



BP ENERGY RETAIL COMPANY CALIFORNIA LLC
2024 ANNUAL SUPPLIER DIVERSITY REPORT

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Section 9.1.1 Description of Supplier Diversity Program Activities During the Previous Calendar Year

Supplier Diversity in the US

bp, as a company as a whole, is committed to supplier diversity and unlocking the value of and power of a diverse, equitable and inclusive supply chain, boosting economic growth for underrepresented groups in the communities where we live and work. As such, bp is committed to positive partnering and supplier diversity - aiming to increase annual diverse spend to \$1bn by 2025.

Clear Ambition

As part of the US Diversity, Equity and Inclusion Framework for Action, a clear ambition was set to increase supplier diversity across the company, linking directly to bp's wider ambition on responsible business and improving people's lives in the communities where we work. Supplier diversity helps us build a stronger, better, more competitive company, aligning with America's changing demographics.

At bp, diversity, equity and inclusion isn't just a box-ticking exercise for us. We take it seriously. And our global framework for action helps us stay on track and progress in a positive way. Built around three pillars, our framework guides us in advancing and integrating diversity, equity and inclusion across our global business – creating equal opportunities for people, both inside and outside of bp. Our progress relies on our transparency, accountability and talent empowerment. Find out what this means for you – and us.

Global framework for action



DE&I

Positive Economic Impact

Over the last few decades, bp has seen the positive economic impact across the US as it is a supplier diversity leader in not only the energy industry but across corporate America. As such, we have been recognized by our supplier diversity partners in several ways:

- Chicago Minority Supplier Development Council Honorary Chair (2022)



- Women's Enterprise USA Supplier Diversity Icons & Legends (2022)
- Disability: IN Disability Equality Index 90% rating
- National Business Inclusion Consortium Best of the Best Corporation of Inclusion nominee (2022)
- Chartered Institute of Procurement & Supply (CIPS) Outstanding Diversity and Inclusion Practices in Procurement Teams and Best Collaborative Teamwork Project nominee
- Women's Business Enterprise Alliance Corporation of the Year (2020)
- Women's Business Enterprise National Counsel of America's Top Corporations for Women's Business Hall of Fame (2018, 2019)
- US Hispanic Chamber of Commerce Corporation of the Year (2020)

These recognitions acknowledge corporations with supplier diversity programs and processes that have worked especially hard to sustain and bring qualified and competitive minority and/or women business enterprises into bp's supply chains.

Supporting Employees and Jobs

bp is proud that its US program supports nearly 10,000 employees and 125,000 jobs, which creates social and economic value, strengthens our reputation, drives our performance and underpins our strategy. Since 2018, bp has spent \$1.3b with 177 women-and-minority-owned businesses in the US alone, and bp is not done yet! The company is working toward achieving \$1 billion in annual spend with certified diverse business enterprises by 2025.

Across our network, we've built some amazing business resource groups (BRGs) with representation in various countries across the globe. These are aimed at creating better engagement and making sure that our people feel seen, connected and supported – all while empowering them to feel a part of our inclusive world.

Recognized Diverse Supplier Accreditations

bp positively partners with others to contribute to social mobility and the ecosystem of DE&I by buying inclusively and aiming to spend \$1b with certified diverse suppliers annual by 2025. Our partners include certifying councils, chambers of commerce and their regional affiliates – all on mission to increase diverse supplier inclusion across corporate America.

Our Aims as a Company

We're always evolving. That's how we continue to succeed as a company and progress as a team. Increasing diversity, equity and inclusion for our workforce and customers is a core part of our company's strategy. As is advancing human rights and education, building sustainable livelihoods and enhancing the health and wellbeing of our employees, contractors and communities. Through better representation, a strong culture and positive partnering, we can achieve our aims together.



Section 9.1.2 Supplier Diversity Results of Goods and Services (non-power purchase) if Procured

The tables below provide information on BPERCC’s diversity supplier annual goods and services (non-power purchase) results.

		2023 of Report							
		Direct	Sub	Total \$	%	Product	Service	Total \$	%
Minority Male	African American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Asian Pacific American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Hispanic American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Native American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Total Minority Male	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
Minority Female	African American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Asian Pacific American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Hispanic American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Native American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Total Minority Female	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
Total Minority Business Enterprise (MBE)		\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
Women Business Enterprise (WBE)		\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
Persons with Disabilities Business Enterprise (DBE)		\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
8(a)*		\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
Total Supplier Diversity Spend		\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
Net Procurement**		\$0							
Net Product Procurement		\$0							
Net Service Procurement		\$0							
Total Number of Diverse Suppliers that Received Direct Spend		0							

Section 9.1.2 Description of Diverse Suppliers with Majority Workforce in California

BPERCC does not currently have any diverse suppliers with a majority workforce in California. However, bp is always actively exploring ways to expand its supplier diversity program.



