

Gender pay gap 2020

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The workforce in our industry has been mostly men right from the start. That has to change, and it is changing. Globally, the proportion of women in bp is higher than it's ever been following our top to bottom Reinvent programme – and the biggest shifts have been at a senior level, where almost 40% of our top team are women.

Having said that, our gender pay gap is not closing as fast as we would like. That's disappointing and frustrating. It says we have to focus even harder on this important area – and we are – to be the truly diverse company we want to be, sooner rather than later.

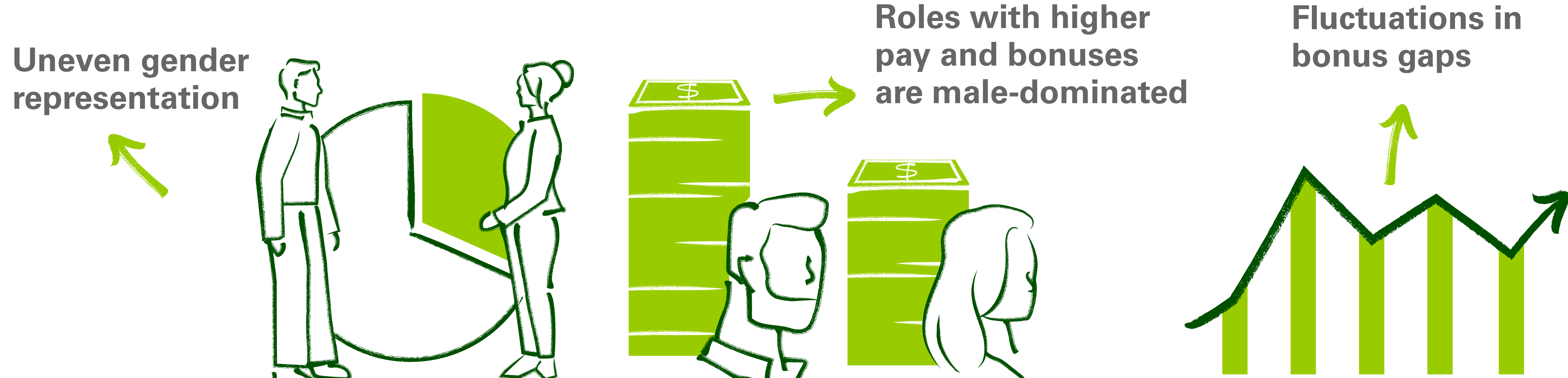
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Bernard Looney
CEO

Why we have a gender pay gap

Our gender pay and bonus gaps exist primarily because we employ different numbers of men and women at different levels in our workforce; and specifically in roles that attract higher pay, bonuses or allowances.

