



# Gender pay gap report 2023-2024

March 2025

## About this report.

The [Workplace Gender Equality Agency \(WGEA\)](#) requires employers to submit data annually.

This agency was established by the [Workplace Gender Equality Act 2012](#) that sets out to ultimately promote and improve gender equality in the workplace.

bp provided data for 2023 – 2024 across 5 submission groups which saw us report on 4,848 employees.

This reporting complements our ongoing commitment to DE&I at bp.

You can find out more about our Diversity Equity and Inclusion Action Plans [here](#).

## What is new in 2025?

In 2025, WGEA will publish the following for our business:

- We reported on individual summaries for each of the 5 submission groups
- We provided additional information on our gender equality action, flexible work, paid parental leave, and reported on sexual harassment

The below will continue to be published:

- **median** gender pay gap for base salary
- **median** gender pay gap total remuneration
- gender composition per pay quartile

## What is the gender pay gap?

The gender pay gap is the difference in earnings of men and women. It is important to note this is not the same as equal pay.

The gender pay gap is a result of social and economic factors that combine to reduce women's earning capacity over their lifetime.

bp is committed to the journey of improving our gender pay gap and are taking action to increase the number of women in leadership positions. You can learn more about the gender pay gap [here](#).

### Did you know **gender pay gap and equal pay** are different?

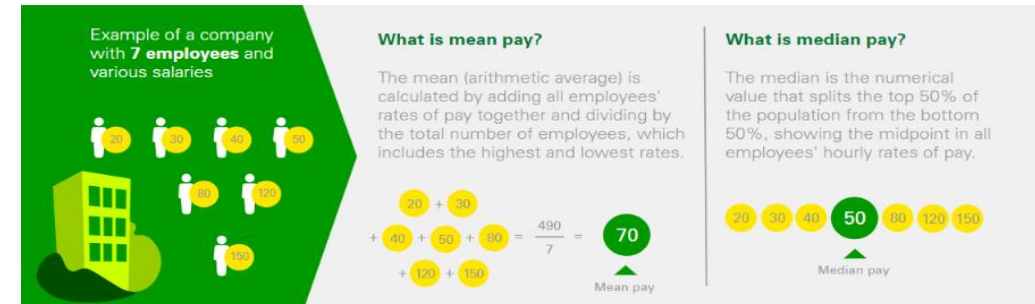
Equal pay is where women and men are paid the same for performing the same role or different work of equal or comparable value.

Gender pay gaps are not a comparison of like roles. Instead, they show the difference between the average pay of women and men across organisations, industries and the workforce as a whole. You can learn more [here](#).

*"bp is dedicated to creating a diverse and inclusive workplace. We actively seek opportunity to enhance gender equity and inclusion, in line with our DE&I strategy."*

*"While we are confident in our actions, we must stay focused on our DE&I initiatives. They not only support our gender pay gap efforts, but also strengthen our overall business performance and innovation by bringing diverse perspectives to the forefront."*

Lucy Nation  
Head of Country, Australia & VP Hydrogen, AsPac



# Why do we have a gender pay gap?

We recognise the importance of focusing on our gender pay gap to ensure gender equality for our employees. We are committed to an approach of transparency and accountability as we work to improve our gender pay gap.

## What does our data say?

Our regular equal pay reviews give us confidence that employees in similar roles are being paid equitably and that pay differences, where they exist, are not because of gender. You can learn more about our gender-neutral base pay policy [here](#).

We acknowledge that we need to focus on actions that work towards equalizing our gender representation which will reduce our gender pay-gap.

The reports cover the 1 April 2023 - 31 March 2024 reporting period. It shows different pay gaps across each of our submission groups, noting 1RQ and Air Refuel are consistently low due to Enterprise Agreements in place.

A positive percentage indicates where men are paid more on average than women in our organization. A negative percentage indicates women are paid more on average than men.

Our 2023-24 gender composition reports on page 4 show men having higher representation in the upper quartile roles in all 5 submission groups. This is typically where our leadership roles are reported, and where we need to continue to concentrate.

