




UK Gender and Ethnicity Pay Gap Report 2024

March 2025

About this report



Our UK gender pay gap continues to reduce year on year and we have seen some improvements in our UK ethnicity pay gap. We know the answer to making further progress but we also know it takes time to balance representation across our workforce. So, our focus on hiring and retaining the best available talent to achieve this continues. 

Louise Kingham CBE

SVP Europe and UK head of country

We have produced our UK gender pay gap report since the legislation came into force in 2017. In accordance with this legislation we report gender pay gap data using a snapshot date of 5 April for UK entities with more than 250 employees.

Since 2022, we have reported UK ethnicity pay and bonus gap data on a voluntary basis, using the same methodology as legally required for gender pay gap data. We collect UK employee data by defined ethnic minority groups, using terminology from the UK government and the Office of National Statistics, but for simplicity and to maintain employee confidentiality we have elected to use two categories for the UK ethnicity pay gap data in this report: white (all white backgrounds) and other ethnic backgrounds (all other declared ethnic backgrounds).

Our pay gap calculations are based on diversity data provided voluntarily by our employees.

We make all employment decisions based on merit without regard to gender, race, age, disability, or any other protected status.

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-  Download our previous gender pay gap reports at bp.com/ukgenderpaygap
-  For more information visit bp.com/diversity
-  Find our key reports and policies in one place at bp.com/reportingcentre

UK gender pay gap

What the data shows

Since we began reporting UK gender pay data in 2017, our mean pay gap has seen a general downward trend^a. Overall, the UK mean gender pay gap is just under 9%. In 2024, the gender pay gap decreased in five of the six in scope legal entities. The small increase in mean pay gap for bp pulse was driven by organizational changes which led to lower representation of women at senior levels.

Our mean gender bonus pay gap decreased in BP p.l.c., bp exploration and bp pulse. The mean bonus pay gap increased in bp oil and bp lubricants due to a small change in representation at senior levels.

Why we have a pay and bonus gap

Our equal pay reviews give us confidence that employees in similar roles are being paid equitably regardless of gender. As in previous years, changes to our gender pay and bonus pay gaps are largely due to internal moves, redeployment and general attrition.

There continue to be two main reasons why we have a gender pay and bonus gap:

1. Uneven gender representation

There are proportionally fewer women than men at group and senior leader levels. An imbalance in gender representation at these higher paying levels has contributed to the pay and bonus gaps in most in scope entities. Closing the gap relies on increasing female representation, particularly at group and senior leader levels.

2. Roles with higher pay are male dominated

The market for some of our higher paying roles has historically been male dominated. For example, in bp exploration we have more men than women working in offshore roles which tend to attract higher levels of pay. Similarly, in trading roles where pay and bonuses are higher compared to other types of role, we have more men – this contributes to the pay gap in BP p.l.c.

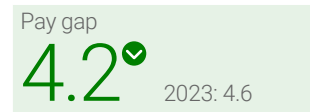
We continue to focus on inclusive talent attraction and promotion opportunities.

2024 mean gender pay gaps (%)

As at 5 April

bp express shopping

Employees^b: 6,400



BP p.l.c.

Employees^b: 4,260



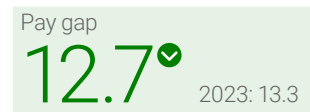
bp exploration

Employees^b: 3,090



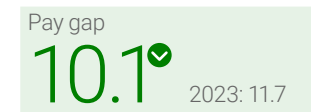
bp oil

Employees^b: 480



bp lubricants

Employees^b: 440



bp pulse

Employees^b: 250



▲ Increase in pay gap ▼ Decrease in pay gap

Global gender ambition

In 2022 we committed to:

- A renewed ambition of gender parity for the top levels of leadership (top 120 leaders) by 2025.
- Gender parity for all group leaders by 2030.
- 40% female representation among senior level leaders by 2030.