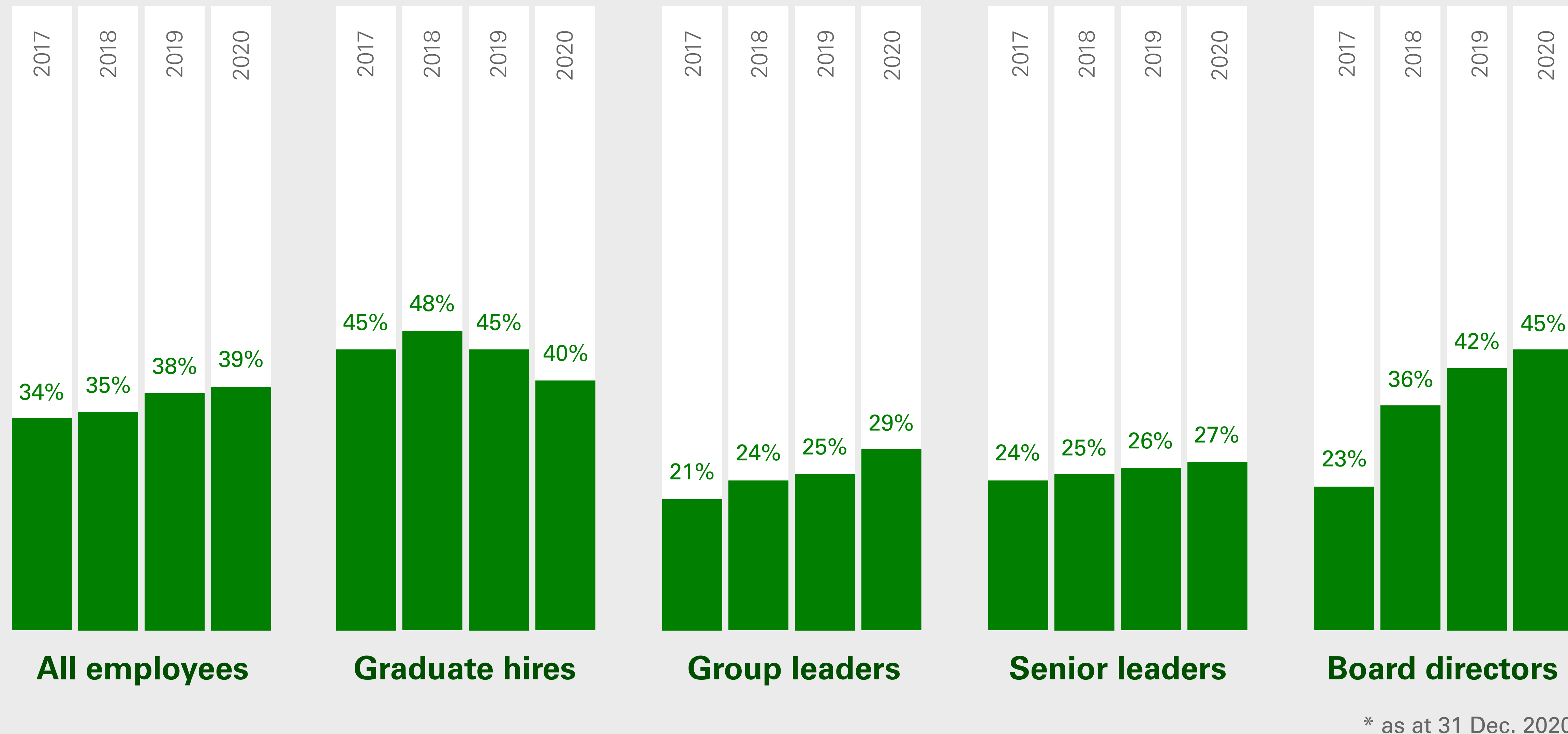
3 reasons we continue to have a gender pay and bonus gap:



Gender balance at bp

Overall, the proportion of women employed across bp is higher than ever before, with women accounting for 39% of our global workforce in 2020.* Although we've improved representation overall, there are still proportionally fewer women working at our most senior levels.

