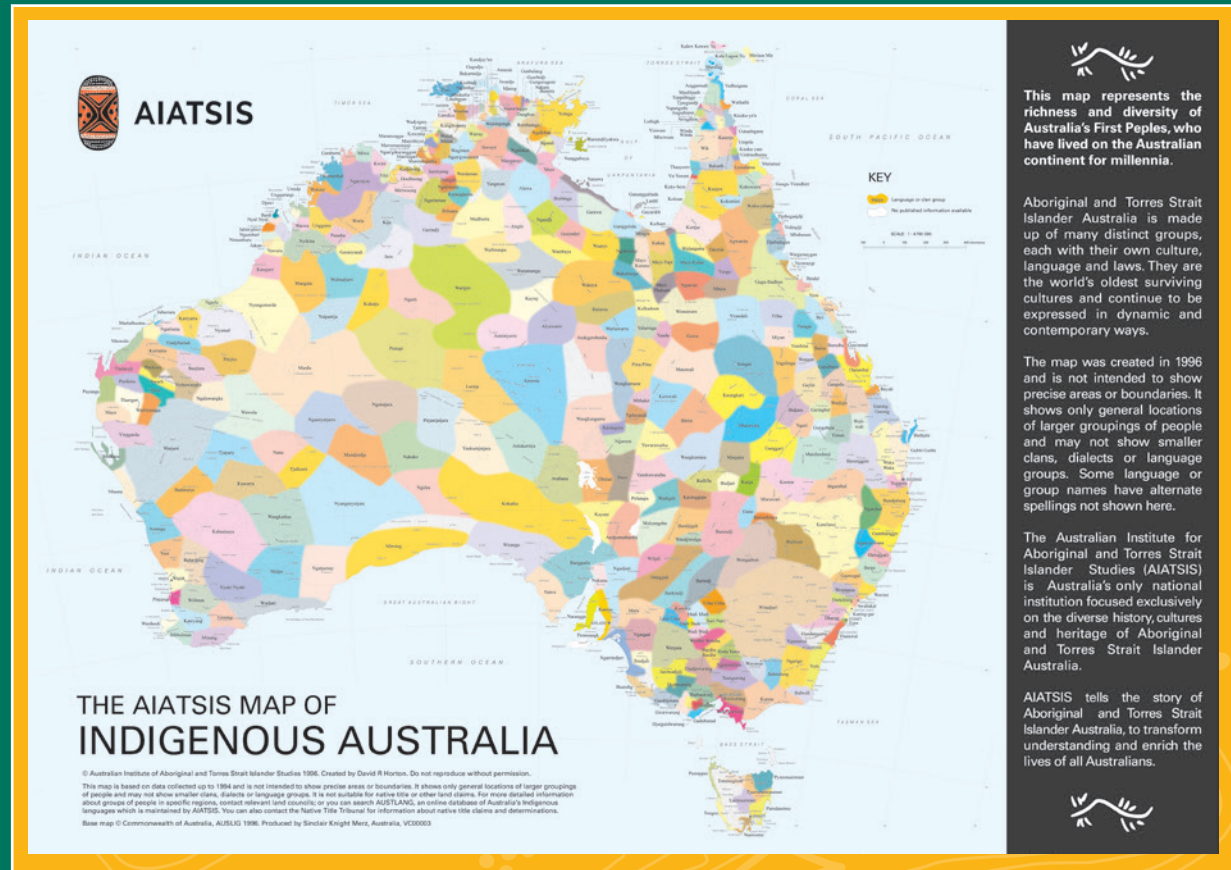
bp Centenary artwork

'Aweyle Dreamtime' by Charmaine Pwerle, was commissioned by bp to celebrate our centenary in 2019.



AIATSIS map in retail sites

The Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) Map of Indigenous Australia is now proudly displayed in all company-owned sites. The AIATSIS map serves as a visual reminder of the richness and diversity of Aboriginal and Torres Strait Islander cultures and language groups in Australia. Throughout the rollout team members within our retail stores were provided with a training pack with comprehensive information on the AIATSIS map and why it is important to bp. The map has sparked conversations with customers and is an important first step on our reconciliation journey in retail stores. In this RAP, we aim to engage our dealer network to find opportunities to display the map in the independently owned sites.



Supply Nation & Raising the Bar initiative

bp became a member of Supply Nation in 2011 to ensure that our procurement practices deliver opportunities for Aboriginal and Torres Strait Islander businesses. In 2019 we launched our first Indigenous Procurement Policy, which stands as a commitment to working with Indigenous suppliers with industry experience, knowledge, and capability needed to deliver products and services that reflect the diversity of our customers and the communities in which we operate.

In January 2019 we signed on to the 'Raising the Bar' initiative, a collaborative commitment between Supply Nation and the Business Council of Australia, alongside some of Australia's largest businesses, with a collective aim to spend more than \$3 billion with Indigenous suppliers over five years.

Annual Sponsorship of the Registered Supplier of the Year award

Each year since 2019 we've sponsored the Registered Supplier of the Year award at the annual Supplier Diversity Awards.



bp's RAP Executive Sponsor Tanya Ghosn presenting Gerry Matera, 2021 Registered Supplier of the Year, with Allan McKenzie's artwork at the Supplier Diversity Awards.

Our learnings and reflections

In 2020, bp announced a strategy that will enable us to transition from an international oil company to an integrated energy company. To deliver our new ambition and aims, bp underwent a fundamental global reorganisation with a new structure, new leadership team and new ways of working. Despite the group-wide program of change, bp Australia remained committed to reconciliation.

