



Building on strong foundations

Underpinning the generally improving trend is several years' work in OMS areas, including ongoing risk management, investigations, process safety and control of work improvements. Risk management processes across the group are monitored and updated to improve their effectiveness.

The regions and various operating sites collaborate with each other to share relevant examples of good and proven practice, while a central team works to make sure that any serious and complex incidents are thoroughly investigated, and any systemic gaps are closed as soon as possible.

 Find more data at: bp.com/ESGdata

Ethics and compliance

As a purpose-led, values-based company, we are committed to doing business in a safe and ethical manner that is consistent with our code of conduct (the code) throughout our transition.

Anti-bribery and corruption

Managing bp's key enduring risks, such as our exposure to bribery and corruption, remains essential. We operate in parts of the world where bribery and corruption present a high risk, so it is important we make clear to our employees, contractors, suppliers and others that our commitment to ethical and compliant operations is unwavering.

The code explicitly prohibits engaging in bribery or corruption in any form. Our group-wide anti-bribery and corruption, anti-money laundering and anti-tax evasion policy and procedures include measures and guidance to assess and mitigate risks, understand relevant laws and report concerns. They apply to all bp-operated businesses.

a Comprises corporate income and production taxes.

Appropriate training focuses on the needs of employees in locations or roles assessed to be at a high risk of bribery and corruption. Around 12,700 employees completed anti-bribery and corruption training as part of 2021 ethics and compliance risk-based learning.

We assess any exposure to bribery and corruption risk when working with suppliers and business partners. When appropriate, we put in place a risk mitigation plan and will choose not to work with a counterparty or to reject tenders if we conclude that the risks are too high. We also conduct anti-bribery compliance audits on selected suppliers when contracts are in place.

We take corrective action with suppliers and business partners who fail to meet our expectations. This action may include terminating contracts.

We support anti-corruption efforts by participating in the Extractive Industries Transparency Initiative (EITI). Through the disclosure of government revenues and other relevant information, EITI can help to mitigate corruption risks in the extractive sector and support local anti-corruption efforts. In 2021, we participated in multi-stakeholder groups in Iraq, Trinidad and Tobago and Mauritania and Senegal, to continue our support for transparency and local participation in EITI activities.

Revenue transparency and payments to government

We support transparency in the flow of revenue from our oil and gas activities to governments. We are a founding member of EITI, which supports the disclosure of payments made to and received by governments in relation to oil, gas and mining.

Political donations

We prohibit the use of bp funds or resources to support any political candidate or party. We recognize the rights of our employees to participate in the political process and these rights are governed by the applicable laws in the countries where we operate. Our stance on political activity is set out in the code.

In the US we provide administrative support for the bp employee political action committee (PAC) which is a non-partisan committee that encourages voluntary employee participation in the political process. All bp employee PAC contributions are reviewed for compliance with federal and state law and are publicly reported in accordance with US election laws.

The PAC paused all contributions as of January 2021 and we expect to restart them in 2022. During this time PAC re-evaluated its criteria for candidate support.

Tax transparency

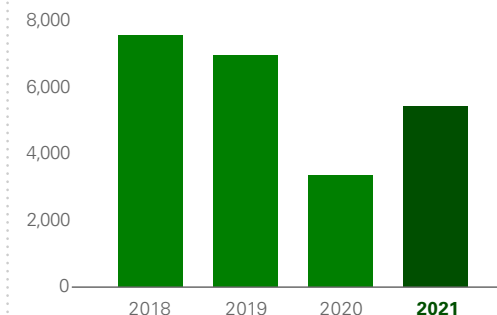
We take a responsible and transparent approach to tax and have open and constructive dialogue with governments and tax authorities.

Our responsible tax principles align with the bp code of conduct, our values and behaviours, and The B Team responsible tax principles, which we endorse. We do not tolerate the facilitation of tax evasion by people who act for or on behalf of bp.

 Read more: bp.com/tax

Taxes paid to governments^a

(\$ million)



Employee concerns

We aim to create a safe, inclusive working environment for our employees, contractors, vendors, third parties and other stakeholders. This is why we encourage the use of multiple speak up channels to raise questions or concerns about the code and unethical or unsafe behaviours.

Concerns or enquiries can be raised to line managers, senior leaders, contacts in our people and culture, ethics and compliance, and legal teams, work councils, or anonymously via OpenTalk, the bp global confidential helpline. This helpline is available 24/7 in more than 75 languages by phone or web to employees, the wider workforce, communities, business partners and other stakeholders who wish to raise a concern.