bp employees (% female), globally*



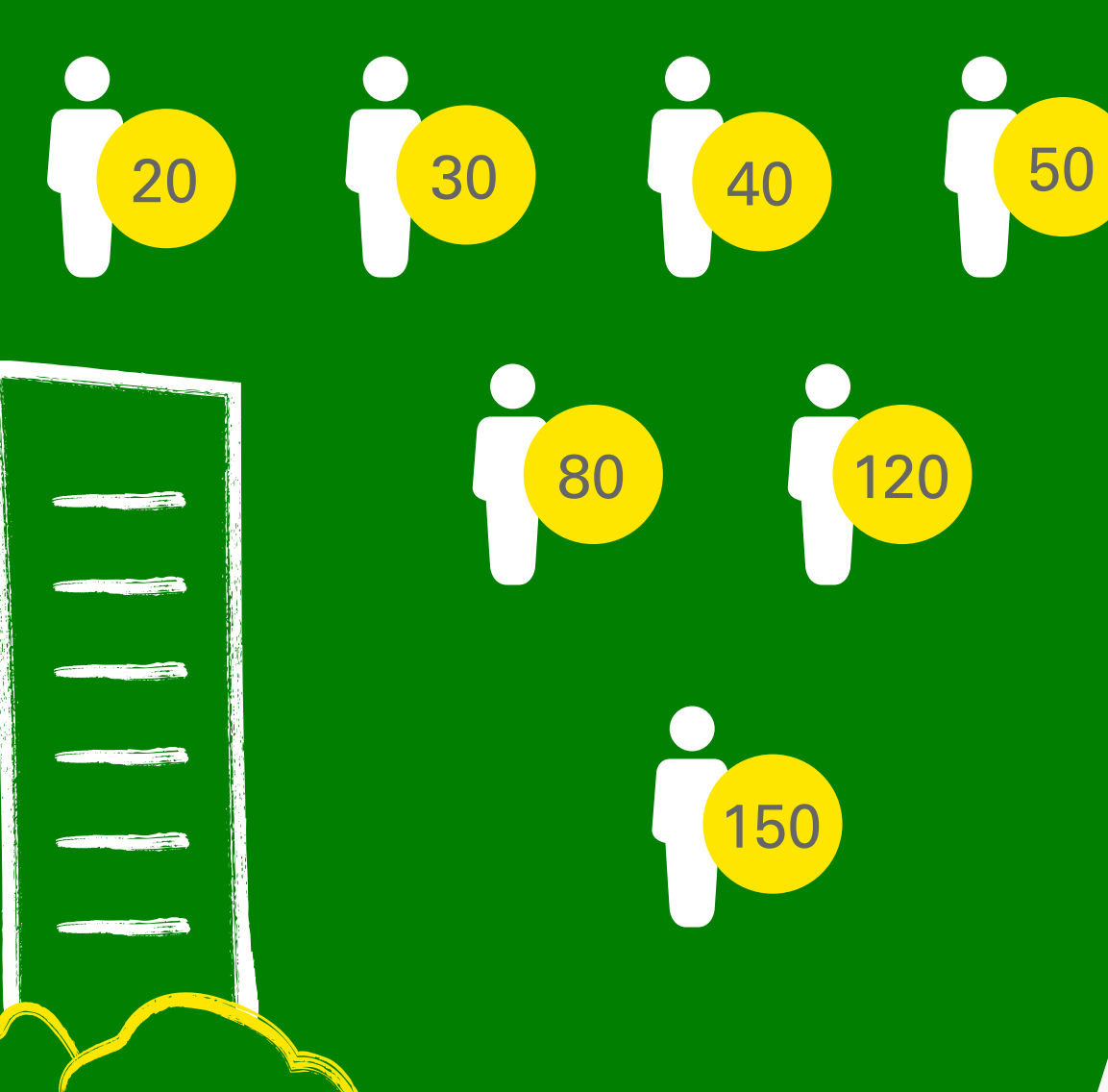
bp gender pay data for 2020

Under current regulations, bp is required to report median and mean pay and bonus gender pay gap data for six bp entities. As in previous years, the gender pay gap varies according to the entity.

	2019	2020		2019	2020		2019	2020
BP Chemicals								
	Mean	Median		Mean	Median		Mean	Median
Pay	-1.2%	5.1%		14.9%	18.0%		21.8%	22.6%
Bonus	-113.3%	23.5%		26.0%	43.8%		65.8%	65.2%
BP Oil								
	Mean	Median		Mean	Median		Mean	Median
Pay	-10.1%	-9.4%		10.2%	11.3%		18.8%	19.4%
Bonus	14.8%	9.0%		27.2%	15.5%		41.2%	34.2%
BP p.l.c.								
	Mean	Median		Mean	Median		Mean	Median
Pay	-	21.6%		-	19.4%		-	19.4%
Bonus	-	59.7%		-	8.5%		-	8.5%
BP Exploration								
	Mean	Median		Mean	Median		Mean	Median
Pay	26.8%	22.1%		25.5%	23.6%		-	-
Bonus	32.7%	23.4%		29.0%	26.1%		-	-
BP Express Shopping								
	Mean	Median		Mean	Median		Mean	Median
Pay	3.6%	3.6%		4.0%	2.1%		-	-
Bonus	10.9%	6.8%		4.3%	3.0%		-	-
BP Pulse								
	Mean	Median		Mean	Median		Mean	Median
Pay	-	21.6%		-	19.4%		-	19.4%
Bonus	-	59.7%		-	8.5%		-	8.5%

Following the change in HR system from SAP to Workday during 2019, a small number of minor pay and bonus components have been updated in their classification and the 2019 pay gap information for BP Chemicals, BP Oil, BP p.l.c. and BP Exploration have therefore been updated in the table above. BP Pulse has been included in our 2020 reporting for the first time.