Through the implementation of our Stretch RAP, we identified that accountability for the RAP deliverables, including key targets in procurement and employment, must be owned by every area of the business – not just the procurement and employment teams. We understand that we can take larger strides towards embedding reconciliation by ensuring that each business entity is responsible and accountable for these targets.

Considering our new integrated structure, we reflected on our approach to RAP implementation and what this should look like in our new organisation. The traffic light report submitted to Reconciliation Australia at

the end of our last RAP helped to guide this conversation and provided a spotlight on both our strengths and where we need to focus moving forward. Through this process we also reviewed our previous ways of working and engaged an agile coach to help create a robust and enduring operating model for 2023 and beyond.

Throughout this period of transition, we continued to support our partners who shifted to virtual programs, including UniSport Australia's Indigenous Nationals and the Supply Nation Connect Conference. This required us to be flexible and agile as our partners grappled with uncertainty and restrictions with events and conferences. Despite this period of instability, we were able to unlock new and innovative ways to work with our partners and continue their impact.

For example, Victorian staff were unable to travel to Queensland to celebrate the achievements of students at the 2021 Indigenous Nationals. We worked closely with the Indigenous Nationals team to develop

an approach that allowed us to engage the scholarship winners in a virtual one-on-one mentoring session with bp's Head of Country. This provided the scholarship winners with the opportunity to speak with bp's most senior leader in Australia about their own careers and seek career advice.

A key learning from our organisational restructure is that reconciliation must remain at the core of our business to withstand internal and external influences. We are confident that our new purpose and sustainability frame provide a robust structure to keep reconciliation and diversity, equity and inclusion a key focus for bp in Australia.



RAP governance

Our RAP working group consists of a representative from each area of bp with 15% identifying as Aboriginal and/or Torres Strait Islander people. We intentionally structured the group to ensure there is widespread accountability and ownership of the RAP objectives. The RAP development and execution committees are led by RAP Executive Sponsor (Vice President of Fleet, Dealer & Electrification) and consists of a cross section of business representation from:

- Convenience Retailing
- Corporate Affairs
- People & Culture
- Talent Acquisition
- B2B Relationships
- Hydrogen, New Energy Projects and Gas
- Procurement
- Diversity, Equity, and Inclusion
- Marketing
- Aviation
- Castrol
- bp Group Business Services

From 2023, the RAP Committee will sit within the Indigenous Business Resource Group (BRG), a newly established Indigenous employee-driven group supported by the Diversity, Equity, and Inclusion team. The Indigenous BRG focuses on and encourages talent development and retention while creating a broadened sense of community and inclusion for Aboriginal and/or Torres Strait Islander employees. Within bp, the BRG program helps to break down barriers so we can all do better together.



Unisport Australia Indigenous Nationals

UniSport Australia's Indigenous Nationals is an organisation that bp has proudly partnered with since 2019. We provide event funding to create an environment where Indigenous students can come together to both compete and celebrate Indigenous cultures. We established our partnership to connect with Aboriginal and/or Torres Strait Islander students, support the next generation of talented individuals, and to demonstrate our commitment to building a diverse workforce across Australia. The Indigenous Nationals not only celebrates the rich sporting culture of Indigenous Australia but also the heritage and history of the participating student-athletes.

bp Safety Car Indigenous Livery

In 2022, bp commissioned Indigenous artist Les 'Lipwurrunga' Huddlestone to design a new bonnet for the inaugural Supercars Indigenous Round.



Student scholarships

In addition to sponsoring the Indigenous Nationals we provide two scholarships to promising student-athletes each year – with a cash component as well as mentorship and relationship-building with bp. In 2022, the recipients of the bp scholarship were Quincy Ross from The University of Newcastle and Rebeka Morrison from The University of Western Australia.



Rebeka Morrison from The University of WA.

Relationships

At bp we understand that business is only as successful as the community in which it operates. Developing strong relationships with local communities based on mutual trust and respect underpins our strategy to become an integrated energy company and is central to the way we do business.

With operations in every Australian state and territory, ensuring strong relationships with Aboriginal and Torres Strait Islander people are maintained is fundamentally important.

We support the goals of the Paris Agreement, which recognises the importance of a just transition – one that delivers decent work, quality jobs and supports the livelihoods of local communities.

We aim to share the value generated through our operations via dedicated community programs. We will achieve this through listening and developing and investing in enduring relationships with Traditional Owners and First Nations communities.

