



# Scotland

Our economic impact on  
the country in 2023



## Forewords

We have been a part of people's lives in Scotland for over 100 years, opening our first fuel station on the Shetland Islands in 1922. That's over a century of powering journeys, businesses and homes up and down the country, through our successful and long-established North Sea oil and gas business and our nationwide network of bp-branded retail forecourts.



Those two businesses still represent the backbone of bp's Scottish business today. But what the country, and the world, wants and needs from the energy system is changing – and so is bp. Already our presence in Scotland stretches beyond North Sea oil and gas. We are increasing our investment in lower carbon and renewable energy here, expanding our EV charging network through *bp pulse*, progressing our plans to develop new offshore wind with the Morven wind project together with EnBW, and planning the Aberdeen Hydrogen Hub with Aberdeen City Council. We are working with government and partners to make these plans a reality, while supporting our workforce, suppliers and communities across the country to transition in a way that helps to protect jobs, boosts skills and helps grow the country's economy.

Throughout our long history, we have always prided ourselves on making a positive contribution to the Scottish economy and society. In 2023 we supported an estimated total of 11,000 jobs in Scotland, equating to one in every 260 Scottish jobs. We also spent £720 million with Scottish suppliers and contributed £2.2 billion in GVA to the Scottish economy.

We know that the economy was challenging last year which is why we acted to help some of the most vulnerable people through our donations to charities. From helping people heat their homes to education and training, and increasing social mobility, we have endeavoured to make a difference.

Our activity in Scotland is vitally important to everything we do throughout the UK. The oil and gas we produce, and our plans for lower carbon energy in Scotland, make a large contribution to our overall impact in the UK. As this impact report shows, we are continuing to play our part in building a modern, diversified energy system that is secure, supports the country's net zero ambitions and creates value for the economy, for customers, for communities and for our shareholders.

**Louise Kingham CBE**  
Senior vice president, Europe  
and head of country, UK



What the country, and the world, wants and needs from the energy system is changing – and so is bp.



2024 marks a major milestone for bp in Scotland and indeed for our company – 60 years operating in the North Sea, a business that I proudly lead today alongside my skilled and talented colleagues on- and offshore.



From the award of our first exploration licence in 1964, bp has helped pioneer the UK oil and gas industry by supporting the development of processes, technologies and skills that have been exported from Scotland to every corner of the globe. Following that first licence award, bp went on to discover gas at the West Sole field in 1965 and when production started two years later in 1967, it became the first British offshore natural gas transported onshore for commercial use.

And the firsts kept coming. From discovery of the giant Forties field in 1970 to pioneering oil and gas exploration and production in the harsh waters west of Shetland, bp has been a driving force for the UK sector.

Today we remain one of the largest holders of undeveloped barrels in the North Sea with a portfolio of offshore facilities safely operated by a dedicated workforce who spend weeks at a time away from their loved ones, working round the clock in all seasons to help produce the energy the world still needs. These offshore operations are made possible by the support received from a talented onshore workforce.

From those early beginnings in 1964, innovation has been the common thread that's run through bp and the industry. 60 years ago, we innovated to access oil and gas resources in increasingly deeper and inhospitable locations. Today we're innovating to identify opportunities to lower operational emissions associated with our oil and gas production in service of the UK's net zero ambition.

I believe bp's legacy in regions like the North Sea provides the foundations from which a successful energy transition can be delivered. I'm seeing it already in our North Sea headquarters in Aberdeen where teams supporting our oil and gas business now work alongside colleagues involved in offshore wind, hydrogen and CCS projects.

It is with great pride and a huge amount of gratitude that I lead bp's North Sea business at this crucial time in the energy evolution.

A handwritten signature in black ink that reads "Doris Reiter".

**Doris Reiter**  
Senior vice president, North Sea



I believe bp's legacy in regions like the North Sea provides the foundations from which a successful energy transition can be delivered. "



bp's  
*impact*

on Scotland's  
economy in 2023

Written by Oxford Economics,  
this section of the report  
measures bp's contribution  
to the Scottish economy.





### bp made a large contribution to the Scottish economy in 2023

bp supported a total of **£2.2 billion** in gross value added (GVA) contribution to the economy of Scotland in 2023. This is equivalent to **1.3% of Scotland's GVA**, or approximately **£1 in every £80**.

Through this economic activity, bp is estimated to have supported around **11,000** jobs in Scotland. This was equivalent to **0.4%** of Scotland's total employment, or **1 in every 260** Scottish jobs.

### bp's contribution to the wider UK economy

This report is a subset of bp's overall UK economic impact report. As such bp's **£2.2 billion** contribution in Scotland represented **13%** of the **£17.1 billion** total GVA contribution supported across the UK.

The **~11,000** jobs supported across Scotland represent **14%** of the estimated **81,000** total jobs supported by bp in the UK.

### bp's 2023 total economic impact in Scotland

# £2.2bn

GVA contribution to the Scottish economy, or

**£1** in every **£80**  
of Scotland's GVA

# £720m

spent with suppliers in Scotland

# ~11,000

jobs supported across Scotland

## Direct economic impact

# bp has a large presence in Scotland

In 2023 bp directly generated **£1.6 billion** in GVA and employed **2,094<sup>a</sup>** workers in Scotland. The majority of these workers were based at bp's North Sea headquarters in Aberdeen as well as offshore, and a further 600 employees worked at bp retail stations around Scotland.

This means Scotland represents **13%** of both the total **£12.0 billion** direct GVA and the **16,049** people that bp employed directly across the UK as a whole.

# £1.6bn

bp directly generated in GVA

# 2,094

employed workers in Scotland

# 13%

of both the total £12.0 billion GVA and the 16,049 people that bp employed across the UK as a whole

<sup>a</sup> Employment headcount is of 31 December 2023.