Example of a company with 7 employees and various salaries



What is mean pay?

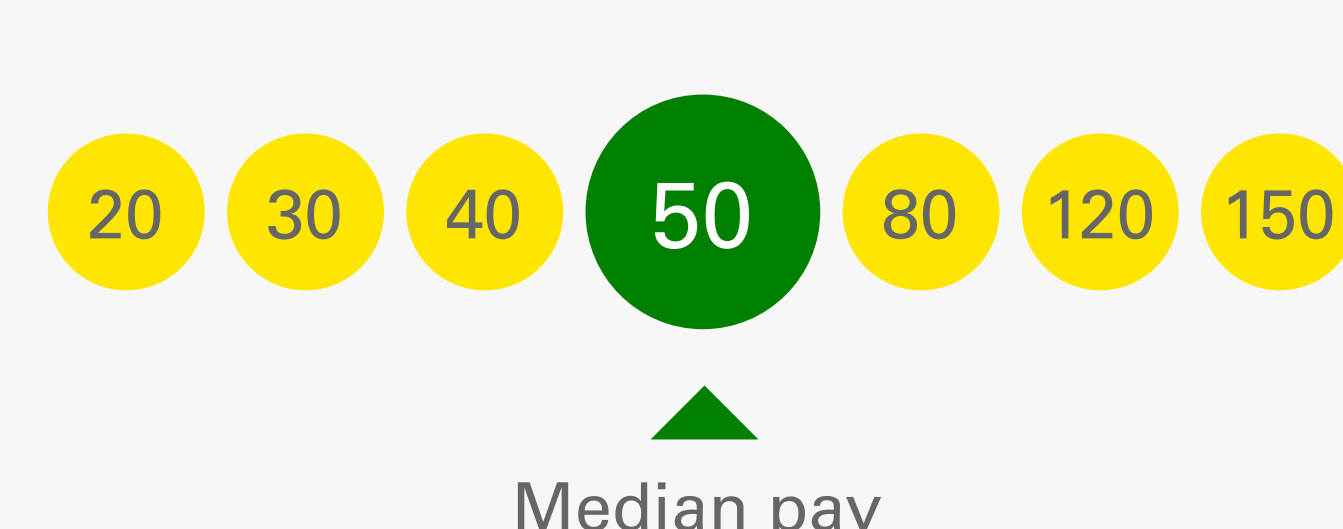
The mean (arithmetic average) is calculated by adding all employees' rates of pay together and dividing by the total number of employees, which includes the highest and lowest rates.