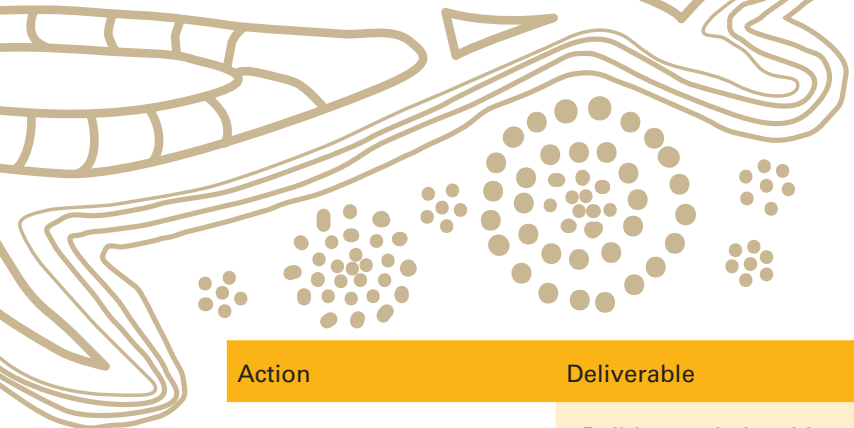




| Action | Deliverable | Timeline | Responsibility |
|--|---|----------------------------------|---|
| 1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. | <ul style="list-style-type: none"> Continuously develop Indigenous Engagement Strategies to meaningfully engage with Aboriginal and Torres Strait Islander stakeholders and organisations in the communities where we operate. | Dec 2023 Dec 2024 Dec 2025 | Indigenous Engagement Manager |
| | <ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to continuously improve guiding principles for engagement. | Dec 2023 Dec 2024 Dec 2025 | Indigenous Engagement Manager, Head of Communications and External Affairs |
| | <ul style="list-style-type: none"> Establish and maintain three formal two-way partnerships with Aboriginal and Torres Strait Islander communities or organisations in areas in which we operate. | Jun 2024 | Head of Communications and External Affairs |
| | <ul style="list-style-type: none"> Establish, as a minimum, one new national community partnership with Aboriginal and/or Torres Strait Islander stakeholders or organisations across duration of RAP with a focus on creating better education outcomes and/or creating skills for the energy transition. | Dec 2023 | Head of Communications and External Affairs, Community and Social Performance Specialist |
| | <ul style="list-style-type: none"> Partner with Traditional Owners of lands on which we operate to develop commitments and programs that create value for communities. | Feb 2026 | Indigenous Engagement Manager |
| | <ul style="list-style-type: none"> Engage a dedicated resource to develop enduring relationships with Traditional Owners in areas where we develop new operations. | Mar 2023 | Head of Communications and External Affairs |
| | | | |



| Action | Deliverable | Timeline | Responsibility |
|--|--|----------------------------------|---|
| 2. Build relationships through celebrating National Reconciliation Week (NRW). | • Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff. | May 2023, 2024, 2025 | Head of Communications and External Affairs |
| | • RAP Working Group members to participate in at least three external NRW events. | 27 May – 3 Jun 2023, 2024, 2025 | RAP Champion |
| | • Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. | 27 May – 3 Jun 2023, 2024, 2025 | RAP Champion |
| | • Organise three internal NRW events, including at least one organisation-wide NRW event, each year. | 27 May – 3 Jun 2023, 2024, 2025 | RAP Champion |
| | • Register all our NRW events on Reconciliation Australia's NRW website. | May 2023, 2024, 2025 | RAP Champion |
| | • Develop one NRW event specifically for strategic stakeholders including customers, dealers, and suppliers. | May 2023, 2024, 2025 | RAP Champion |
| 3. Promote reconciliation through our sphere of influence. | • Collaborate with at least three like-minded organisations to implement ways to advance reconciliation, including via Raising the Bar member organisations, and through our dealer and distributor network. | Dec 2024 | Community and Social Performance Specialist |
| | • Facilitate a dealer and distributor RAP capacity-building forum for engagement, knowledge sharing and development. | May 2023 May 2024 May 2025 | VP Fleet & Dealer |
| | • Share bp's training resources and case studies on cultural awareness, Indigenous procurement policies, and employment strategies with our dealer and distributor network. | May 2023 May 2024 May 2025 | VP Fleet & Dealer |
| | • Develop 12-month internal staff engagement strategy for RAP and reconciliation. Use internal newsletters and communications channels to amplify Indigenous stories. | May 2023 May 2024 May 2025 | Head of Communications, Internal Communications Advisor |



| Action | Deliverable | Timeline | Responsibility |
|--|--|---------------------------|--|
| | <ul style="list-style-type: none"> • Build our relationship with Reconciliation Australia by meeting with them annually to maximise the impact of our RAP activities and ensure we are aligned to community expectations. | June 2023, 2024, 2025 | RAP Champion Community and Social Performance Specialist |
| | <ul style="list-style-type: none"> • Participate in at least two RAP Leadership Gatherings annually. | Dec 2023, 2024, 2025 | RAP Champion Community and Social Performance Specialist |
| | <ul style="list-style-type: none"> • Communicate our commitment to reconciliation publicly via dedicated external communications strategy with channels including bp website, social media channels, sales materials. | March 2023, 2024, 2025 | External Communications Manager |
| 4. Promote positive race relations through anti-discrimination strategies. | <ul style="list-style-type: none"> • Continuously improve People & Culture policies and procedures concerned with anti-discrimination. | June 2023, 2024, 2025 | VP People and Culture |
| | <ul style="list-style-type: none"> • Engage with Aboriginal and Torres Strait Islander staff and Indigenous Business Resource Group (BRG) to continuously improve our anti-discrimination policy. | June 2023, 2024, 2025 | Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> • Continue to implement and communicate anti-discrimination via bp Australia's Working with Respect policy. | December 2023, 2024, 2025 | VP People and Culture |
| | <ul style="list-style-type: none"> • In addition to cultural learning strategy, provide ongoing education opportunities for senior leaders and managers on the effects of racism. | December 2023, 2024, 2025 | Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> • Provide bp senior leaders with resources to publicly support anti-discrimination campaigns, initiatives, or stances against racism with resources and guidance provided by Communications and External Affairs team. | December 2023, 2024, 2025 | VP People and Culture, Head of Communications and External Affairs |
| 5. Work with First Nations communities on creating mutually beneficial opportunities and outcomes throughout the development of bp's new energy projects | <ul style="list-style-type: none"> • Take a measured approach to understand needs of communities and develop opportunities to engage communities in procurement and employment programs. | Jan 2024 | Indigenous Engagement Manager |
| | <ul style="list-style-type: none"> • Ensure our approach and actions are consistent with the principles of free, prior and informed consent (FPIC). | Jan 2024 | Indigenous Engagement Manager |



