



bp Australia gender pay gap report 2022-23

February 2024

About this report

The Workplace Gender Equality Agency (WGEA) is a Commonwealth government agency established by the *Workplace Gender Equality Act 2012*.

This act requires employers with 100 employees or more to submit a report that contains their policies and strategies to achieve gender equality.

This statement is prepared in accordance with amendments to the *Workplace Gender Equality Act 2012* passed by Federal Parliament in March 2023.

WGEA will publish the gender pay gaps for employers with 100 or more employees for the first time on 27 February 2024.

BP made five submissions to WGEA for the 2022-23 reporting period covering 5,082 employees across our Australian entities.

The BP Australia (BPA) submission grouping includes BP Australia, BP Kwinana, BP Developments and BP Energy Australia.

In addition, submissions were made for Air Refuel, Castrol, Elite (Global Business Services) and 1 Riverside Quay (1RQ – Retail Australia).

At bp, we recognise the importance of focusing on the gender pay gap to ensure gender equality for all employees. It's integrated within our strategy under Aim 14, which calls for greater equity for our workforce and customers.

For bp to be successful and deliver our strategy and net zero ambition, we need great people and diverse teams.

We know we need to continue to work on addressing our gender pay gap and are committed to an approach of transparency and accountability as we work to creating an inclusive workplace for all our employees.



We're passionate about achieving a more diverse and inclusive bp, and while we are making progress to close our gender pay gap, we know we have more to do.

Under aim 14 and our DE&I plans, championing equality remains a key part of who we are at bp, and we will continue to address the underlying reasons for our gender pay gap.

Frédéric Baudry

SVP Mobility Convenience, & Midstream, AsPac



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- Download our global diversity, equity & inclusion [report at bp.com/DEI](https://bp.com/DEI)
- Find all our key reports and policies in one [place at bp.com/reportingcentre](https://bp.com/reportingcentre)

Cautionary statement

Please note the ambitions, goals, aims and targets set out in the bp Australia gender pay gap report 2023 will comply with bp's code of conduct and applicable laws.

Bp Australia gender pay gap

For bp to be successful, and deliver our strategy and net zero ambition, we need great people and diverse teams. We need to continue to work on addressing our gender pay gap.

We want to do more to develop and foster a diverse and inclusive workplace for all our employees. This includes addressing the underlying reasons for our gender pay gap.

We recognize that this is a long-term challenge, however, we have continued to make some progress in improving representation in 2022.

What the data shows

WGEA has published the median gender pay gap for base salary and total remuneration along with gender composition and average remuneration per pay quartile for our business. This covers the 1 April 2022 - 31 March 2023 reporting period.

The data shows different pay gaps across each of our submission groups. Refer to page 5.

A positive percentage indicates where men are paid more on average than women in our organization. A negative percentage indicates women are paid more on average than men.

Gender composition by pay quartile

The data on page 5 divides the total remuneration full-time equivalent pay of all employees into four equal quartiles. A disproportionate concentration of men in the upper quartiles and/or of women in the lower quartiles can drive a positive gender pay gap.

The gender composition reports demonstrate that men have higher representation in the upper and upper middle quartiles roles in all 5 submission groups.

Why we have a pay gap

The results of the WGEA 2022- 2023 report demonstrate we have more work to do to develop and foster a diverse and inclusive workplace for all our employees. Our regular equal pay reviews give us confidence that employees in similar roles are being paid equitably and that pay differences, where they exist, are not based on gender. We recognise addressing the underlying driver for our gender pay gap is a long-term challenge.

1. Uneven gender representation

For most of our submission groups, there are proportionally fewer women working at our most senior levels. Pay is higher at more senior levels, so this imbalance in gender representation across levels results in a gap between median pay for men and women in most of our entities. Some entities were traditionally male dominated workforces and so we are on a path to attracting women to our roles. In line with our 'hiring inclusively' principles, we expect to see the pool of women candidates for these senior roles increase.