$$\frac{20 + 30 + 40 + 50 + 80 + 120 + 150}{7} = 70$$

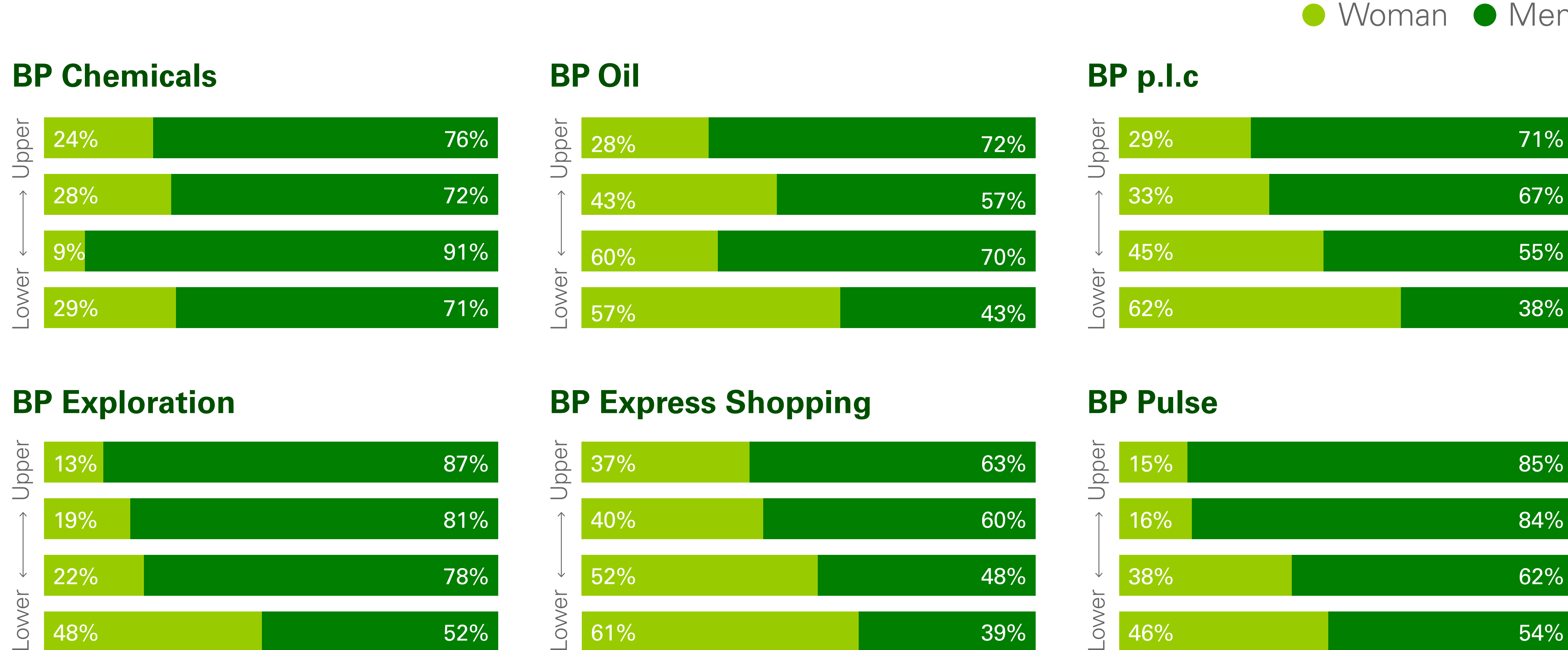
Mean pay

What is median pay?

The median is the numerical value that splits the top 50% of the population from the bottom 50%, showing the midpoint in all employees' hourly rates of pay.



Proportion of men and women in each quartile band*



* In 2020 we implemented a new organizational structure, which has seen us move away from the traditional upstream and downstream segments. See the bp Annual Report and Form 20-F 2020 for more information.

Some of the actions we're taking

We've now set an ambitious goal to achieve gender parity among our top 120 leaders by 2025.

Attraction and recruitment

We have a clear diversity and inclusion policy that guides our approach to hiring.

Developing the talent pool

- > In addition to the bp Global STEM Academies and bp Educational Service, we also support a range of other activities to encourage students to study STEM subjects.
- > We work with the Royal Academy for Engineering and in 2020 sponsored their This Is Engineering campaign, transforming perceptions of engineering among 13–18-year-olds.

Retention

- > We are working hard to ensure women have opportunities to progress their careers when they return from maternity leave.
- > In 2020 we introduced a new child lead time policy for partners, spouses and dads to take up to 6 weeks of paid leave within the first 24 months of welcoming a new child.

Progression

- > For the past three years, we have run a women's talent programme for senior leaders and ask our senior leaders to sponsor and mentor talented women.
- > In 2020 our women's international network and other business resource groups established informal listening lounges where colleagues could share their experiences of lockdown.



To read the Gender pay gap report 2020, [click here](#).