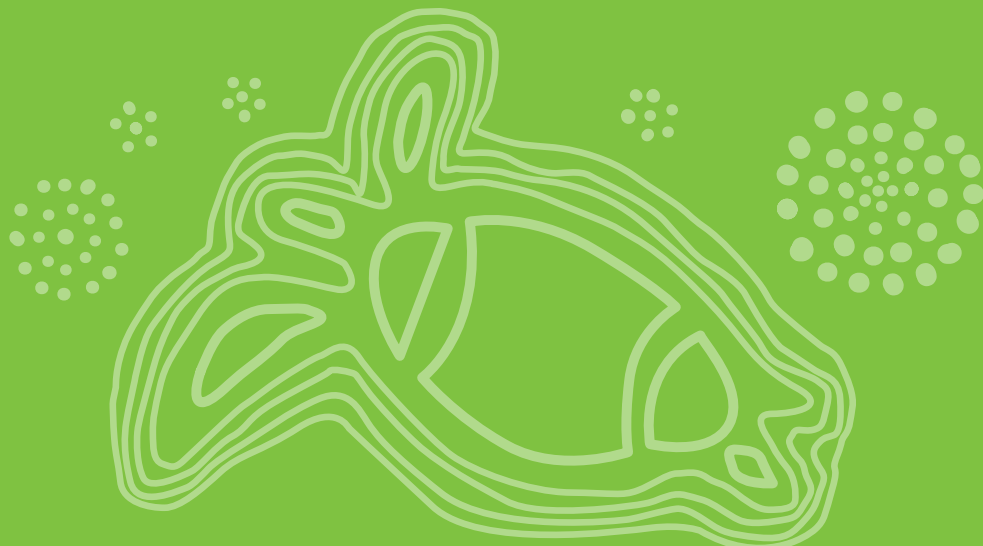
Respect

At bp we understand that when we respect and value one another we succeed individually and as a company. We are guided by our Respect at Work policy and our Code of Conduct which underpin our absolute commitment to caring for others.

As an organisation that is rapidly scaling in the green energy space, respect means listening and learning from First Nations Australians. We know there is much to learn and celebrate from the world's oldest continuing culture.

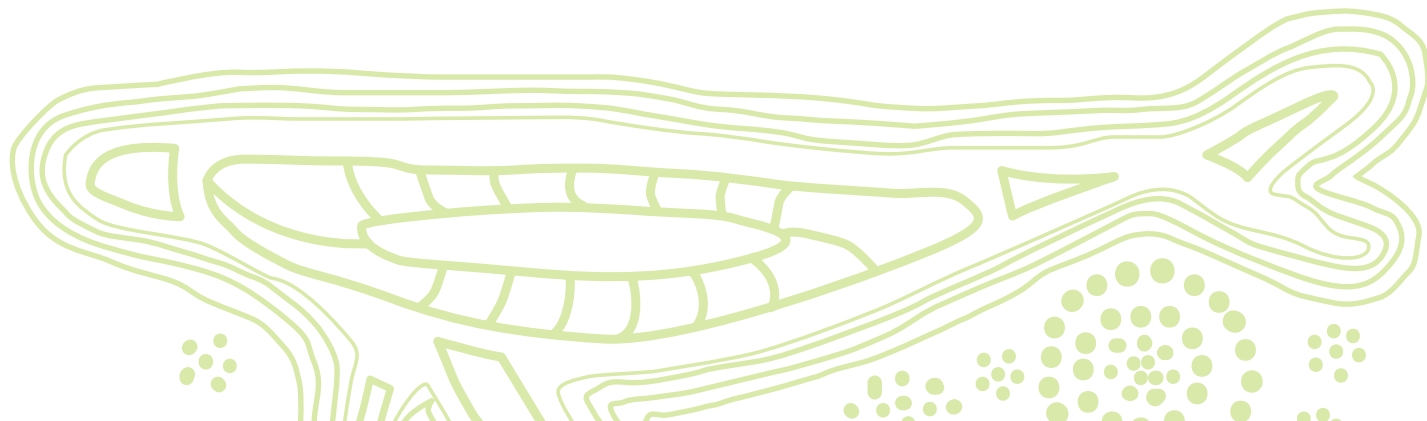
Respect also means truth-telling and acknowledging the true histories of our nation's past. We are proud to be a purpose-led organisation and view support for the Indigenous Voice to Parliament and the Uluru Statement from the Heart as core components of our reconciliation journey in Australia.

With this RAP we aim to embed a culture of respect, diversity, equity and inclusion within our organisation and the communities in which we operate.