Overall global female representation reduced in 2024, primarily due to the acquisition of businesses with a lower proportion of women in their workforce. We've seen a slight increase in representation among group leaders and senior level leaders. 42% of bp's top 120 leaders are women. We remain focused on understanding the trends that impact female representation in our organization and taking action to address them.

bp employees (% women) globally

As at 31 December

	2020	2021	2022	2023	2024
All employees	39	39	39	41	38
Graduate hires	–	42	43	39	46
Senior leaders ^c	27	29	30	30	31
Group leaders ^d	29	32	33	34	35
Leadership team	33	36	55	64	50
Board directors	45	40	45	50	55

bp employees (% women) UK

As at 31 December

	2020	2021	2022	2023	2024
All employees	42	42	42	41	41
Graduate hires	–	45	46	39	44
Senior leaders ^c	28	31	31	31	31
Group leaders ^d	34	35	40	40	40

📖 Read more about the actions we are taking to improve representation on [page 4](#)

^a Based on the combined weighted mean gender pay gap of in scope entities and employees for each reporting year. The 2024 UK combined mean gender pay gap, based on the six entities in scope, was 8.97% compared to 9.55% in 2023.

^b Our pay gap calculations are based on diversity data provided voluntarily by our employees. These figures represent the number of employees we have gender diversity data for, per legal entity at 5 April 2024. Figures are rounded to the nearest 10.

^c Senior leaders are the leadership tier below group leaders. They typically manage larger teams or are recognized as technical or functional experts.

^d Group leaders are our most senior leaders. Their roles range from operational, functional and regional leadership up to executive directors.

UK ethnicity pay gap

What the data shows

Overall, the UK mean ethnicity pay gap is just over 5%^a. In 2024 the mean ethnicity pay gap decreased in five of the six entities in scope compared to 2023. The ethnicity pay gap for bp oil reduced to 0% which means the average pay of employees from other ethnic backgrounds is equal to the average pay of white employees.

The mean ethnicity bonus gap increased in all in scope entities except bp oil.

Some entities have a negative pay or bonus gap which means, on average, ordinary pay or bonus pay for employees from other ethnic backgrounds is higher than pay for white employees.

Why we have a pay and bonus gap

Our equal pay reviews give us confidence that employees in similar roles are being paid equitably regardless of ethnicity. As is the case for gender, internal moves, redeployments and general attrition have contributed to changes in our ethnicity pay and bonus gaps year on year.

1. Uneven ethnicity representation

Representation of employees from other ethnic backgrounds improved or stayed flat overall in 2024 compared to 2023. However, there are still proportionally fewer employees from other ethnic backgrounds compared to white employees at most levels of our organization. Pay and bonus gaps are particularly impacted by the imbalance in representation at senior levels, where pay is higher. Increasing ethnic minority representation at all levels of our organization will help narrow our ethnicity pay and bonus gaps.

2. Proportionally fewer employees from other ethnic backgrounds are in higher paying roles

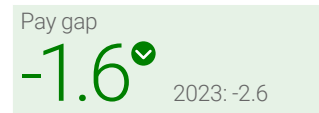
There is proportionally lower ethnic minority representation for some types of higher paying roles, for example in trading. This imbalance of representation is impacting our ethnicity pay and bonus gaps. To help improve representation in these roles we have introduced inclusion training for line managers, and are monitoring representation in our early careers programmes which help to build the pipeline of talent for the future (see [page 4](#)). We hope these measures will help narrow our ethnicity pay and bonus gaps over time.

2024 mean ethnicity pay gaps

As at 5 April

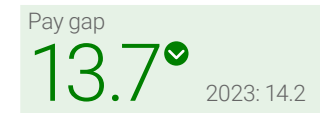
bp express shopping

Employees^b: 6,260



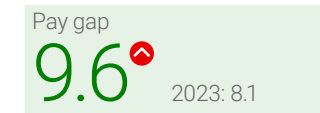
BP p.l.c.