## Uneven Gender Representation

Our gender pay gap is primarily caused by issues of uneven gender representation and is not a result of equal pay concerns.

There are proportionally fewer women across our organisation, and this is particularly evident in the lower representation of women at our most senior levels.

The gender pay gap at bp is due to uneven gender representation and fewer women working in our most senior roles. We are on a path to attracting women to our traditionally male dominated roles. To help drive this ambition, we take a "Hiring Inclusively" approach, we expect to see the pool of women candidates for these senior roles increase.

A contributing factor to the pay gaps reflected in Air Refuel and Castrol submission group is the higher representation of men in the lower pay quartiles of these traditionally male workforces.

## Roles with higher pay

The candidate supply in the market for some of our higher paying roles have historically had a higher representation of men. Consequently, this impacts the gender pay gap statistics for both median and total remuneration.

We will continue our focus on increasing the representation of women into roles that traditionally have a higher representation of men. Read more about how we do this on slide 5.

Find our people policies at [people@bp.com](mailto:people@bp.com)  
Find bp public reports [here](#)  
Find our 2023-24 pay gap report [here](#)  
Learn about Australia's national gender pay gap [here](#).  
Find more information on DE&I at bp [here](#).

# Statutory reporting: bp Australia gender pay data for 2024

## BP Australia Pty Ltd

Includes BP Australia, BP Kwinana, BP Developments and BP Energy Australia.

## Elite Customer Solutions Pty Ltd

Elite covers employees in our Global Business Services (GBS) functions.

## No. 1 Riverside Quay Pty Ltd

1RQ is our largest employing entity in Australia, comprising retail operations across our Australia-wide network of forecourts.

## Air Refuel Pty Ltd

The Air Reuel business provide the into plane service for Air bp customers.

## Castrol Pty Ltd

Castrol represents our products and services business including our lubricants businesses.

### Median gender pay data

Median base salary: **15.3%**  
Median total remuneration: **15.9%**

Median base salary: **14.2%**  
Median total remuneration: **15.0%**

Median base salary: **2.3%**  
Median total remuneration: **2.7%**

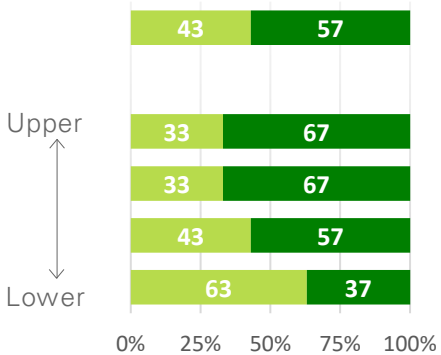
Median base salary: **-9.2%**  
Median total remuneration: **-7.8%**

Median base salary : **-11.8%**  
Median total remuneration: **-12.6%**

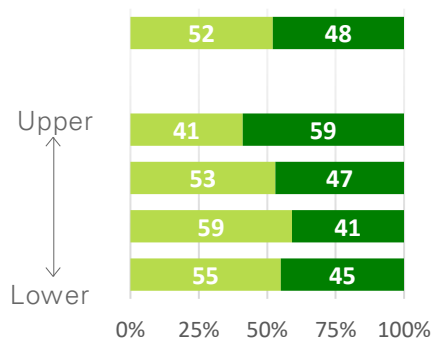
### Gender composition by pay quartile (%)