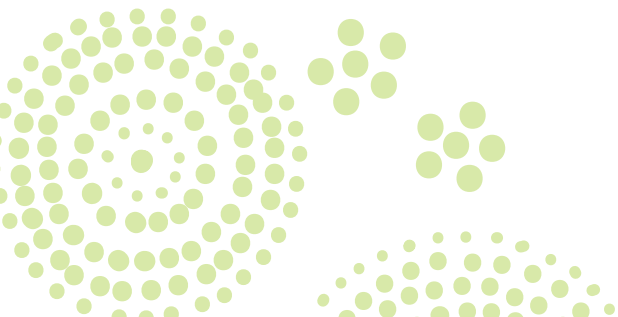


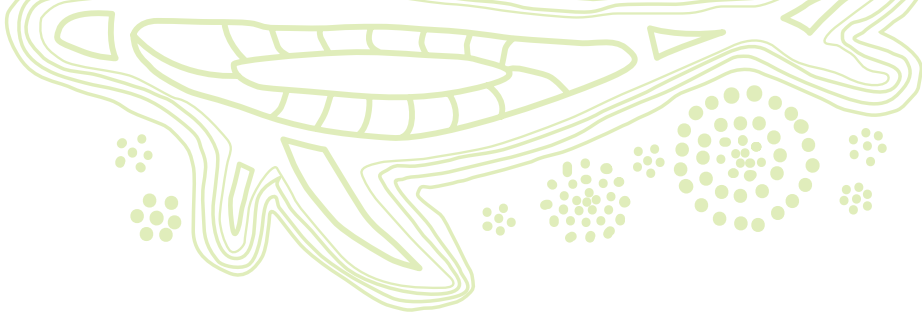
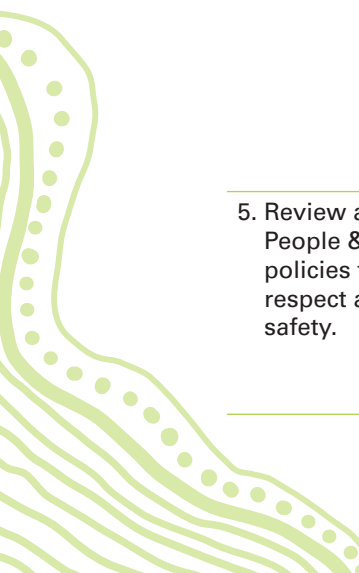
| Action | Deliverable | Timeline | Responsibility |
|--|--|---------------------|------------------------------------|
| 1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning. | <ul style="list-style-type: none"> • Deliver one regional face-to-face cultural awareness session per state annually to supplement our cultural e-learning module. Target rate of 25% of corporate workforce in first year with incremental improvements of 10%. | December 2023 | Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> • Reach target of 100% online cultural awareness training for all corporate staff within first month of employment. • Leaders and line managers to complete online leader cultural awareness training within three months of employment with 100% completion. • bp Australia leadership team, identified roles in P&C teams and RAP committee to complete additional face-to-face training with target of 100% within 12 months of employment. | December 2023 | Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> • Commit to updating the cultural e-learning modules for employees and leaders every two years to ensure it is appropriate for all regions and is achieving desired outcomes. | November 2023, 2025 | Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> • Ensure cultural competency e-learning training is compulsory within first month of employment for retail staff. | March 2023 | Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> • Conduct a review of cultural learning needs within our organisation. | March 2023 | Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> • Implement and communicate a cultural learning strategy for our staff. | November 2023 | Indigenous People Strategy Manager |
| | | | |





| Action | Deliverable | Timeline | Responsibility |
|--|---|---------------------------------|---|
| 2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols. | <ul style="list-style-type: none"> Implement and communicate a cultural protocol document (tailored for all local communities we operate in), including protocols for Welcome to Country and Acknowledgement of Country. | June 2023 | Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at all significant events each year, including the Dealer and Retail Conference (DARC) and operational site openings. | May 2023, 2024, 2025 | RAP Champion |
| | <ul style="list-style-type: none"> Include an Acknowledgement of Country or other appropriate protocols at the commencement of formal meetings. Cultural protocol document to stipulate definition of formal meeting. | April 2023, 2023, 2023 | RAP Champion |
| | <ul style="list-style-type: none"> bp spokespeople to provide an Acknowledgement of Country or other appropriate protocols at all public speaking events. | March 2023, 2024, 2025 | Head of Communications and External Affairs |
| | <ul style="list-style-type: none"> Demonstrate respect and enhance visibility of Aboriginal and Torres Strait Islander cultures by displaying Acknowledgment of Country plaque at all bp Australia offices (Melbourne, Perth, Sydney, Brisbane and Kwinana). | July 2023, 2024, 2025 | Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> Display the Australian Institute of Aboriginal and Torres Strait Islander Studies Map of Indigenous Australia in all company owned sites. Implement plan to expand roll out to all independently owned sites. | August 2023, 2024, 2025 | Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. | 27 May – 3 Jun 2023, 2024, 2025 | Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> Provide annual dedicated sessions on Acknowledgement of Country to ensure staff understand the purpose and significance of cultural protocols and are trained to provide meaningful, customised Acknowledgments of Country. | 27 May – 3 Jun 2023, 2024, 2025 | RAP Champion |