Employees^b: 3,930



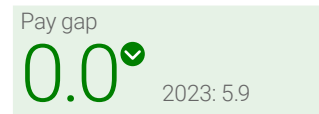
bp exploration

Employees^b: 2,870



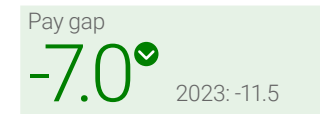
bp oil

Employees^b: 450



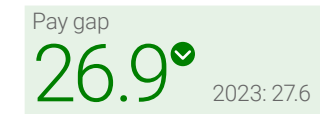
bp lubricants

Employees^b: 390



bp pulse

Employees^b: 190



▲ Increase in pay gap ✓ Decrease in pay gap

UK ethnic minority ambition

By 2025 we aim to achieve:

- 15% of our senior leader roles and above held by employees from other ethnic backgrounds.
- 25% of our first level leader roles and below held by employees from other ethnic backgrounds.
- 20% overall increase in Black representation across all levels (compared to representation in 2020).

In 2024, 17% of employees in senior leader and above roles were from other ethnic backgrounds, exceeding our 2025 ambition of 15%. 24% of employees in first level leader and below roles were from other ethnic backgrounds, narrowing the gap in meeting our 2025 ambition of 25%. There continues to be an upwards trend in Black representation across all levels, surpassing our ambition of a 20% overall increase by 2025.

bp employees (% from other ethnic backgrounds) UK^c

As at 31 December

	2020	2021	2022	2023	2024
All employees	16	17	19	22	22
Graduate hires	-	34	48	53	54
Senior leaders ^d	12	13	14	16	17
Group leaders ^e	9	14	14	20	21
Board directors	8	10	9	25	27

📖 Read more about the actions we are taking to improve representation on [page 4](#)

^a Based on the combined weighted mean ethnicity pay gap of in scope entities and employees for each reporting year. The 2024 UK combined mean ethnicity pay gap, based on the six entities in scope, was 5.23% compared to 4.41% in 2023

^b Our pay gap calculations are based on diversity data provided voluntarily by our employees. These figures represent the number of employees we have ethnicity diversity data for, per legal entity at 5 April 2024. Figures are rounded to the nearest 10.

^c bp took full ownership of Lightsource bp on 1 October 2024. Lightsource bp does not currently collect ethnicity data therefore is not reflected in the data presented.

^d Senior leaders are the leadership tier below group leaders. They typically manage larger teams or are recognized as technical or functional experts.

^e Group leaders are our most senior leaders. Their roles range from operational, functional and regional leadership up to executive directors.

The action we are taking to improve representation

To deliver our strategy we believe that we need to capitalize on the diversity of perspectives, backgrounds, skills and experiences that come from a workforce that represents the communities in which we operate.

Transparency

Providing accurate data to identify gaps, set direction and monitor progress.

- Our DE&I scorecards are used to help senior leaders track aggregated gender, minority and minority sub-group representation. Progress is reviewed on a regular basis to identify areas where we are making progress and where more is required.
- In 2023 we launched an expanded Self-ID survey that gives employees the opportunity to voluntarily share demographic information, such as gender identity and social mobility categories (where legally permissible to do so). Since the launch we've seen an increase in the number of employees from other ethnic backgrounds who have voluntarily disclosed their identity data.

Accountability

Building collective accountability across the organization.

- Our DE&I councils help to drive progress on our DE&I ambitions and to make bp more inclusive. They utilize data insights and external thought leadership to prioritise areas that present the greatest opportunity for growth. They also support bp's Business Resource Groups and meet with members regularly to hear feedback.
- Senior leaders hold listening sessions with women to hear their views on the positives of working at bp and what could be improved.

Talent

Introducing talent processes and programmes to create equity of opportunity.

We focus on milestones across the employee lifecycle to understand where we can reduce the effects of unconscious bias and increase transparency in our processes and systems.

- **Hiring Inclusively:** Our Hiring Inclusively framework was introduced in 2022 and enables us to diversify our talent pipelines. Using external market data to understand the availability of talent, paired with inclusive hiring principles, we are working to better align our candidate lists to reflect the diversity of the communities in which we operate.
- **UK Leadership Inclusion for Talent (LifT):** UK LifT, our 12-month development experience aimed at under-represented minority talent, continued throughout 2024. Our most recent cohort included mid-level Black and Asian heritage employees. In 2024, we also delivered a programme for women in our UK supply, trading & shipping business.