## Indirect economic impact

# bp spends a substantial amount with Scottish firms

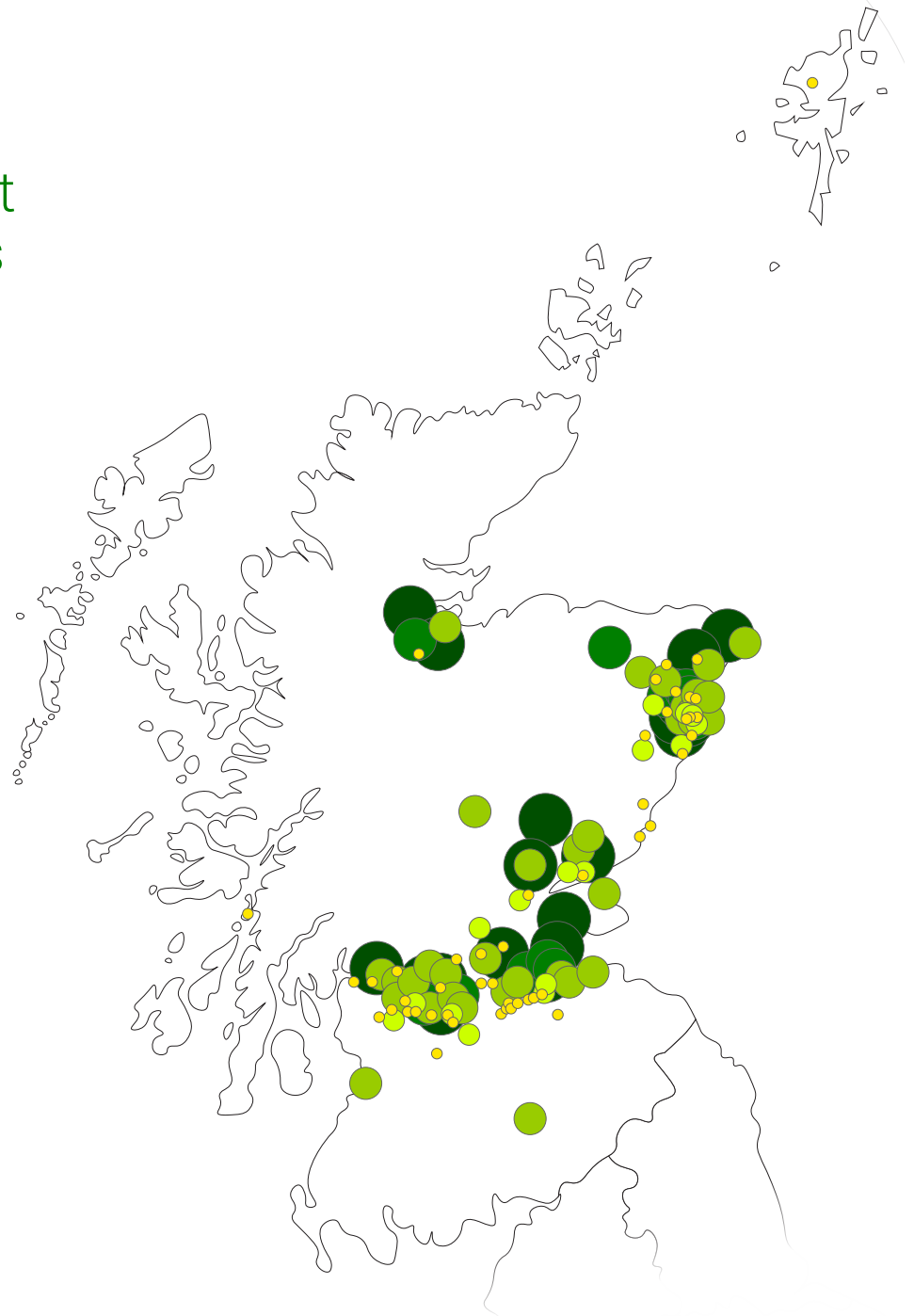
In total, bp spent **£720 million** with Scottish suppliers in 2023. This spending, combined with spending elsewhere both around the UK and around the globe, led to a **£600 million** GVA impact and supported **8,900 jobs** throughout the supply chain in Scotland.

These economic contributions supported by bp in Scotland represented **12%** of the company's total indirect contribution to GVA across the UK. They also accounted for **14%** of the **65,000** jobs supported around the UK by the company's supply chain spending.

**Figure 1. bp's procurement spending of £720 million in Scotland, 2023<sup>b</sup>**

- £1–£50,000
- £50,001–£100,000
- £100,001–£500,000
- £500,001–£1,000,000
- £1,000,001+

<sup>b</sup> Circles represent individual postcodes. Each postcode may contain one or more supplier addresses.



## bp's spend with suppliers in Scotland

More than half of bp's **£720 million** spending with suppliers in Scotland in 2023 was operational spending amounting to **£410 million** with 245 suppliers. The remaining **£310 million** was capital expenditure with 87 suppliers.

This spending was across a variety of sectors, with the largest recipients being **£300 million** with professional services companies such as engineering firms (42% of total), and **£150 million** with firms involved in upstream oil and gas sector activities (21% of total).

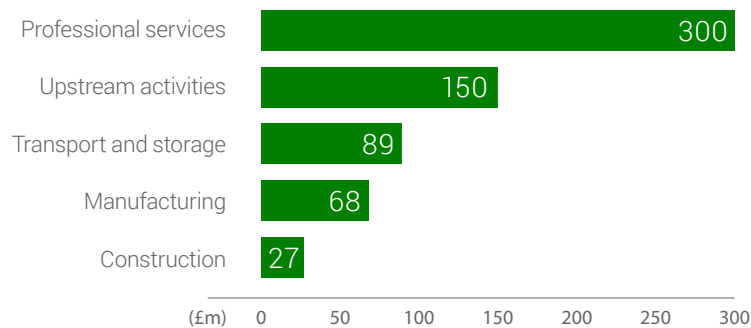
# £720m

of which £410 million was operational spending with 245 suppliers and £310 million was capital expenditure with 87 businesses

# 8,900

jobs supported throughout the supply chain in Scotland

Figure 2. bp's spending with Scottish suppliers in 2023, top five sectors



Source: bp, Oxford Economics

## bp's spending in the UK and globally also benefits Scotland

### Operational spending

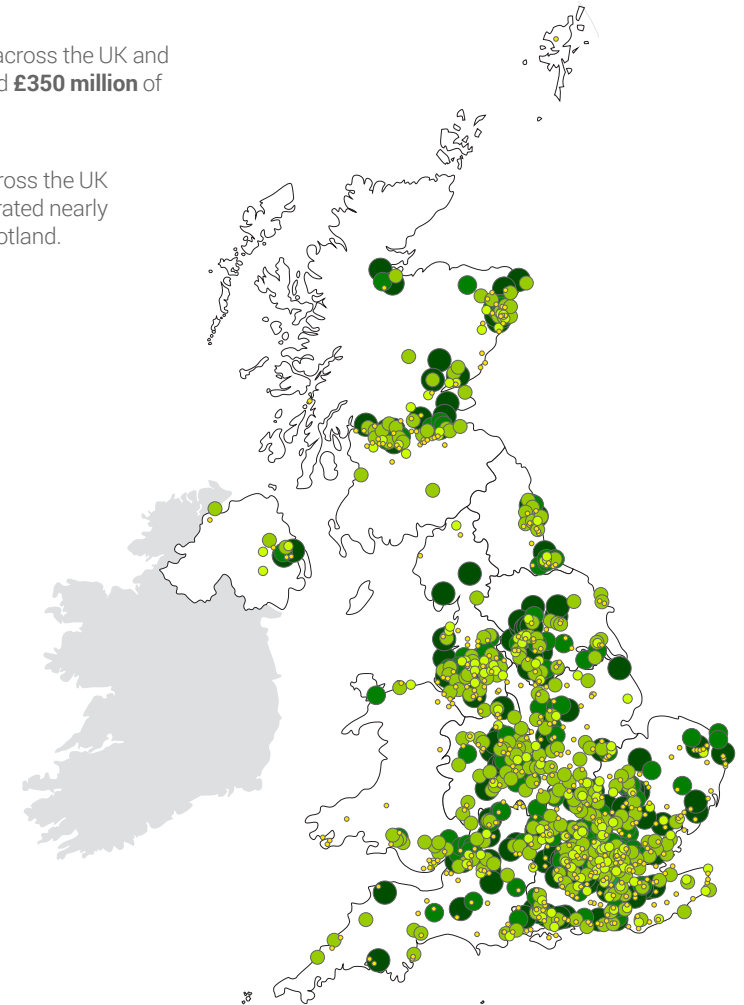
bp's operational spending across the UK and around the world supported **£350 million** of GVA in Scotland.