Section 9.1.3 Supplier Diversity Program Expense

Below are the figures for 2023. However, bp is always actively exploring ways to expand its supplier diversity program.

Expense Category	Year (Actual)
Wages	\$0
Other Employee Expenses	\$0
Program Expenses	\$0
Reporting Expenses	\$0
Training Expenses	\$0
Consultant Expenses	\$0
Other Expenses	\$0
Total	\$0

Section 9.1.3 Description of Progress in meeting or Exceeding Set Goals

BPERCC is part of bp's overall US Diversity, Equity and Inclusion Framework for Action initiatives.

Section 9.1.4 Supplier Diversity Results Compared to Set Goals

Category	2023 Result %	2024 Goal %
Minority Male Business Enterprise	N/A	0.00%
Minority Female Business Enterprise	N/A	0.00%
Minority Business Enterprise (MBE)	N/A	5.00%
Women Business Enterprise (WBE)	N/A	0.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	N/A	0.00%
Disabled Veteran Business Enterprise (DVBE)	N/A	0.00%
Persons with Disabilities Business Enterprise (DBE)	N/A	0.00%
Total	N/A	5.00%

Section 9.1.5 Description of Prime Contractors Utilization of Diverse Subcontractors

BPERCC currently does not have any prime contractors within the State of California.

Section 9.1.6 List of Supplier Diversity Complaints Received and Current Status

BPERCC has not received any complaints from diversity suppliers.



Section 9.1.7 Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories

All of BPERCC's activities and efforts to recruit diverse suppliers in low utilization categories are described in Section 9.1.1. However, bp is always actively exploring ways to expand its supplier diversity program.

Section 9.1.9 Description of Supplier Diversity Activities and Progress in Power (Energy) Procurement

All of BPERCC's activities and efforts to recruit diverse (energy) suppliers are described in Section 9.1.1. bp is always actively exploring ways to expand its supplier diversity program.



Section 9.1.9 Supplier Diversity Results in Power (Energy) Procurement

bp is always actively exploring ways to expand its supplier diversity program.

		Direct Power Purchases \$	Direct Fuels for Generation \$			Total \$			%
		Renewable and Non-Renewable Power Products	Diesel	Nuclear	Natural Gas	Direct	Sub	Total \$	
Minority Male	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Total Minority Male	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Minority Female	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Total Minority Female	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Total Minority Business Enterprise (MBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Women Business Enterprise (WBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Persons with Disabilities Business Enterprises (DBE)		\$0	\$0	\$0	\$0	0	0	0	0.00%
8(a)⁶		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Total Supplier Diversity		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Net Power Procurement		\$0							
Net Direct Power Purchases		\$0							
Net Direct Fuels for Generation		\$0							
Total Number of Diverse Suppliers		0							



Section 10.1.1 Supplier Diversity Short, Mid, and Long-Term Procurement Goals for Power and other Good and Service Categories

Below are the figures for 2023. However, bp is always actively exploring ways to expand its supplier diversity program.

Power Type	Short-Term 2023						Mid-Term 2023						Long-Term 2023					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
Type 1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Type 2	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Type 3	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Type 4	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Type 5	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%



Section 10.1.2 Description of Supplier Diversity Program Activities Planned for the Next Calendar Year

Internal Supplier Diversity Program Activities Planned for the Next Calendar Year.

For 2024, BPERCC will continue to advance bp's clear ambitions to increase supplier diversity across the company, linking directly to bp's wider ambition on responsible business and improving people's lives in the communities where we work. BPERCC will use commercially reasonable efforts to utilize California Public Utility Commission's (CPUC) GO 156 Supplier Clearinghouse to identify diverse suppliers.

External Supplier Diversity Program Activities Planned for the Next Calendar Year.

bp is always actively exploring ways to expand its supplier diversity program both internally and externally. BPERCC will continue bp's mission to work closely with various partners to contribute to social mobility and the ecosystem of DE&I by buying inclusively and aiming to spend \$1b with certified diverse suppliers annually by 2025.

Section 10.1.3 Plans for Recruiting Diverse Suppliers in Low Utilization Categories

BPERCC supports bp's overall corporate commitment to increase supplier diversity across the company. bp is actively exploring ways to expand its supplier diversity program.

Section 10.1.4 Plans for Recruiting Diverse Suppliers Where Unavailable

BPERCC supports bp's overall corporate commitment to increase supplier diversity across the company. bp is actively exploring ways to expand its supplier diversity program.

Section 10.1.5 Plans for Encouraging Prime Contractors to Subcontract Diverse Suppliers

BPERCC supports bp's overall corporate commitment to increase supplier diversity across the company. bp is actively exploring ways to expand its supplier diversity program.

Section 10.1.6 Plans for Complying with Supplier Diversity Program Guidelines

BPERCC supports bp's overall corporate commitment to increase supplier diversity across the company. bp is actively exploring ways to expand its supplier diversity program.