2. Roles with higher pay are male-dominated

The market for some of our higher paying roles has historically been male dominated. We continue to focus on both attracting women into these higher paying roles and developing and promoting our internal talent.

Understanding the gender pay gap

What is the gender pay gap?

The WGEA define the gender pay gap as a measure of how we value the contribution of men and women in the workforce.

Expressed as a percentage or a dollar figure, it shows the difference between the average earnings of women and men.

Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

The gender pay gap is not the same as equal pay

WGEA define equal pay as where women and men are paid the same for performing the same role or different work of equal or comparable value.

In Australia, this has been a legal requirement since 1969.

Gender pay gaps are not a comparison of like roles. Instead, they show the difference between the average pay of women and men across organizations, industries and the workforce as a whole.

The action we're taking to improve representation

We have multiple initiatives to improve our pay gap, however we recognise that this will take time. Many of these initiatives are detailed in our multi-year, globally-linked Diversity, Equity & Inclusion (DE&I) frameworks.

Transparency

The DE&I frameworks and quarterly progress updates are accessible to all employees. These, along with the global bp ambitions, are pursued in all our entities.

We have enhanced our data and reporting offering to continue review trends in how we hire, promote, develop, and retain our employees and continue to provide more equitable opportunities.

bp's 'Self ID' allows employees to share demographic identity data to enable us to gain a deeper understanding of our team and what is important to them. It strengthens our ability to monitor our progress towards our DE&I ambitions and gives us data to ensure our initiatives are helping to create an inclusive workplace.

Accountability

Creating enterprise-wide accountability for DE&I across Australia.

Each bp entity across Australia contributes to our DE&I framework which is focused on improving transparency, accountability and talent. We have equipped our leaders with better data to use to help identify areas for improvement and understand areas of progress.

In addition to mandatory Respect at Work training, all employees are encouraged to access specialised DE&I training resources including "Consciously Inclusive" and "Leaders Fostering Inclusion" curriculum.

Our Upstander program was designed to help our employees move from being passive bystanders to active upstanders when they see instances of unacceptable behaviour. It includes education on upstander strategies for witnesses of sexual harassment. Roll out of this program to all Australian employees commenced in 2023.

Talent

Providing talent processes and programs to create equity of opportunity.

These actions are focused on changing the composition of our workforce which we recognise will be pivotal to improving our gender pay gap. Our understanding of gender identity is evolving and our ambitions will reflect this over time.

- **Attracting talent:** We want to be an attractive employer for women at all levels, whether they are joining us at an entry level or as an experienced hire. We will continue to explore and deepen partnerships that enable this, including with universities and in the pilot of our Early Careers Future Talent Scholarship and Retail Traineeship programs. To drive a step change in the gender composition of our workforce, we will continue to pursue targeted bp Employer Attraction Campaigns.

- **Hiring Inclusively:** is a set of global principles for recruitment introduced in 2022. It helps to enable an inclusive, equitable approach to hiring and to increase diversity in our talent pipeline. It also requires diverse candidate slates for open roles where we know that the available talent market has a sufficient percentage of diverse talent. It is accompanied by a toolkit with resources, such as a tool to review for bias in job descriptions and guidance on where to look for diverse talent, to support hiring managers, our people & culture team and recruiters. Updated interview skills training has also been made available for hiring managers.
- **The bp Women's International Network (WIN) ANZ:** WIN is an employee network whose aim is to drive gender equity within the ANZ region. They support bp's Aim 14 and global gender ambition by:

- Providing women and male allies a forum for connectivity with each other.
- Building awareness of issues that may impact gender equity within bp.
- Advocating on behalf of our network when systemic issues are identified.
- Supporting the development and retention of women in the region.

Read more

- For more information about diversity at bp, see our latest DE&I report at bp.com/DEI
- Visit bp.com/careers for information about working at bp

Case study: Aviation

In 2023, ANZ aviation leaders represented bp at the Australian Women in Airports and Aviation Forum, sharing experiences to inspire and educate women on career pathways in aviation. This, along with a 'day in the life' airport experience, contributed to increased recruitment of female employees into the team.