### Capital expenditure

bp's capital expenditure across the UK and across the globe generated nearly **£250 million** in GVA for Scotland.

Figure 3. bp's UK-wide procurement spending of £5.3 billion in 2023<sup>b</sup>

- £1–£50,000
- £50,001–£100,000
- £100,001–£500,000
- £500,001–£1,000,000
- £1,000,001+

















# bp in Scotland

We have been operating in the North Sea for 60 years, providing a reliable source of energy to consumers at home and around the world.

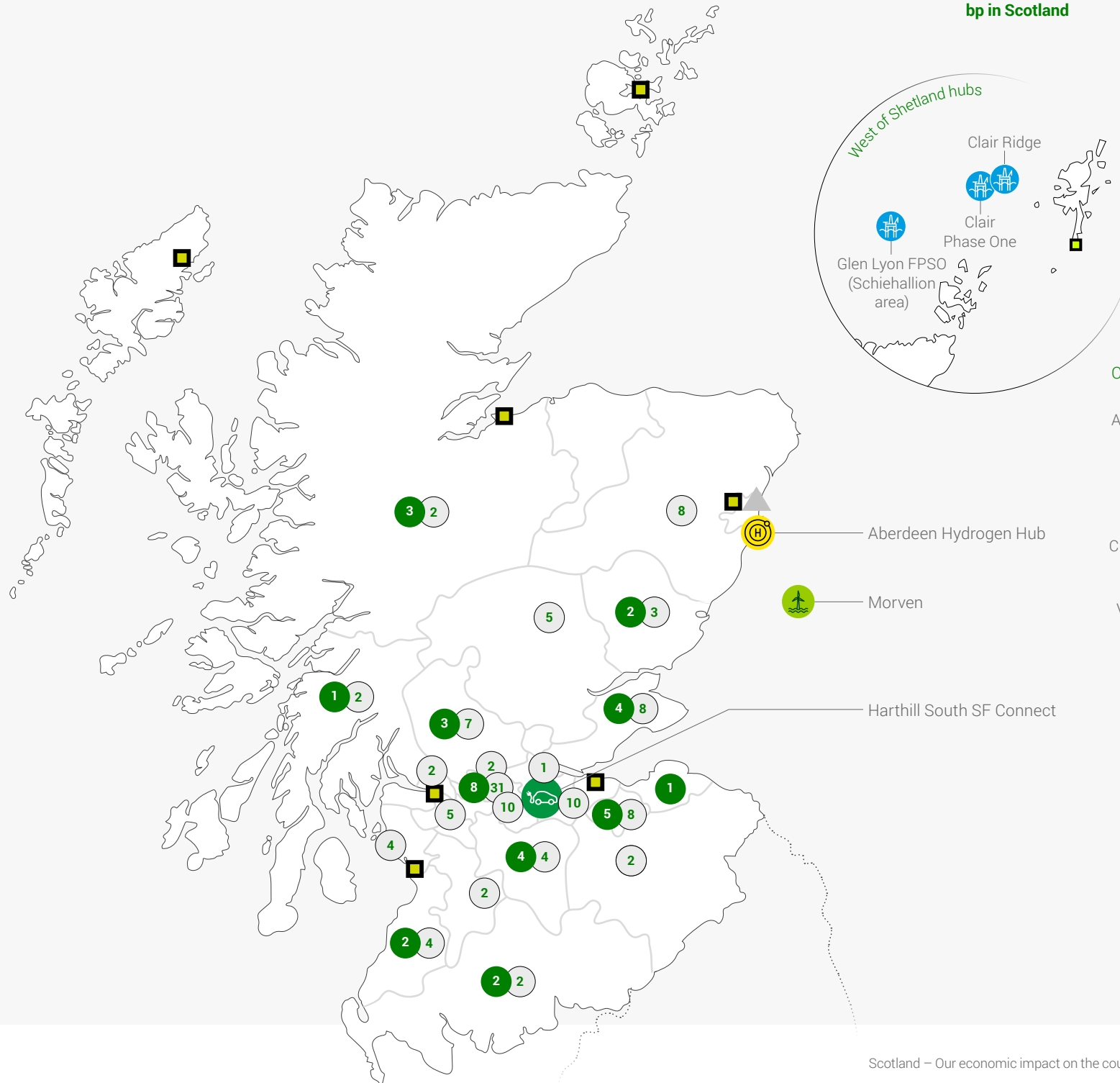
We plan to continue to invest in helping to maintain a secure supply of energy through North Sea oil and gas, as well as on solutions like EV charging, offshore wind and the Aberdeen Hydrogen Hub with Aberdeen City Council.

## Current activity and project map<sup>a</sup>

-  Oil and gas hubs  
Operated by bp
-  Oil and gas hubs  
Operated by others
-  Wind  
In development
-  Office – Aberdeen
-  *bp pulse* hub<sup>b</sup>
-  *bp pulse* charging sites  
Sites with ultra-fast<sup>c</sup> and rapid<sup>d</sup> charge points  
 [network.bppulse.co.uk/live-map](https://network.bppulse.co.uk/live-map)
-  Retail sites  
Includes bp-operated and dealer-operated sites  
 [bp.com/stationfinder](https://bp.com/stationfinder)
-  Air bp  
Some of the more than 70 UK locations where Air bp is present.  
 [customers.airbp.com/where-to-find](https://customers.airbp.com/where-to-find)
-  UK solar  
Selected Lightsource bp developed project  
 [lightsourcebp.com/uk/projects](https://lightsourcebp.com/uk/projects)
-  Hydrogen  
In development

- a Major energy projects are complex and typically have long design and development timeframes. Many of our UK lower carbon and renewable projects are in the early design and development phases and remain subject to requirements like planning consent, contracts and licences, and ultimately final investment decision by bp and, where applicable, partners. Map current as of June 2024.
- b A site qualifies as a hub when it has at least six or more ultra-fast charging bays.
- c Ultra-fast charging: Electric vehicle charging of greater than or equal to 150kW.
- d Rapid charging: Rapid charging includes electric vehicle charging of greater or equal to 50kW and less than 150kW.





# Helping to produce energy the world needs today and investing for tomorrow

We have been operating in the North Sea for 60 years, providing a reliable source of energy while helping develop the skills, infrastructure and supply chain that can support the energy transition.

As the world transitions to lower carbon and renewable energy sources, oil and gas will still be needed.