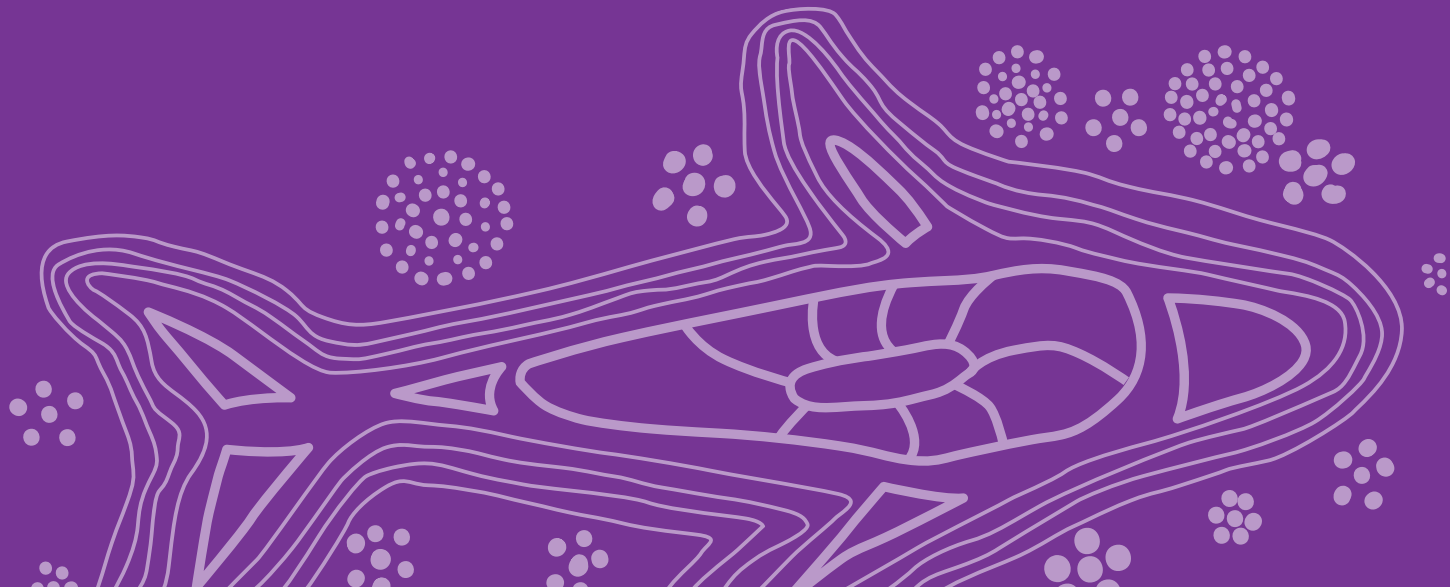
| Action | Deliverable | Timeline | Responsibility |
|---|--|-------------------------------------|--|
| 3. Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week. | • RAP Working Group to participate in at least one external NAIDOC Week event. | First week in July 2023, 2024, 2025 | RAP Champion |
| | • Support all staff to participate in at least one external NAIDOC Week event in local area. | First week in July 2023, 2024, 2025 | RAP Champion |
| | • In consultation with Aboriginal and Torres Strait Islander stakeholders, support two external NAIDOC Week events each year. | First week in July 2023, 2024, 2025 | RAP Champion |
| | • Develop retail-specific NAIDOC Week promotion and campaign Australia-wide. | First week in July 2023, 2024, 2025 | VP Marketing |
| | • Review People & Culture policies to remove barriers to participate in NAIDOC Week. | April 2023, 2024, 2025 | Indigenous People Strategy Manager |
| 4. Provide support for Uluru Statement from the Heart. | • Raise awareness and support for Uluru Statement from the Heart with dedicated internal engagement strategy on truth-telling and Indigenous Constitutional Recognition. | August 2023, 2024, 2025 | RAP Champion Head of Communications |
| | • Provide staff with resources on Uluru Statement from the Heart initiatives including virtual and in-person sessions to increase awareness and understanding on the Voice to Parliament referendum. | March 2023, 2024, 2025 | RAP Champion Head of Communications |
| | • Develop dedicated external communications plan to raise awareness and support for Uluru Statement from the Heart including communications from bp's senior leadership team. | March 2023, 2024, 2025 | RAP Champion Head of Communications |
| 5. Review and update People & Culture policies to increase respect and cultural safety. | • Allow all bp Australia staff in non-operational roles one day of paid leave for Day of Observance during NAIDOC Week. | First week in July 2023, 2024, 2025 | bp Australia Head of Country |
| | • Conduct a review of People & Culture policies and internal systems to offer corporate staff flexibility on 26 January public holiday. | January 2024 January 2025 | VP People and Culture |


Opportunities

We believe in sharing value generated by our operations with the societies and communities where we work. Our ongoing investment and growth in Australia will generate opportunities for Aboriginal and Torres Strait Islander peoples through procurement, employment and partnering.

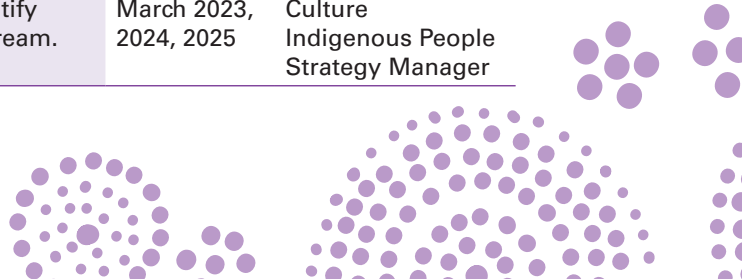
We believe we have a responsibility to do things differently, to do more to create equity – fair treatment according to everyone’s unique needs – and to do it faster than ever before.

We will strive to make a positive difference by innovating existing products, services and strategies to benefit Aboriginal and Torres Strait Islander peoples. Innovation is part of our DNA, evidenced through the development of Opal Fuel and our Indigenous Fuel Card.