Statutory reporting: bp Australia gender pay data for 2023

BP Australia Pty Ltd

Includes BP Australia, BP Kwinana, BP Developments and BP Energy Australia.

Elite Customer Solutions Pty Ltd

Elite covers employees in our Global Business Services functions.

No. 1 Riverside Quay Pty Ltd

1RQ is our largest employing entity in Australia, comprising retail operations across our Australia wide network of forecourts.

Air Refuel Pty Ltd

The Air Reuel business provide the into plane service for Air bp customers.

Castrol Pty Ltd

Castrol represents our products and services business including our lubricants businesses.

bp median gender pay data

Base salary gender pay gap: **11.4%**
Total remuneration gap: **13.2%**

Base salary gender pay gap: **12.9%**
Total remuneration gap: **10.4%**

Base salary gender pay gap: **6.8%**
Total remuneration gap: **2.8%**

Base salary gender pay gap: **-8.9%**
Total remuneration gap: **-9.1%**

Base salary gender pay gap: **-18.6%**
Total remuneration gap: **-15.3%**

Gender composition by pay quartile (%)

● Women ● Men

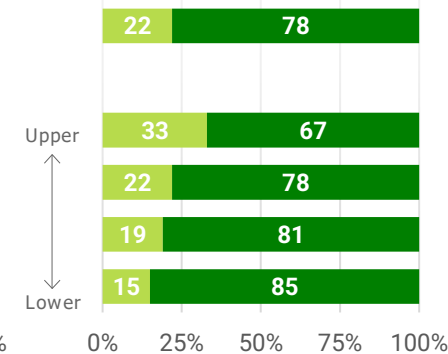
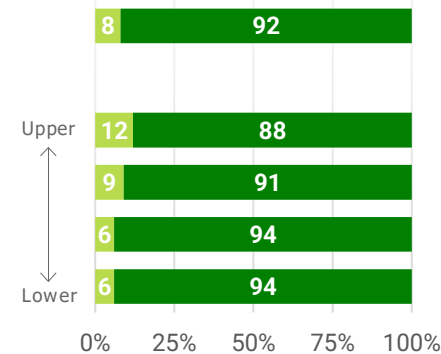
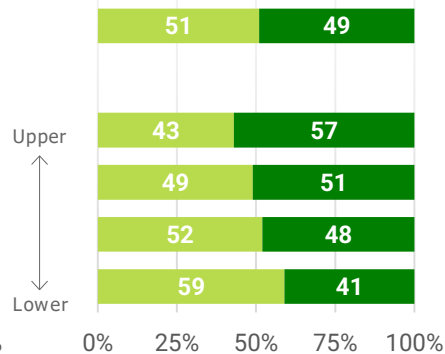
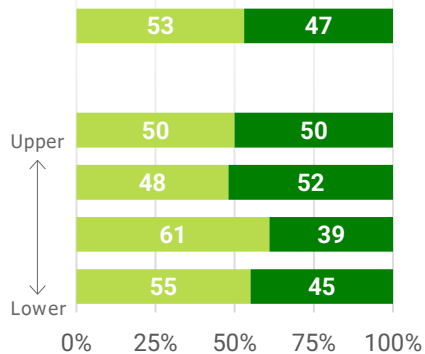
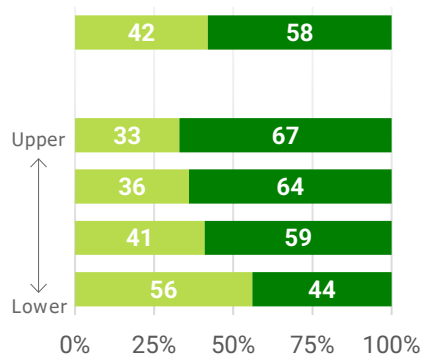
Total Workforce %

Total Workforce %

Total Workforce %

Total Workforce %

Total Workforce %



Declaration

We confirm that the gender pay gap data provided in this report is accurate and in line with mandatory requirements.

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