That's why we are continuing to invest in our North Sea portfolio to meet today's energy needs, producing energy that can be delivered safely and responsibly. We will do this while looking for new ways to lower emissions associated with our operations.

Since 2019 we have reduced scope 1 and 2 emissions associated with our North Sea operations by 33%, and in 2023 we met our aim for deploying methane measurement across our operated offshore oil and gas assets in the UK.

"New systems and technology solutions were rolled out across our offshore oil and gas facilities to enhance how we monitor and measure methane emissions," says **bp atmospheric specialist, Mhairi Jupp**. "From using drones to retrofitting monitoring equipment in the challenging environment of the North Sea, the team used cutting-edge solutions to meet this ambitious aim. We are thrilled with what we've achieved, which will help us make impactful, real-time decisions across these assets."

## In 2023:

- We produced 59 million barrels of oil and gas from our operated facilities in the North Sea.
- We successfully started production from the Seagull oil and gas field, boosting energy supplies, supporting the supply chain and jobs, and underpinning continued production from the Eastern Trough Area Project (ETAP) – an offshore facility that's been operating for 25 years.
- We secured regulatory approval for the Murlach field, an additional future subsea tieback to ETAP.
- We commenced construction activities in respect of a new gas pipeline on Shetland. Once commissioned, the pipeline will connect existing gas export systems, helping support UK security of gas supply and establishing an additional export route for West of Shetland gas.
- We completed our first 4D seismic survey of the Clair field, placing 30,000 seismic receivers across 148km<sup>2</sup> of seabed over 80 days, to inform further opportunities to develop oil and gas around our existing facilities in this area.



Eastern Trough Area Project (ETAP), North Sea, UK



bp in Scotland

## Seagull: New energy from existing infrastructure

In 2023 Nicola Stevenson, project manager and Teresa Bachelet, commissioning manager, were part of the team working on our latest development in the North Sea – Seagull. The two engineers helped bp to access new resources under the sea and breathe new life into an existing oil and gas facility.



Seagull was an incredibly complex and ambitious project, connecting new wells to the 25-year-old ETAP hub located 140 miles east of Aberdeen. This was our first tieback to ETAP in 20 years. The project supported 800 jobs through the development phase and saw the reuse and repurposing of existing infrastructure to reduce its impact on the environment. "

**Teresa Bachelet**  
Commissioning manager

Celebrating  
**60** years  
in the North Sea



**1964**

### First offshore licence

In September bp is granted its first UK North Sea licence and begins exploration immediately.

The company becomes one of the first to use two-dimensional seismic imaging to map the North Sea's reservoirs.

From the very early days, bp has developed and adopted technology to maximize the region's potential.

**1969**

### First Aberdeen office opens

Today Aberdeen remains the headquarters for bp's North Sea business, covering offshore operations and onshore support. It is now also home to teams supporting bp's lower carbon businesses and other global business interests.



Construction of new Aberdeen headquarters in 1973.

**1970s – present**

### Inspiring the next generation

bp has been enabling outreach in education, with a particular emphasis on Science, Technology, Engineering and Maths (STEM), for more than 50 years to inspire the next generation and help develop home-grown talent with the skills to work in the energy sector and support the energy transition.

This includes supporting Aberdeen's annual science festival, hosted by TechFest since 1986, and being a lead funding partner of Prosper's Young Engineers and Science Clubs (YESC) since 2004.



## 1960s



**Top:** Sea Gem aerial view.  
**Bottom:** bp lays first pipe for North Sea gas.  
**Right:** Aerial view of Easington terminal.



**1965**

### Gas discovery

A first on the UK continental shelf, bp strikes natural gas at West Sole in the southern North Sea with its first North Sea offshore drill rig, Sea Gem.

In March 1967 bp piped the first North Sea gas from the field to the first landing point for all the UK's natural gas, Easington terminal on the Yorkshire coast.

**Early tragedy:** On 27 December tragedy strikes when Sea Gem collapses and sinks during a moving operation. Of the 32 men on board, 13 tragically lost their lives and one sadly passed away in the days that followed. New safety regulations were brought in as a consequence of the accident, including the legal requirement to have an offshore installation manager on every platform.

## 1970s

**1970**

### First UK giant oilfield

In October bp discovers what would become one of the jewels in its crown: the Forties field, 180km east of Aberdeen.

bp's engineers immediately set to work building a series of connecting pipelines, as well as terminal facilities to transport, process and store this energy resource. At the time, the pipeline was the largest deepwater pipeline ever constructed.



**Left:** Section of Forties platform being towed offshore.  
**Right:** Offshore workers on the Forties Alpha platform in 1975.



**1975**

### First North Sea oil comes ashore

First oil from the Forties field flows through bp's newly built Forties Pipeline System (FPS) on 3 November 1975.

Queen Elizabeth II officially begins production by pushing a symbolic gold-plated button in bp's control centre in Aberdeen. Harold Wilson, the Prime Minister, watches on.



Forties Field inauguration. Britain's first major oil field opened by HM the Queen, Dyce, Aberdeen, 3 November 1975.



**1992-1993**

### bp opens up the west of Shetland area

Exploration in the deep waters of the Shetland Trough in the North West Atlantic begins in 1972, but it is bp that makes the first commercially viable discovery in 1992 at Foinaven.

The Schiehallion field is discovered a year later.

**1997-1998**

### First oil from the region's first floating assets

To access the deepwater resources west of Shetland, bp introduces the Petrojarl Foinaven floating production, storage and offloading (FPSO) vessel in the Foinaven area in 1997, closely followed by the Schiehallion FPSO.



## 1990s



Drilling rig Sea Conquest east of Shetland, with supply vessel alongside.

**1974-1977**

### Four field discoveries

By mid-1970s bp's exploration team is enjoying significant success in the North Sea.

The Magnus and Andrew fields are discovered in 1974, with Rhum and Clair following in 1977.

With the exception of Magnus, which began producing in 1983, it will be decades until technology in the industry has developed sufficiently to access these hard-to-reach hydrocarbons.

Miller platform with flotels Safe Britannia and Safe Holmia.



**1992-1998**

### Miller, Andrew and ETAP fields begin production

bp celebrates first oil from three central North Sea fields over six years; Miller in 1992, Andrew in 1996 and Eastern Trough Area Project (ETAP) two years later.

At the time of development, the individual reservoirs in the ETAP area are not deemed to be commercially viable on a stand-alone basis, so an alliance is formed to develop the fields as one joint development.



**1994**

### bp Student Tutoring scheme

bp launches the first iteration of the bp Student Tutoring scheme – a partnership still going strong today with Aberdeenshire and Aberdeen City councils and three higher and further education institutions – inspiring the region's young people to progress into higher education by placing students into classrooms in north-east Scotland schools.



**2000**

### Partnering for biodiversity

bp commits £10 million to the newly formed Scottish Forest Alliance, which over time helps create 14 new native woodlands.

The partnership still thrives today and in 2023 bp committed a further £10 million to a new urban forestry programme delivering greener cities, towns and urban areas.

