



BP ENERGY RETAIL COMPANY CALIFORNIA LLC
2025 ANNUAL SUPPLIER DIVERSITY REPORT

March 2025



TABLE OF CONTENTS

Section 9.1.1	Description of Supplier Diversity Program Activities During the Previous Calendar Year	3
Section 9.1.2	Supplier Diversity Results of Goods and Services (non-power purchases) if Procured	5
Section 9.1.2	Description of Diverse Suppliers with Majority Workforce in California	5
Section 9.1.3	Supplier Diversity Program Expense	6
Section 9.1.4	Description of Progress in Meeting or Exceeding Set Goals	6
Section 9.1.4	Supplier Diversity Results Compared to Set Goals	6
Section 9.1.5	Description of Prime Contractors Utilization of Diverse Subcontractors	6
Section 9.1.6	List of Supplier Diversity Complaints Received and Current Status	6
Section 9.1.7	Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories	7
Section 9.1.9	Description of Supplier Diversity Activities and Progress in Power (Energy) Procurement	7
Section 9.1.9	Supplier Diversity Results in Power (Energy) Procurement	8
Section 10.1.1	Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals for Power and	9
Section 10.1.2	Description of Supplier Diversity Program Activities Planned for the Next Calendar Year	10
Section 10.1.3	Plans for Recruiting Diverse Suppliers in Low Utilization Categories	10
Section 10.1.4	Plans for Recruiting Diverse Suppliers Where Unavailable	10
Section 10.1.5	Plans for Encouraging Prime Contractors to Subcontract Diverse Suppliers	10
Section 10.1.6	Plans for Complying with Supplier Diversity Program Guidelines	10

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

Supplier Diversity in the US

In 2023 we reset our 2025 diverse supplier spend target from \$1 billion to \$650 million of US-related annual spend with certified diverse suppliers.

When we set this aim in 2020 we knew our targets were ambitious and challenging; and subsequently, several divestments, along with other factors, have had an impact on our diverse suppliers spend.

However, we have made progress, and in 2023 we reviewed our portfolio of diverse suppliers to identify opportunities to grow our spend with existing suppliers. We also worked to identify new opportunities with current and new suppliers.

We remain committed to our supplier diversity programme and will continue to evaluate our portfolio of suppliers.

Clear Ambition

We continue to use our global framework for action to plan, deliver and measure DE&I initiatives. The framework is built around three principles: transparency, accountability, and talent.



Positive Economic Impact

We received recognition for our diversity policies and practices from several organizations in 2023, including:

Organization and team recognition

- bp America announced as 2023 Best of the Decade honoree by Minority Business News USA and Women's Enterprise USA.
- bp America earned the designation VETS Indexes 3-Star Employer in the 2023 VETS Indexes Employer Awards.
- U.S. Veterans Magazine announced bp America as one of the nation's Top Veteran-Friendly Companies for 2023.
- bp Spain team recognized as the Most inclusive company by the Spanish Red Cross.
- bp Inclusia BRG members honoured at the National Society of Asian Scientists Engineers (SASE) conference.
- bp Malaysia team won the Care Award, International Organisation Category at the 2023 TalentCorp LIFE AT WORK AWARDS ceremony.
- bp Southern Africa team named Top Empowered Company in Education and Skills Development at the Top Empowerment Awards.
- bp was recognized by the Working Families organization's 2023 Best Practice Awards



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.

2023 Highlights

- We achieved our 2023 objective to double diverse supplier spend from \$185 million in 2020. In 2023 our diverse spend increased to nearly \$470 million.
- In the US, each bp business has committed to develop a plan to increase spend with diverse suppliers, in line with our ambitions. In 2023 this resulted in a 55% increase in spend with diverse suppliers since 2022.
- We integrated supplier diversity more deeply into our procurement processes and systems with the introduction of our 'opportunities dashboard' – a tracker that helps match diverse suppliers with sourcing opportunities.
- We implemented a supplier registration platform that provides access to a pool of around 10,000 certified diverse suppliers.

Supporting Diverse Suppliers' Development

bp's goal is to empower diverse suppliers by fostering skills development and networking opportunities that enable them to compete for specific business opportunities, leveraging our extensive connections with national and regional bodies, along with our own diverse supplier partnership programme (DSPP).

Since 2020 we have supported nearly 500 women's business enterprises and minority business enterprises with mentoring and training. And in 2023 our DSPP provided over 100 hours of support to 10 minority and women-owned businesses through bp's team of volunteer advocates.



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.

		2024 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 2024. 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	2024 Result %	2025 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

bp'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

bp'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 2024. However, bp is always actively exploring ways to expand its supplier diversity program.

Power Type	Short-Term 2024						Mid-Term 2024						Long-Term 2024					
	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 2025, 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 \$650 million with certified diverse suppliers annually.

Section 10.1.3 Plans for Recruiting Diverse Suppliers in Low Utilization Categories

BPERC 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.