



Building on strong foundations

Our approach to sustainability is targeted, systematic and collaborative. It rests on strong, well-established foundations that guide the way we work. These support our aims, which take us further forward and focus our efforts where we can make the greatest difference.

Our values and code of conduct

Our values inform how we do business and the decisions we make, including those related to sustainability. They are integral to the way we recruit, develop and performance manage our people.



We set high ethical standards and try to behave in ways that earn and maintain trust, including respecting colleagues and others we work with. We value and prioritize diversity of people and thought. Our values and code of conduct (the code) help us to do this the right way.

The code is based on our values. It sets expectations about how we work and applies to all bp employees. We provide regular training and communications to help employees apply the code in their daily work.

Employees, including executives, are required to confirm annually whether they understand and have followed the principles of the code. Members of the board are asked to confirm that they understand their responsibilities under the code and will apply this knowledge in their role.

We document and clearly inform our suppliers that we expect them to operate in a manner consistent with the code.

 Read more: [bp.com/values](https://www.bp.com/values)

Safety

Safety is our core value. It is underpinned by our operating management system (OMS), which sets out how we aim to deliver safe, reliable, compliant and sustainable operations.

Tragically, in July 2021 a contractor died in a pipe lifting incident at our Castellon refinery in Spain. We deeply regret this loss and have offered our condolences and support to his family, as well as to his colleagues. We are taking action to learn from this incident by codifying lessons into our OMS and sharing them internally and externally, so we can try to mitigate the potential for this kind of incident to happen again.

Early in 2021, we set a goal to eliminate tier 1 process safety events, fatalities and life-changing injuries – and set out a plan to help us achieve this. This plan recognizes the value of industry standardization and consistent rules, for example, the International Association of Oil & Gas Producers' (IOGP) Life Saving Rules.

Developed by a team of industry experts, the Life Saving Rules identify clear actions that workers can take to help eliminate fatalities. The rules will supplement our existing safety practices and further strengthen our OMS. Their adoption is intended to make safety expectations clearer and more consistent for many of our contractors, who operate across the industry. We are rolling out the rules across our operating businesses, identifying ways of embedding them more deeply into working practices.

We are also identifying ways to improve process safety by integrating IOGP's Process Safety Fundamentals. This enhances our OMS and drives further standardization in key areas of industry risk.

Our safety culture

Throughout 2021, we continued work to strengthen our safety culture, with the launch of a refreshed set of Safety Leadership Principles. These principles are designed to guide behaviour and ways of working across bp to drive a robust, consistent safety culture in which:

- We genuinely care about each other
- We will not compromise our focus on safety
- We encourage and recognize speak-up
- We understand how work actually happens
- We learn why mistakes occur and respond supportively

Our refreshed principles are guided by human performance, helping us enable a culture of care. It is about understanding how people interact with their working environment, recognizing that they can make mistakes and doing all we can to set them up for success.

Our progress in driving and integrating human performance to support our personal and process safety goals was recognized by the Chartered Institute of Ergonomics & Human Factors, which presented bp with its prestigious President's Award for 2021. This was in recognition of our internal progress and our industry-wide contribution in sharing our human performance learning resources externally.