**2009**

### Cycling for charities

bp's first Coast 2 Coast cycle sets off. The annual challenge to pedal a circa 200-mile route across Scotland, has raised more than £2 million for local charities since its inception, including bp match funding.



**2022**

### bp successful in ScotWind offshore wind bid

As part of bp's net zero ambition, bp with its partner EnBW are awarded a lease option off the east coast of Scotland to develop the Morven offshore wind project.

The approximately 860km<sup>2</sup> lease is located around 60km off the coast of Aberdeen and allows development of a fixed-bottom offshore wind project with a potential generating capacity of around 2.9 gigawatts.

**2022**

### Aberdeen City Council and bp join forces on hydrogen

Aberdeen City Council and bp sign an agreement to form a joint venture partnership that intends to deliver a scalable green hydrogen production, storage and distribution facility in the city, powered by renewable energy.



2000s

2010s

2020s



**2005**

### Development of Europe's largest oilfield begins

With an estimated seven billion barrels of oil in place, Clair is considered the largest oilfield on the UK Continental Shelf. Discovered in 1977, it is only with significant advances in technology and innovative engineering that the first phase of development is made possible through Clair Phase One, the first fixed platform west of Shetland.

**2017-2018**

### Starting up west of Shetland

A major redevelopment of the Schiehallion and Loyal fields in 2017 includes construction and installation of the Glen Lyon FPSO and upgrading of subsea facilities to prolong the life of the hub.

Clair Ridge, the second phase of development of the Clair field, starts up the following year.



**2019**

### Supporting arts and culture

bp announces £1 million support for a new exhibition gallery at Aberdeen Art Gallery to provide access to the arts for the local community, as part of its ongoing commitment to arts and culture over five decades.

**2024**

bp celebrates 60 years of operating in the North Sea

60  
years

## Giving customers on the move what they want – fuels, food and EV charging

In 1922 we opened our first fuel station in Scotland on the Shetland Islands. We have had a proud presence throughout the country ever since, and now there are over 100 bp retail sites in Scotland – comprising both bp-owned and operated and dealer sites.

With shopping habits and the way people travel changing, we are now working to transform forecourt convenience. That means new ways to serve our customers with everything from fuels to more electric vehicle (EV) charging, high-quality food and drink and a great customer experience.

Around 90% of the UK population lives within a 20-minute drive of a bp forecourt. There are over 1,100 bp retail sites in the UK – over 300 of these are owned and operated directly by bp and the rest by our dealer partners. We also operate over 3,000 ultra-fast<sup>a</sup> and rapid<sup>b</sup> charging bays across the UK with some located on our forecourts, and others at EV charging hub sites.

bp is proud to be a real living wage employer, with almost 6,700 UK employees in our company-owned retail stores and our Milton Keynes support centre, including nearly 600 in Scotland. We are proud that many of our retail staff stay to build long-term careers with us, some with over 20 years' service. Together, they serve millions of customers across the country each week.

Our retail network is a key part of how bp is backing Britain. In 2023 we continued to develop our UK retail network, providing more high-quality food and drink selections, through our partnership with M&S Food.

We are not only evolving what we offer at existing forecourts, we're also building more hubs that are dedicated to supporting the transition to EVs – providing the fast charging and customer experience drivers need.

*bp pulse*, our EV charging business, announced plans in 2022 to invest up to £1 billion over 10 years to expand the reach and reliability of our UK public charging network. By 2030 *bp pulse* plans to have built hundreds of on-the-go EV charging hubs, connecting more regions with more rapid and ultra-fast chargers on major transport routes.

In 2021 Scotland became home to one of our very first EV charging hubs in the UK. We helped to electrify the Edinburgh to Glasgow corridor, boosting Scotland's EV charging infrastructure with 10 ultra-fast charging bays across Harthill North and South services. By end of 2023 *bp pulse* had expanded its charging network in Scotland with 179 ultra-fast and rapid charging bays and powered over five million EV miles throughout the year.

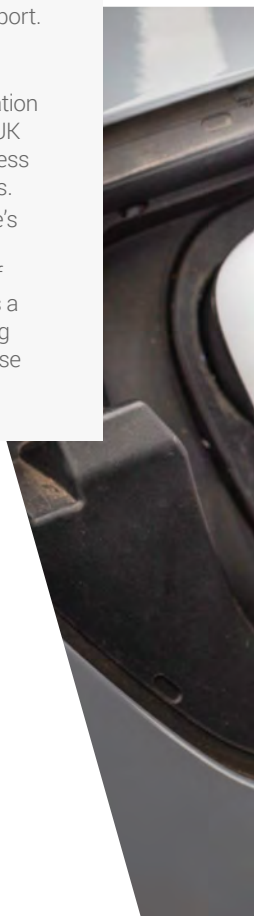
We also have a strong B2B fleet business, working with large logistics companies and supporting fleet customers to decarbonize by providing energy solutions like biofuels and EV charging. This includes some of the UK's largest businesses, for example we are helping the country's biggest fleet operator Royal Mail electrify their fleet. In 2023 we gave fleet customers greater access to over 12,000 UK public EV charge points through bp's *Fuel & Charge* card.

### In 2023:

- We became the first energy company to partner with the Retail Trust, providing bp's colleagues working at UK company-owned retail sites with access to a range of personalized wellbeing resources, including a virtual GP, counselling services and support.
- We launched a new digital payments app for fleets – bp *InTruck Connect* – in collaboration with Mercedes-Benz Trucks UK to simplify the refuelling process for fleet drivers and managers.
- We partnered with The Prince's Trust to launch the 'Get into Retail' programme in some of our stores in Scotland and, as a result, have offered four young people permanent jobs in these local stores.

a Ultra-fast charging: Electric vehicle charging of greater than or equal to 150kW.

b Rapid charging: Rapid charging includes electric vehicle charging of greater or equal to 50kW and less than 150kW.





5.04m 179

EV miles powered in Scotland in 2023

ultra-fast and rapid charging bays in Scotland

19

bp forecourts now have EV charging installed in Scotland

600

people employed in our retail stores in Scotland



# Developing the Aberdeen Hydrogen Hub

Hydrogen is a key part of our ambition to be a net zero company by 2050 or sooner and help the world get to net zero.

The UK government has set ambitious targets for hydrogen production, and we are focused on designing and developing world-class hydrogen hubs to help the UK meet its national targets.

In Scotland, we are helping the city that pioneered UK oil and gas to pioneer its net zero future through a joint venture with Aberdeen City Council to develop the Aberdeen Hydrogen Hub. The project, which is subject to final investment decision, is a proposed scalable green hydrogen production, storage and distribution facility powered by renewable energy.



Aberdeen, UK

## Aberdeen Hydrogen Hub

In March 2022 Aberdeen City Council and bp formed a joint venture called bp Aberdeen Hydrogen Energy Limited (bpAHHEL). The partnership intends to enhance the hydrogen economy in Aberdeen city and the north-east of Scotland by building the Aberdeen Hydrogen Hub, a green hydrogen production, storage and distribution facility, powered by a new solar plant and additional renewable energy sources.