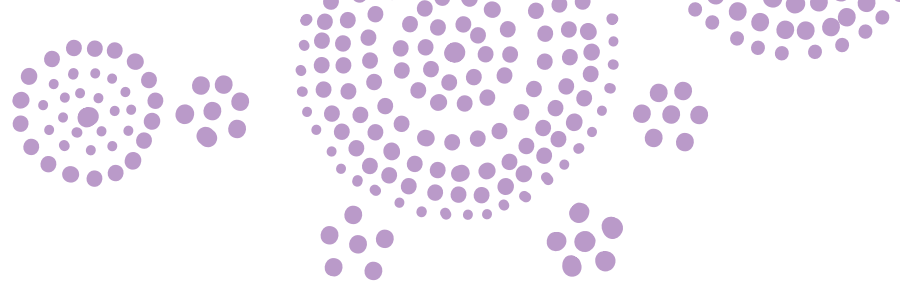


| Action | Deliverable | Timeline | Responsibility |
|---|---|------------------------|---|
| 1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development. | <ul style="list-style-type: none"> • Create an Indigenous Business Resource Group (BRG) to engage with Aboriginal and Torres Strait Islander staff. Create space for staff to amplify their voice, ideas, sentiments and identify barriers that may be unique to them as Indigenous employees. | March 2023 | Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> • Consult and seek input from the Indigenous BRG on our recruitment, retention and professional development strategies. | June 2023 | Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> • Review and update an Aboriginal and Torres Strait Islander Employment Strategy for corporate and retail businesses including policies and procedures to remove barriers to participation, development and retention. | July 2023 | VP People and Culture |
| | <ul style="list-style-type: none"> • Provide line managers with training and resources to ensure Indigenous employees are sufficiently supported to take cultural leave. | July 2023 | VP People and Culture |
| | <ul style="list-style-type: none"> • Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders including partnering with Indigenous talent organisations. | March 2023, 2024, 2025 | Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> • When nominating for internal talent programs (leadership and technical) aim to have the nominated population represent or exceed the current Aboriginal and/or Torres Strait Islander employee base. | July 2024 July 2025 | VP People and Culture Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> • Increase Aboriginal and Torres Strait Islander employment across our Australian operations (including corporate and retail) to at least 4% by 2026 through delivery of bp's Aboriginal and Torres Strait Islander Employment Strategy, including strategies to increase the number of Aboriginal and Torres Strait Islander candidates presented for shortlisting. | December 2025 | VP People and Culture Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> • Develop, implement and support a bespoke learning development offer for Indigenous employees which includes but is not limited to employees being assigned a mentor, tailored learning content and career management support from a P&C advisor. | July 2023 | Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> • Create annual opportunity plan in consultation with the DE&I AsPac team to identify roles for Aboriginal and Torres Strait Islander candidates within each business stream. | March 2023, 2024, 2025 | VP People and Culture Indigenous People Strategy Manager |

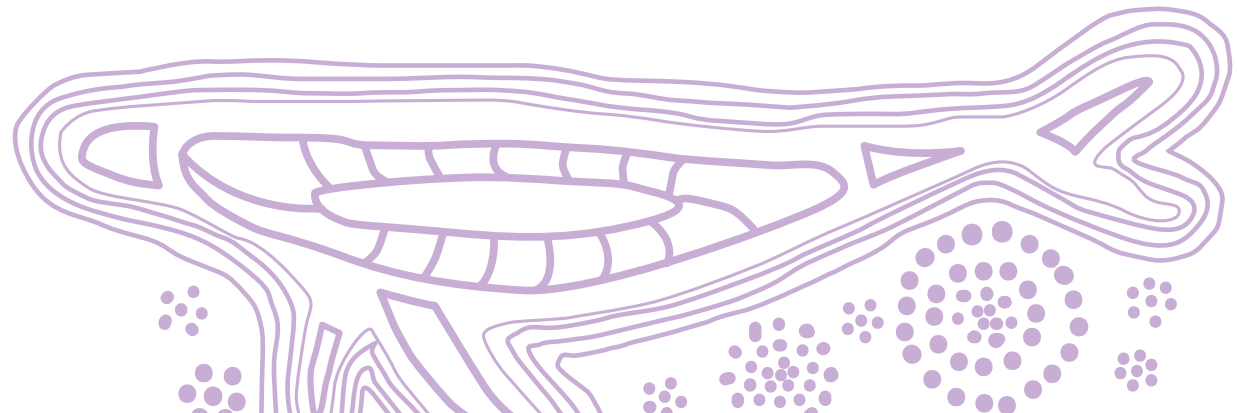




| Action | Deliverable | Timeline | Responsibility |
|--|--|--------------------------|---|
| 2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes. | <ul style="list-style-type: none"> Develop a sponsorship program for Aboriginal and Torres Strait Islander retail team members to be connected with team members in management positions in the corporate business. Sponsorship toolkit to be developed which will outline opportunities for mentoring and regular phone calls. | April 2023 | Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> Continuously review and adapt Indigenous procurement opportunity plan and policy. | April 2023, 2024, 2025 | Head of Procurement AsPac |
| | <ul style="list-style-type: none"> Maintain commercial relationships with ten Indigenous and/or Torres Strait Islander suppliers. | April 2023, 2024, 2025 | Head of Procurement AsPac |
| | <ul style="list-style-type: none"> Implement strategies to remove barriers and proactively identify opportunities for procuring goods and services from Aboriginal and Torres Strait Islander businesses, including a dedicated point of contact for Indigenous suppliers and pre-qualification process. | April 2023, 2024, 2025 | Head of Procurement AsPac |
| | <ul style="list-style-type: none"> Continue Supply Nation membership and sponsorship of 'Registered Supplier of the Year' award. Ensure all staff are familiar with and encourage the sourcing of goods and services through Supply Nation's Indigenous Business Direct. | January 2023, 2024, 2025 | Head of Procurement AsPac Head of CE&A |
| | <ul style="list-style-type: none"> Train all relevant staff in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation. | June 2023, 2024, 2025 | Head of Procurement AsPac |
| | <ul style="list-style-type: none"> Commit to spend 3% of our annual addressable spend by 2026 with Indigenous businesses to ensure active and sustainable participation by Indigenous businesses in our supply chain. Review, update and communicate procurement progress quarterly to the leadership team and annually via our RAP tracking report. | December 2025 | Head of Procurement AsPac, VP Mobility and Convenience |
| | <ul style="list-style-type: none"> Establish Indigenous procurement KPIs with strategic suppliers. e.g. suppliers in construction, facilities management, convenience, professional services industries. | December 2023 | Head of Procurement AsPac |
| | <ul style="list-style-type: none"> Increase the availability of Aboriginal and Torres Strait Islander goods in bp-branded retail stores from two suppliers to six suppliers nationally. | December 2025 | VP Mobility and Convenience Head of Procurement AsPac |



