

May-19

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Our People	Employer of Choice	Embedding an effective speak-up culture and the integrity of the Employee Concerns program to encourage reporting and handling of concerns at the earliest opportunity.	C. Yeilding	○	
		Developing a Houston office long-term plan and securing funding for ongoing modernization efforts.	G. Cuadra	○	
		Delivering the BP America People Plan	R. Saenz	○	
	E&C / BI	Enhancing the employee experience with a focus on building a sense of community and wellbeing as part of the Westlake culture.	G. Cuadra	○	
		Optimizing BP Foundation to support employees contributions and natural disasters.	R. Dempsey	○	
		Establishing a BPA Ethics & Compliance Committee and utilizing it to sustain and improve on the progress made under the Ethics Monitor.	C. Yeilding	○	
		Tracking performance data and engaging in material breaches to assure proper controls are in place, consistency across the U.S., and to identify emerging risks.	S. Dio	○	

C. KPIs							
		Unit	2018 Actual	2019 Plan	2019 LE	Status	Comments
Group Strategy							
HSSE (Gabe)	US Recordable Injury Frequency	Rate		0.0		○	
HSSE (Gabe)	T1+T2 Incidents per 200K hrs for all US Businesses, per Orange Book Data	Rate		0.1		○	
GHG Emissions (Gabe)	Reduction in emissions (2017 was 50.5 MteCO2 equivalent)	%		1		○	Sustainable Emissions Reduction
Cyber Security (Finance)	Team score published	%	76	80		○	
Gross Cash Costs (Finance)	CCUS budget approved, self-help options to mitigate other pressures	\$		88.6		○	
Headcount - BP (Finance)	FTE	FTE		110		○	
US Businesses							
Redacted - First Amendment							
Our People							
Diversity & Inclusion (Ray)	Supplier Diversity Annual Spend	M\$?		○	
	Delivery of BPA D&I Annual Plan	%		95		○	
V&B / E&C (Cindy)	U.S. Wide People Assurance Participation	%		80		○	
Modern Work (Gabe)	Deliver FM3 Scope ex. Basement	date		Q3		○	
	Increase in GoM Leesman Survey Results	%		15		○	

	On-track
	Needs SPA internal intervention
	Needs BP support intervention
	Likely not deliverable