### In 2023:

- The Aberdeen Hydrogen Hub received planning permission for the first phase of the project. The project is subject to final investment decision but has the potential to deliver over 800 kilograms of green hydrogen per day, enough to fuel the equivalent of 25 buses.

## Harnessing the power of Scotland's wind

Renewable energy from wind will be a vital part of the country's energy mix, as it transitions to net zero. That is why in 2023, along with our partner EnBW, we progressed the planning of the Morven offshore wind farm<sup>a</sup> in the North Sea, off the coast of Aberdeenshire.

The planned offshore wind farm in Scotland, together with our planned wind farms Morgan and Mona in the Irish Sea, will not only generate renewable energy for the UK – we hope they can help build a new industry. Across Scotland, we plan to expand skills initiatives, provide investment to the offshore wind supply chain, communities, sustainability, education and infrastructure.



Port of Leith, Edinburgh, Scotland

### Transforming Port of Leith

In 2022 we had signed an agreement with Port of Leith to support the creation of a marshalling port that could be used for the Morven offshore wind project.

In 2023 construction began to transform the Port of Leith into Scotland's largest offshore wind renewables hub.

#### In 2023:

- Two groups of secondees from across the UK were welcomed to work on our Morven offshore wind project. The secondees were from X-Academy, a joint industry skills and training organization.
- We announced a new initiative with Future Woodlands Scotland – the Urban Forestry Programme – which aims to increase the number of trees and green spaces in Scotland's towns and cities. In support of the Morven offshore wind project, we are looking at contributing up to £10 million to urban areas where creating green space will be of the most benefit to people.

<sup>a</sup> Depending on necessary permits and contracts, and subject to FID.

# Case studies

## Camm-Pro

“Our contract with bp has been a game changer, helping to elevate our profile in the marketplace. It also supports us to unlock opportunities to widen our service offering, accelerate our growth plans and create more local jobs.” – **Simon McBain, Camm-Pro’s managing director**

Founded in 2016 Camm-Pro is an Aberdeenshire-based small-medium enterprise that works with energy operators to deliver project management, integration and engineering, procurement and construction services across oil and gas and energy transition projects.

The award of a multi-million pound contract with bp to deliver a new pipeline and onshore facilities on Shetland represents a real step-change for Camm-Pro with an expected boost in the workforce of around 25% to over 50 employees.

In addition to supporting Camm-Pro’s own ambitious growth plans, the new contract is driving economic growth in the local supply chain. As a company which is committed to working with local suppliers, Camm-Pro has engaged extensively with Shetland-based companies, as well as those in the north-east of Scotland, to deliver the project. For example, Camm-Pro has awarded the module fabrication scopes to Forsyth’s in Buckie, helping to protect jobs and underpinning economic prosperity in this historic fishing hub.

“  
Our contract with bp has been a game changer, helping to elevate our profile in the marketplace.”

**Simon McBain**  
Managing director, Camm-Pro, Aberdeenshire



## HYDrogen sensoR for Industry (HYDRI) consortium

“Building on the UK’s global leadership in quantum technology, we are helping to accelerate the development of a new quantum device – presenting major safety, commercial and economic benefits.” – **Robin Yellow, a principal in bp’s digital science team** who has been helping to pioneer this technology for over five years.

bp is leading the HYDrogen sensoR for Industry consortium, bringing together experts from the University of Strathclyde with leaders in Scotland’s quantum technology industry, to unlock the power of quantum technology for the hydrogen economy. This project draws exclusively on the UK’s expertise and supply chain in this field.

Existing hydrogen monitoring methods are complex and expensive. The consortium is on a mission to develop a new handheld quantum sensor capable of detecting hydrogen at a safe distance – previously impossible. The new

technology would not only be a step forward for safety but significantly more affordable and simpler to deploy in hydrogen facilities worldwide. Creating an industry-ready device presents a sizeable economic opportunity for the UK.

“The HYDRI project is an excellent example of the development of critical technology that will underpin the UK’s future national infrastructure enabled by Scotland’s world-leading cluster of expertise in photonics and quantum technologies.” – **Dr. Johannes Herrnsdorf, Strathclyde Chancellor’s Fellow, Institute of Photonics, University of Strathclyde**, an academic partner in the consortium.

In recognition of its technological and economic potential, the consortium received £2.5 million in funding from Innovate UK – the government’s innovation agency. A collaborative project, the consortium includes Fraunhofer Centre for Applied Photonics, Redwave Labs, IS Instruments, Photon Force, Caledonian Photonics, and the University of Strathclyde, alongside bp.

“  
We are helping to accelerate the development of a new quantum device.”

**Robin Yellow**  
Principal, bp’s digital science team





As part of the Seagull project, our team gained invaluable skills supporting our growth, local employment and project delivery.



**Shaun Lewis**  
VP upstream, Wood, Aberdeen

## Wood

“As part of the Seagull project, our team gained invaluable skills supporting our growth, local employment and project delivery.” – **Shaun Lewis, VP upstream, Wood**

From its headquarters in Aberdeen, Wood has become a global leader in consulting and engineering across energy and materials, employing 35,000 people across 60 countries.

Wood has been supporting bp’s North Sea operations for several decades. In 2018 Wood was appointed to provide engineering, procurement, construction, and commissioning services for the Seagull development which came onstream in 2023 – the first tieback to the Eastern Trough Area Project (ETAP) hub in 20 years.

Around 300 of Wood’s engineers and consultants were deployed on the North Sea project from its early design phase, all the way through to construction and now production.

Developing Seagull meant reusing existing subsea infrastructure, which offers substantial benefits but also requires innovative solutions to the challenges of building on an existing asset. The skills developed and project experience is now being applied to Wood’s delivery of topside modifications on Murlach, another subsea tieback project to ETAP. In turn, this supports Wood in providing high-quality job opportunities in Scotland and elsewhere and to support its own supply chain.

The openness and collaboration between bp and Wood was essential for the project team to effectively develop the solutions needed for success. Wood’s team, particularly the graduate designers and engineers, benefited from the opportunities to upskill and the unique experience of working on the Seagull project.



Our project with bp has been important to our business growth.



**Grzegorz Marecki**  
Co-founder and CEO, Continuum Industries, Edinburgh

## Continuum Industries

“Our project with bp has been important to our business growth. Working on the Morven offshore wind farm project fits squarely with our mission to accelerate the development of new infrastructure from project concept to planning consent.” – **Grzegorz Marecki, co-founder and CEO of Continuum Industries**

Founded at Edinburgh University in 2018, Continuum Industries is helping to streamline the planning and development phase for building new infrastructure. It has created AI-powered technology that analyses geospatial data, biodiversity, planning rules, social impacts, protected areas and more – to select optimal routes for transmission lines, cables and pipelines.

