Our values and behaviours
What we do

We deliver energy to the world. We find, develop and produce essential sources of energy. We turn these sources into products that people need everywhere.

The world needs energy and this need is growing. This energy will be in many forms. It is, and will always be, vital for people and progress everywhere.

We expect to be held to high standards in what we do. We strive to be a safety leader in our industry, a world-class operator, a good corporate citizen and a great employer. We are BP.

What we stand for

We care deeply about how we deliver energy to the world. Above everything, that starts with safety and excellence in our operations. This is fundamental to our success.

Our approach is built on respect, being consistent and having the courage to do the right thing. We believe success comes from the energy of our people. We have a determination to learn and to do things better. We depend upon developing and deploying the best technology, and building long-lasting relationships.

We are committed to making a real difference in providing the energy the world needs today, and in the changing world of tomorrow. We work as one team. We are BP.
Safety is good business. Everything we do relies upon the safety of our workforce and the communities around us. We care about the safe management of the environment. We are committed to safely delivering energy to the world.

**What we value**

As a BP employee I

Demonstrate personal responsibility for the safety and well-being of everyone around me

Respect the capabilities of those in safety-critical roles and listen to their advice

Seek expertise, continually learn and develop the safety and risk management skills of myself and my team

Follow the requirements specified in OMS, and contribute to the delivery of safe, compliant and reliable operations

Contribute to a more sustainable environment

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**What is expected of me**

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I stand for BP’s values

Nathan
Shift Research Technician
What we value
We respect the world in which we operate. It begins with compliance with laws and regulations. We hold ourselves to the highest ethical standards and behave in ways that earn the trust of others. We depend on the relationships we have and respect each other and those we work with. We value diversity of people and thought. We care about the consequences of our decisions, large and small, on those around us.

What is expected of me
As a BP employee I
Adhere to the Code of Conduct and to the laws and regulations wherever I am
Respect the views and feelings of others and consider the impact of my words and actions
Build strong relationships based on trust and honest discussion
Listen carefully and consider different perspectives
Create an inclusive and diverse workplace where everyone is treated with respect and dignity

Respect

I stand for BP’s values

Miryam
Data Change Analyst
Excellence

What we value
We are in a hazardous business and are committed to excellence through the systematic and disciplined management of our operations. We follow and uphold the rules and standards we set for our company. We commit to quality outcomes, have a thirst to learn and to improve. If something is not right, we correct it.

What is expected of me
As a BP employee I
Learn and apply the best practices of BP, act with professionalism and strive for excellent execution

Pursue systematic management through standardisation, clarification and the elimination of defects
Follow and uphold the rules and standards of BP and hold others to account for doing the same thing
Plan carefully, make well-informed decisions and do the right thing
Foster learning, the sharing of knowledge and continuous improvement

I stand for BP's values

Ram
Technicians’ Programme
Courage

What we value
What we do is rarely easy. Achieving the best outcomes often requires the courage to face difficulty, to speak up and stand by what we believe. We always strive to do the right thing. We explore new ways of thinking and are unafraid to ask for help. We are honest with ourselves and actively seek feedback from others. We aim for an enduring legacy, despite the short-term priorities of our world.

What is expected of me
As a BP employee I
Always aim to do the right thing based on BP’s rules and standards, and respond to challenges with resilience and reason
Aim to create enduring value despite the short-term pressures I face
Speak out when I see something is not right and am prepared to say ‘no’ or ‘stop’ when necessary
Acknowledge and learn from my mistakes and I am willing to ask for help
Challenge myself to be open to new ideas

I stand for BP's values

Frank
Site Mechanic
What we value

Whatever the strength of the individual, we will accomplish more together. We put the team ahead of our personal success and commit to building its capability. We trust each other to deliver on our respective obligations.

What is expected of me

As a BP employee I

Put the team first

Recognize and acknowledge the contribution of others

Enable others to trust me by delivering on my accountabilities and standing by decisions when they are made

Support those I work with and help to build the effectiveness of my team to achieve the best results

Lay the foundations for the future by helping people to develop their capabilities

One Team

I stand for BP’s values

Dawn Retail