- **Diversity in leadership:** Through our partnership with WB Directors (formerly Women on Boards), we are working to increase diversity at board and executive leadership level. WB Directors offer career development support to help employees reach leadership positions or take on a non-executive role that can enhance their careers. bp was recognized in the 2023 FTSE Women Leaders Review top 10 companies for our own board and leadership gender diversity.



- **UK Black Business Week:** We sponsor UK Black Business Week which celebrates excellence in the Black community. It provides a forum to showcase career prospects and opportunities to work with bp to under-represented talent and diverse businesses from across the UK.

Removing barriers to engineering careers:

As part of our wider education and employability work, we partner with the Association for Black & Minority Ethnic Engineers UK (AFBE-UK) to support young people from Black and minority ethnic backgrounds with aspirations to work in science, technology, engineering or mathematics. To promote opportunities, in 2024 we hosted a career insight day for students in Aberdeen, participated in the UK Black Business Show in support of UK Black Business Week, and joined the AFBE-UK in talks aimed at students and industry professionals.

- **Early careers:** We aim to broaden the diversity of our graduate and apprentice hires through a range of measures, such as hosting 'discovery weeks' for students, focusing our attraction campaigns on UK university campuses with diverse student bases, and evolving our apprenticeship offers to attract non-graduate talent.
- **Talent management:** Our talent management processes are designed to drive equitable promotion and progression across the organization. We monitor DE&I data to help us identify potential barriers, and we use these insights to help build an inclusive culture.

Read more

-  For more information visit bp.com/diversity
-  For information about working at bp visit bp.com/careers

Statutory reporting: bp UK gender pay data for 2024

Six of our UK entities have at least 250 employees. Together these entities employ around 15,000 people. Under current regulations we are required to report bp gender pay and bonus gaps for these entities as at 5 April 2024.

bp gender pay data

Legal entity	Employees ^a	Women (%)		Reportable pay gap (%)				Reportable bonus gap (%)				% Receiving bonus			
				Mean		Median		Mean		Median		Men		Women	
		2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023
BP Express Shopping Limited	6,400	48	47	4.6	4.2	7.1	8.6	3.3	7.2	0.0	2.1	15.3	14.9	10.8	10.9
BP p.l.c.	4,260	42	42	12.9	11.5	14.1	13.7	49.0	47.4	30.3	28.6	96.1	88.6	95.6	90.3
BP Exploration Operating Company Limited	3,090	26	26	14.2	13.7	14.0	13.5	14.5	11.2	18.5	18.3	97.1	96.9	95.7	96.8
BP Oil UK Limited	480	42	43	13.3	12.7	15.2	18.5	24.0	27.4	23.9	31.4	94.8	94.6	95.6	95.2
Lubricants UK Limited	440	36	36	11.7	10.1	7.2	13.3	5.2	17.8	16.0	32.2	94.6	95.0	94.6	93.7
BP Chargemaster Limited (BP Pulse)	250	33	37	18.2	20.3	24.1	32.6	33.7	25.7	25.5	45.8	90.9	93.1	92.3	91.8

Proportion of men and women in each quartile band

● Women ● Men

BP Express Shopping Limited

bp express shopping is our largest UK employing business, concerned with retail operations supporting our UK-wide network of forecourts.



BP p.l.c.

BP p.l.c. predominantly covers employees in corporate business and functions, including our trading business.



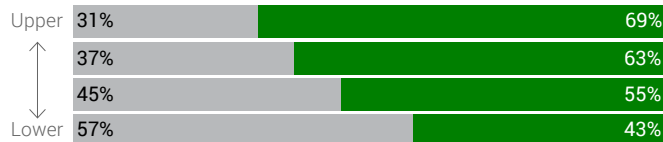
BP Exploration Operating Company Limited

bp exploration covers production and operations activities in the UK, principally North Sea operations.



BP Oil UK Limited

bp oil represents our customers and products business including our lubricants businesses.



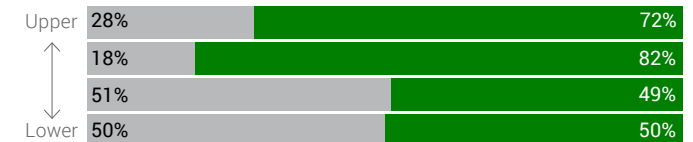
Lubricants UK Limited

bp lubricants business is one of the UK's leading lubricants manufacturers serving customers in the automotive, marine, industrial and energy sectors.