The scale-up is working with the Morven offshore wind project, a joint venture between bp and EnBW. Located around 60km off the coast of Aberdeen, if it goes ahead as planned, Morven<sup>a</sup> aims to power the equivalent of around three million homes. Continuum Industries’ technology aims to accelerate and streamline planning for new connections that will bring the energy generated offshore to the national electricity grid.

Since it spun out of Edinburgh University, Continuum Industries has grown rapidly and opened offices in London and New York. The size of its team doubled in 2023 and now stands at over 50 employees.

<sup>a</sup> Depending on permits and contracts and subject to final investment decision.



# Social performance





## bp in the community

In the UK, as elsewhere, we want to be a business that makes a positive and sustainable difference to people's lives. This means investing time, skills and financial resources to engage with and support communities in the places where we operate across the UK.

We have been operating in the North Sea for 60 years. Our impact in Scotland goes beyond the decades of producing energy, supporting jobs and contributing to the economy – we also have a long and proud legacy of social partnerships, investments and donations in Scotland.

We work with organizations to make a positive impact on society in areas such as education, employment and social mobility, workforce diversity and biodiversity, and by providing charitable support to help some of the most vulnerable in society.



# Investing in education and skills for a just transition

We believe that to be prepared for the jobs of tomorrow, students will continue to need a strong foundation in STEM education and employability skills. For more than 50 years, we have been providing educational resources and employability support to help inspire the next generation and develop home-grown talent with the skills the energy sector needs to deliver the energy transition.

## Energising Futures: developing real world skills


In June 2023 we launched Energising Futures to support teachers and students around the UK with free STEM resources. An evolution of bp's Educational Service, the new online platform provides educational tools to bring real-world science to life.

Over 5,000 teachers across the UK had used Energising Futures resources by the end of 2023, potentially reaching around 380,000 young people in their classrooms. During that period, 40% of all UK secondary schools had a teacher using Energising Futures.

In the second half of 2023

~380,000

young people were potentially exposed to Energising Futures resources



North Sea headquarters, Aberdeen UK






### Employability support: ABZ Works

Our volunteers worked with Aberdeen City Council's employability team, ABZ Works, on their Fit Next project – an initiative for school leavers without a positive destination.

“Thanks to bp volunteers and staff from other businesses, the young people participating in our Fit Next project were able to take part in mock interviews,” said **employability keyworker David Kindness**. “This provided them with the opportunity to be interviewed by experienced managers, both on a one-to-one basis and in a panel situation. The mock interviews were rewarding and informative, boosting the young people’s confidence in being prepared for different types of interviews in the future. In addition, the volunteers gave feedback and tips on CVs and interview techniques and provided information and advice about working in the energy sector.”



The mock interviews were rewarding and informative, boosting the young people’s confidence in being prepared for different types of interviews in the future. 

**David Kindness**  
employability keyworker

Our volunteers also provided support to the Department for Work and Pensions (DWP) during 2023. They interacted with DWP customers, and those who met with our volunteers left with a more positive outlook on their employability journey, and a better understanding of what they could expect on that journey.

## Working to boost social mobility

We want to give everyone the opportunity to succeed, whatever their start in life. That is why we are aiming to provide a wide range of opportunities, supporting programmes across the UK that could change lives and benefit generations to come.

### Supporting young people into work

We launched our Work Experience programmes in 2023, reaching more than 500 young people globally. Over 370 of those participants were in the UK.

The aim of the programmes is to help young people to develop the key skills and confidence they need for a bright future in the workplace. We work with a range of DE&I and social mobility partners like Career Ready to deliver this goal. In 2023 nine Career Ready interns completed four-week paid placements within our Aberdeen office.

“

I have really enjoyed my time at bp. I had the opportunity to speak to many different people in very varied careers with very different paths. This has been extremely helpful for me as it has given me an insight into the workplace. ”

**Fiona Muir**  
Bucksburn Academy in Aberdeen



## Removing barriers to careers in engineering

In 2022 we entered a partnership with the Association for Black and Minority Ethnic Engineers UK (AFBE-UK) – an organization that supports young people, particularly those from black and minority ethnic backgrounds, with career aspirations in STEM.

The partnership brings mutual benefits by supporting bp's diversity and inclusion goals and helping us recruit and advance ethnic minority staff into leadership positions. During 2023 we jointly ran events and activities in cities including Aberdeen, Dundee, Edinburgh and Glasgow. From school pupils and university students through to industry professionals and senior bp managers, more than 1,100 people engaged with the first-year programme of events.

In November 2023 AFBE-UK hosted a transition event at our North Sea headquarters in Aberdeen with over 40 AFBE students to provide them with a greater understanding of future job opportunities. Throughout the day students heard from people working in industry, participated in career advice sessions, took part in mock interviews and were given an overview of opportunities at bp. A prize was awarded to the best participant who won a 1:1 career coaching session with one of bp's business leaders.

"Receiving coaching directly from someone in bp's management team has positively influenced my career trajectory, igniting my pursuit of new opportunities with confidence and clarity of purpose," said **Patricia Nnanna**, who won the top prize.



Receiving coaching directly from someone in bp's management team has positively influenced my career trajectory. 

**Patricia Nnanna**  
Event participant

## Supporting communities through volunteering and charitable giving

We have a long history of direct support through charitable donations, partnership programmes and sharing our time and expertise. We encourage bp employees to support community organizations and charities through both volunteering and charitable giving. In 2023 our UK employees donated over £2.49 million, including matched funding from the bp Foundation.

### Cycling across Scotland for local charities

Now in its fourteenth year, bp's Coast to Coast charity cycle across Scotland has raised over £2 million through annual fundraising efforts.

The ride raised over £96,000 in 2023, and over the years has helped a total of 35 charities of all sizes in the north-east to deliver vital services within the community. Camphill School Aberdeen was one of our nominated charities between 2018 and 2022. The charity, which supports children and young people with learning disabilities and complex additional needs, received almost £120,000 over that period from the cycle across Scotland. "When you provide £30,000 to £40,000 in one year to a small cause with an identifiable need, purpose or outcome, it can be transformative," said **Nico Nino-Ramirez, committee member for Coast to Coast and sustainable development and social enterprise lead at Camphill School in Aberdeen.**





I needed advice and support and was increasingly alarmed about heating bills. I was most grateful for the accessibility of support. //

**Margaret Donald** (on left) benefited first-hand from Scarf's expertise

## Helping create more energy efficient homes with Scarf

In 2022 and 2023 bp responded to the cost-of-living crisis by donating more than £16 million to organizations across the UK that support some of the most vulnerable families in society. This included funding to Aberdeen-based Scarf and the Warm Home Prescription trial.

Scarf is a social enterprise which delivers energy efficiency advice and services to households and businesses across the north-east of Scotland. Our donations have enabled Scarf to recruit additional frontline advisors, who carry out free home visits and provide tailored advice to help people heat their home for less. For 2023 this equated to over 500 home visits and supporting more than 900 people who made enquiries.

"The frontline team in Scarf are often the first people households engage with to seek help with their energy bills. The financial assistance from bp has been instrumental to make our work go further, supporting even more households across Aberdeen during this most critical time," said **David Mackay, joint CEO of Scarf**.