| Action | Deliverable | Timeline | Responsibility |
|--|---|-----------------------|---|
| 3. Embed Indigenous volunteering opportunities into bp employment program. | <ul style="list-style-type: none"> In partnership with Supply Nation, offer one-day professional volunteering opportunities to bp employees with a focus on skills transfer to Aboriginal and Torres Strait Islander people via JumpStart Program. | June 2023, 2024, 2025 | Community and Social Performance Specialist |
| | <ul style="list-style-type: none"> Explore and embed new opportunities into bp volunteering program that create better outcomes for Indigenous communities. | December 2025 | Community and Social Performance Specialist |
| 4. Continue to build Indigenous Fuel Card offer and customer base. | <ul style="list-style-type: none"> Continue to support Aboriginal and Torres Strait Islander owned and operated businesses with their fuel expenses through the Supply Nation bp Plus fuel card offer, with a target of providing \$270,000 in savings during 2022-2025. | December 2025 | VP Fleet & Dealer |
| | <ul style="list-style-type: none"> Build value of Indigenous Fuel Card by developing new offers for Supply Nation businesses. | August 2023 | VP Fleet & Dealer |
| 5. Support the development of education and career programs for Aboriginal and Torres Strait Islander communities. | <ul style="list-style-type: none"> Develop education and STEM outreach strategies with the outcome of building a pipeline of Indigenous talent from primary and secondary school. | August 2023 | Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> Establish an apprenticeship / traineeship programme with a dedicated pathway for Aboriginal and Torres Strait Islander students. | March 2026 | Indigenous People Strategy Manager |



Governance

| Action | Deliverable | Timeline | Responsibility |
|--|--|---|------------------------------------|
| 1. Establish and maintain an effective RAP Committee and Business Resource Group to drive governance of the RAP. | • Maintain Aboriginal and Torres Strait Islander representation on the RAP Committee. | March 2023, 2024, 2025 | RAP Champion |
| | • Review and update a comprehensive Terms of Reference and operating model for the RAP Committee, to guide deliverables, communications and approvals. | March 2023 | RAP Champion |
| | • Meet at least five times per year to drive and monitor RAP implementation. | Feb, April, June, August, Sept 2023, 2024, 2025 | RAP Champion |
| 2. Provide appropriate support for effective implementation of RAP commitments. | • Embed budget, resource and talent needs for successful implementation of the RAP. | March 2023 | RAP Champion |
| | • Embed RAP actions into internal performance frameworks of all staff including senior management. RAP Committee to provide guidance on RAP goals and actions. | December 2023 | RAP Champion |
| | • Embed appropriate systems and capability to track, measure and report on RAP commitments. | March 2023 | Indigenous People Strategy Manager |
| | • Identify a RAP tag from each business stream to report on all RAP targets and progress back to RAP Committee. | March 2023 | RAP Champion |
| | • Maintain an internal RAP Champion from senior management. | December 2025 | bp Australia Head of Country |
| | • Include RAP as a standing agenda item quarterly at Leadership Team meetings. | March, June, Sept, Dec, 2023, 2024, 2025 | RAP Champion |



| Action | Deliverable | Timeline | Responsibility |
|---|---|---|---|
| 3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. | <ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. | 30 September 2022, 2023, 2024 | Community and Social Performance Specialist |
| | <ul style="list-style-type: none"> Report RAP progress to all staff and senior leaders quarterly via townhalls and internal newsletters. | March, June, September, December 2022, 2023, 2024 | RAP Champion |
| | <ul style="list-style-type: none"> Develop regular communications and engagements to build RAP profile and support of bp global teams including DE&I and P&C. | June 2023, 2024, 2025 | Indigenous People Strategy Manager |
| | <ul style="list-style-type: none"> Publicly report against our RAP commitments annually, outlining achievements, challenges and learnings via a RAP tracking report published on the bp Australia website. | December 2022, 2023, 2024 | Community & Social Performance Specialist |
| | <ul style="list-style-type: none"> Participate in Reconciliation Australia's biennial Workplace RAP Barometer. | May 2024 | RAP Champion |
| | <ul style="list-style-type: none"> Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. | June 2023, 2024, 2025 | Community & Social Performance Specialist |
| | <ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. | August 2022, 2023, 2024 | Community & Social Performance Specialist |
| | <ul style="list-style-type: none"> Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. | December 2025 | Community & Social Performance Specialist |
| 4. Continue our reconciliation journey by developing our next RAP. | <ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. | January 2025 | RAP Champion |



Contact details

Taylah Brendish

Community & Social Performance Specialist

P: +61 477 666 252

E: taylah.brendish@bp.com



George Martin