● Women ● Men

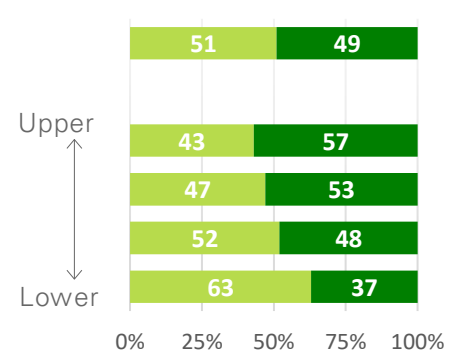
Total Workforce %



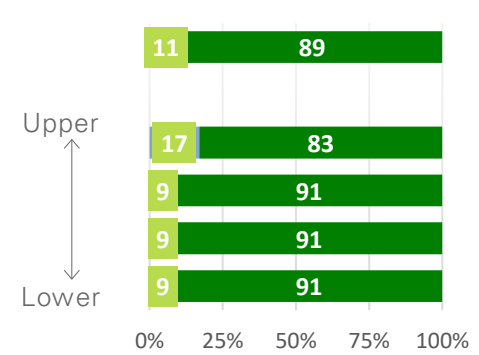
Total Workforce



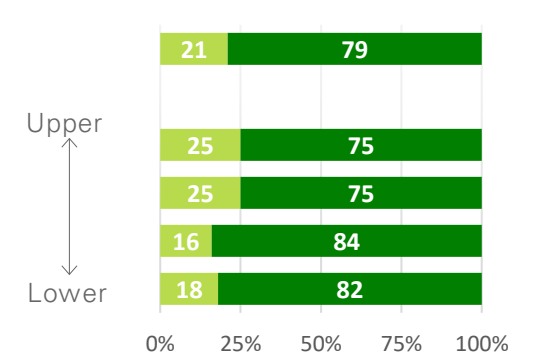
Total Workforce



Total Workforce



Total Workforce



### Declaration

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

Lucy Nation  
Head of Country, Australia & VP Hydrogen, AsPac

Lauren Barlow  
VP, P&C, MC&M ANZ

# The action we continue to focus on the gender pay gap.

## Attracting & Retaining Talent

We follow 'Hiring Inclusively', a set of globally consistent recruiting principles to help enable an inclusive, equitable approach to hiring. This allows recruiters to review internal and external market data for skills availability by gender and by other historically underrepresented groups in some geographies. **In Australia, 90% of our recruitment practices followed the hiring inclusively framework.**

**55%** of our nominated Talent Cohort within Australia are Female (across FLL and SLL). Our Talent Cohort includes team members identified as having high potential for significant future growth in leadership roles.

## WIN at bp (Women's International Network)

This is bp's employee network whose aim is to drive gender equity within the ANZ region. They support our global gender ambition by:

- providing allies a forum for connectivity.
- building awareness of issues that may impact gender equity within bp.
- advocating on behalf of the network when systemic issues are identified.
- supporting the development and retention of women in the region.

## Transparency

The DE&I frameworks and quarterly progress updates are accessible to all employees. These, along with the global bp ambitions, are pursued in all our entities.

We have enhanced our data and reporting offering to continue review trends in how we hire, promote, develop, and retain our employees and continue to provide more equitable opportunities.

bp's 'Self ID' allows employees to share demographic identity data to enable us to gain a deeper understanding of our team and what is important to them. It strengthens our ability to monitor our progress towards our DE&I ambitions and gives us data to ensure our initiatives are helping to create an inclusive workplace.

## Accountability

As an organisation, it is critical that we foster a positive work culture - one where everyone feels safe, included, and empowered to speak up. Our Upstander program was designed to help our employees move from being passive bystanders to active upstanders when they see instances of unacceptable behavior. Our upstander program was rolled out across 2023 and 2024.

## Social Mobility

Since launching the bp ANZ Social Mobility BRG nearly two years ago, our ambition has not changed. We aim to improve the representation, inclusion, retention and advancement of employees from socially mobile backgrounds.



## **So, what's our plan for 2025?**

- Learning & Education - empathy and engagement is where we aim to bring employees together to grow our understanding of social mobility
- Community Outreach - doing the right thing. We have ambitions to build our social mobility network externally
- Partnerships - leverage our allies both internally and externally

**Interested in joining?** Find out more or sign up [here](#).

## **International Women in Engineering Day**

In 2024, bpWIN hosted a celebration at Kwinana Energy Hub to highlight women in engineering roles and acknowledge their achievements, with the theme "Enhanced by Engineering". The event included a panel discussion where engineering leaders providing insights into attracting the next generation of women in STEM, the importance of diversity across teams and the role of line manager support in navigating career transitions

You can listen to the panel discussion featuring three of our fantastic bp women in engineering [here](#).