BP Chargemaster Limited (BP Pulse)

bp pulse is one of the UK's leading providers of electric vehicle charging infrastructure in the UK.



Declaration

We confirm that the gender pay gap data provided in this report is accurate and in line with mandatory requirements.

Louise Kingham CBE
SVP Europe and UK head of country

Donna Riley
SVP people & culture – production & operations and bp UK

^a Our pay gap calculations are based on diversity data provided voluntarily by our employees. These figures represent the number of employees we have gender diversity data for, per legal entity at 5 April 2024. Figures are rounded to the nearest 10.

bp UK ethnicity pay data for 2024

We voluntarily report ethnicity pay gap data for six of our UK entities which have over 250 employees as at 5 April 2024.

bp ethnicity pay data

Legal entity	Employees ^a	Employees from other ethnic backgrounds (%)		Reportable pay gap (%)				Reportable bonus gap (%)				% Receiving bonus			
				Mean		Median		Mean		Median		Other ethnic background		White	
		2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
BP Express Shopping Limited	6,260	36	38	-2.6	-1.6	-7.1	-9.6	1.5	15.5	0.0	4.0	9.1	9.6	14.5	14.7
BP p.l.c.	3,930	27	28	14.2	13.7	9.5	9.7	47.1	50.2	24.1	27.9	93.9	90.3	96.5	90.9
BP Exploration Operating Company Limited	2,870	17	19	8.1	9.6	2.0	3.2	19.9	22.5	1.9	10.4	95.7	95.9	96.9	97.0
BP Oil UK Limited	450	17	19	5.9	0.0	16.4	12.2	16.4	-12.4	25.3	32.3	93.9	95.3	95.4	94.6
Lubricants UK Limited	390	16	20	-11.5	-7.0	-13.8	-1.8	-33.2	-59.5	-2.0	-0.5	96.4	91.0	94.3	95.6
BP Chargemaster Limited (BP Pulse)	190	27	24	27.6	26.9	34.3	37.9	48.5	67.5	29.7	59.7	81.3	82.7	89.8	93.8

Proportion of white and other ethnic background employees in each quartile band

● Other ethnic backgrounds ● White

BP Express Shopping Limited

bp express shopping is our largest UK employing business, concerned with retail operations supporting our UK-wide network of forecourts.



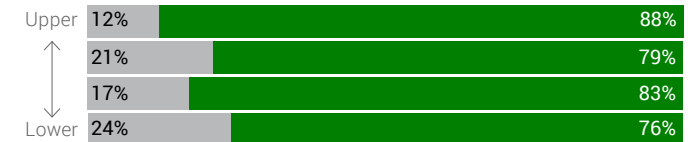
BP p.l.c.

BP p.l.c. predominantly covers employees in corporate business and functions, including our trading business.



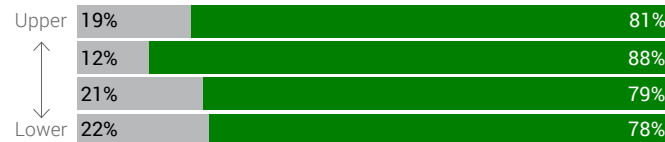
BP Exploration Operating Company Limited

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BP Oil UK Limited

bp oil represents our customers and products business including our lubricants businesses.



Lubricants UK Limited

bp lubricants business is one of the UK's leading lubricants manufacturers serving customers in the automotive, marine, industrial and energy sectors.



BP Chargemaster Limited (BP Pulse)

bp pulse is one of the UK's leading providers of electric vehicle charging infrastructure in the UK.



^a Our pay gap calculations are based on diversity data provided voluntarily by our employees. These figures represent the number of employees we have ethnicity diversity data for, per legal entity at 5 April 2024. Figures are rounded to the nearest 10.

Give your feedback

Email the corporate reporting team
at corporatereporting@bp.com



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bp.com/sustainability