Scarf also assisted 486 households in Grampian in 2023 by delivering the Warm Home Prescription (WHP) trial alongside NHS Grampian. WHP is a service created by Energy Systems Catapult to help people struggling to afford heating and who have health conditions exacerbated by the cold. We provided funding in 2022 to expand the trial of Warm Home Prescription throughout the winter months of 2022 and 2023.

# Working to boost Scotland's biodiversity

Through our partnerships and programmes in different parts of the UK, we are taking action to make a positive impact to restore, maintain and enhance biodiversity. We have been investing in support of the UK's biodiversity for decades, including our 20-year collaboration with Future Woodlands Scotland, which originated with the pioneering Scottish Forest Alliance. The alliance has successfully added 5,000 hectares of new or restored native woodland, enriching Scotland's biodiversity.

## Enhancing nature

We donated £2 million in 2021 to Future Woodlands Scotland's Future Woodlands Fund three-year pilot scheme, working with landowners to fund tree planting and enable the restoration of Scotland's ghost woodlands. At the end of the trial the fund had enabled 18 live projects totalling over 1,000 hectares of new or restored woodland.

The fund enabled 18 live projects totalling over

**1,000ha**

of new or restored woodland

## Urban Forestry Programme

In 2023 we announced a new initiative with Future Woodlands Scotland – the Urban Forestry Programme – which aims to increase the number of trees and green spaces in Scotland's towns and cities. In support of the planned Morven offshore wind farm project, we are looking at contributing up to £10 million to urban areas where creating green space is anticipated to be of the most benefit to people.

"The Urban Forestry Programme has the potential to benefit more than 4.5 million people living in Scotland's urban areas," said **Future Woodlands Scotland's chief executive, Shireen Chambers**. "The purpose of this programme is to create leafier neighbourhoods to encourage people to spend more time outdoors interacting with their communities."



“ The Urban Forestry Programme has the potential to benefit more than 4.5 million people living in Scotland's urban areas. ”

**Shireen Chambers**

Future Woodlands Scotland's chief executive

### Restoring habitats with the River Dee Trust

As part of our aim to protect and restore natural habitats and encourage biodiversity, in 2023 we developed a collaboration with the River Dee Trust in the north-east of Scotland. Our support is funding a programme coordinator role for the first phase of the Trust's new 'Save the Spring' programme which was launched in October 2023, in partnership with the Dee District Salmon Fishery Board and the Atlantic Salmon Trust.

"We were thrilled to extend our partnership with bp, which has already helped us deliver our ambitious restoration aims and efforts," said **Lorraine Hawkins, River director at River Dee Trust**. "bp's employees have been involved in multiple volunteer activities throughout 2023, including removing invasive non-native plants from the riverbank near Aberdeen, a significant threat to global biodiversity, as well as environmental sampling to assess river health."

“ We were thrilled to extend our partnership with bp, which has already helped us deliver our ambitious restoration aims and efforts. ”

**Lorraine Hawkins**  
River director at River Dee Trust

# Oxford Economics' glossary

The following terms are used in the report on bp's impact on the UK economy. Every effort has been made to align reported figures with the Office for National Statistics (ONS).

**bp created/generated** refers to metrics – such as gross value added, jobs, and tax – for which bp is directly responsible at its operational sites (direct impacts).

**bp supported** refers to metrics – such as gross value added, jobs and tax – that other businesses created because of bp's expenditure. For example, because bp purchased inputs of goods and services from them (indirect impacts via operational spending or indirect impacts via capital expenditure).

**Capital expenditure** is spending on goods and services that bp uses up across multiple years, especially on buildings, machinery, and equipment. Currency values, unless otherwise stated, are in GBP at 2023 prices.

**Direct impacts** are jobs and gross value added generated at bp's operational sites in the UK.

**Employment or jobs** is the number of people employed, regardless of whether their employment is full-time or part-time, or whether they are employed directly by bp or as an individual on a fixed-term. It is measured on a headcount basis for comparability to national statistics.

**Gross value added (GVA)** is the difference between the revenue of a firm minus the cost of bought-in goods and services used up to produce that revenue. It is also equal to the sum of compensation of employees and earnings before interest, taxes, depreciation, and amortisation (EBITDA). Summed up for all firms in an economy, gross value added is equal to GDP with minor adjustments for taxes and subsidies.

**Gross domestic product (GDP)** is the sum of all gross value added created across all entities, plus some adjustments for taxes and subsidies within an economy in a single year. GDP is the most common number economists and commentators use to measure the size of an economy and the rate it is growing.

**Indirect impacts via operational spending** are gross value added, jobs and tax supported along the supply chain due to bp's spending with its operational suppliers.

**Indirect impacts via capital expenditure** are gross value added, jobs and tax supported along the supply chain due to bp's spending with its capital goods suppliers.

**Operational spending** is spending on goods and services that will be used up in a single year.

**Taxes** are monetary payments to the UK government or local authorities.

# Oxford Economics' methodology



Scan this QR code to access Oxford Economics' methodology



# Additional information

## Acknowledgement

bp would like to thank its partners in the production of this publication.

## Disclaimer

The section of this publication titled 'bp's impact on Scotland's economy in 2023' on pages 2 to 5 (Economic Impact Report) and page 30 has been written by Oxford Economics. Oxford Economics' methodology can be accessed via the QR code included on page 30. bp has not endorsed or verified the Economic Impact Report and assumes no obligation to update, revise or supplement the UK Economic Impact Report or any of its contents.

No warranty or representation is made regarding the accuracy, completeness or validity of the information contained in the Economic Impact Report. Neither BP p.l.c. nor any of its subsidiaries (nor their respective officers, employees and agents) accepts any liability whatsoever for any loss or damage arising from reliance on or actions taken based on any of the information set out in this publication.

## Cautionary statement

In order to utilize the 'safe harbor' provisions of the United States Private Securities Litigation Reform Act of 1995 (the 'PSLRA') and the general doctrine of cautionary statements, bp is providing the following cautionary statement. This publication contains certain forecasts, projections and forward-looking statements – that is, statements related to future, not past events and circumstances – with respect to 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', 'targets', 'aims', 'should', 'may', 'objective', 'is likely to', 'intends', 'believes', 'anticipates', 'plans', 'we see' or similar expressions. 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 or outcomes may differ materially from those expressed in such statements, depending on a variety of factors, including the risk factors discussed under 'Risk factors' in bp's most recent Annual Report and Form 20-F as filed with the US Securities and Exchange Commission 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).

## A note about this publication

Unless otherwise stated or the context otherwise requires, the term 'bp' and terms such as 'we', 'us' and 'our' are used in this publication for convenience to refer to one or more of the members of the bp group instead of identifying a particular entity or entities. BP p.l.c. and each of its subsidiaries are separate legal entities.



BP p.l.c.  
1 St James's Square  
London SW1Y 4PD

© BP p.l.c. 2024  
[bp.com/uk](http://bp.com/uk)