



2018
**SUSTAINABILITY-
REPORT**

ABOUT THE REPORT

This is IF Brommapojkarna's (BP) first sustainability report according to the GRI Standards and it covers our entire organisation. Our ambition with this report is to be transparent and to share our strategy, our results and our progress within sustainability. The report describes BP's impact, governance and commitments within the areas of human rights, labour rights, environment and anti-corruption. The report has been prepared in accordance with GRI Standards, level Core. The reporting forms a new base year for BP and applies to the period 2018-01-01 to 2018-12-31. Environmental data are reported from third-party suppliers, unless otherwise stated, and the climate calculations are based on the GHG protocol.

All HR data are obtained manually together with the CFO and Club Director. In the compilation of data some manual instances take place and some assumptions are made regarding, for example, how an individual's employment should be reported on. Throughout the report, headcount is used and not the so-called FTE (Full Time Equivalent). One of our major challenges is the collection of HR data due to our current HR system, which for example has limited us in the collection of diversity data. Our ambition is to review our current HR system in preparation for the coming year, in order to improve the process of collecting and monitoring HR data in a systematic way.

If you have any questions about the sustainability report, you are welcome to contact Stefan Bärnin, Sustainability manager at BP, at stefan.barlin@brommapojkarna.se.

LAYOUT: Fia Grönborg, IF Brommapojkarna

PHOTO: Henke Råssmo, Victor Grusell, Erik Bjernulf, Petteri Pohjalainen, Sofia Andersson

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A WORD FROM THE CHAIRMAN



I am proud and glad to present BP's first sustainability report according to the GRI Standards. The report is one of many important steps on our continued journey as a responsible and engaging force within the area of sustainability.

2018 was an eventful year for the entire club. In addition to major highlights such as the women's team qualifying to Elitettan*, giving us two senior teams at the elite level as only one of four football clubs in Sweden, we have initiated several processes and initiatives in the past year that drive our sustainability work forward. One of BP's long-term goals is, to be a driving force for integration and gender equality with football as the foundation, and thus contribute to a positive social development. As Europe's largest football club, we have a responsibility as well as a great opportunity to be at the forefront of development and inspire others. Meeting Place West, based at Grimsta in the west of Stockholm, is our community engagement platform to contribute to gender equality, diversity, integration, and improved health, which includes projects such as Job Investment, Night Football, School Meet Up, Open Football and more. In 2018, Night Football attracted 8,355 participants to events and 44 people got jobs via Job Investment. I'm proud of that!

Football is the world's largest sport for both women and men. But football is not equal, and the same goes for BP. We want to change that. In 2018 we have intensified our gender equality work which we started in 2017. During the year we have e.g. hired a gender equality strategist and published two gender equality reports in which we transparently describe our work. However, we realised early on that there are few good answers and inspiring examples on what gender equality in football, especially elite football, really means. Above all, we got stuck on the question of what a gender equal economy entails for a football club, and how it can be realised. During the year, we began measuring and following up our financial distribution of resources based on a gender equality perspective. With the goal of achieving a gender equal distribution of resources and thus giving all our players the same opportunities to develop and achieve their goals.

In order to understand and determine what sustainability is to BP, we conducted a materiality analysis in 2018/19 where we defined the sustainability areas that are most important for us. Part of the materiality analysis consisted of extensive dialogues with our key stakeholders, which provided us with numerous valuable insights and information to further improve our work. The materiality analysis will make up the basis of our updated sustainability strategy, which we will further develop in 2019. Our ambition is that sustainability will become an obvious and fully integrated part of our club.

* The second highest division in women's football in Sweden

"As Europe's largest football club, we have a responsibility as well as a great opportunity to be at the forefront of development and inspire others."

THIS IS BP

Our vision is to provide joy and development for as many people as possible, for as long as possible. We combine extensive youth activities with elite football and our ambition is for our academy be the leading football academy in the Nordic region, for both girls and boys. Everyone can grow in BP - on and off the pitch - and we would love to do it with you.

BP is Europe's largest football club. We are a club consisting of approximately 4,500 active members, distributed over more than 250 teams. We are also Sweden's largest girls football club with about 1,000 active girls playing football. About 90% of our operations consist of activities for kids and young people that are run by volunteers, particularly by parents and non-profit leaders. Our kids and youth activities aim to offer the game of football to as many people as possible, for as long as possible, and to foster and support the local community surrounding our club. Furthermore, our activities must be conducted with such high quality so that our younger players can be recruited to our senior teams on both the women's and men's side. To care for all our players, we engage about 700 non-profit leaders.

OUR FOOTBALL ACTIVITIES	NUMBER OF TEAMS
Girls	57
Boys	189
Girls Academy	7
Boys Academy	21
Women	1
Men	1
TOTAL	276

Members of the UN Global Compact

As one of the first sports clubs in the world, we joined the UN Global Compact (UNGC) during the year. The motive for the membership was to strengthen our commitments and at the same time receive guidance and support on the journey towards becoming a more sustainable football club. The commitment means that BP takes responsibility and adheres to UNGC's ten principles within human rights, labour rights, environment and anti-corruption.

BP runs football activities in the form of a non-profit organisation and has its registered office in Stockholm (Grimsta IP).

Number of employees

- **Sports Office:** 16
Net sales: 69 957 359 SEK
Equity: 5 494 922 SEK
Debt: 9 244 172 SEK

BP is a large and important player with operations in the west of Stockholm. Each year, our teams play up to 60 games each, corresponding to about 14,000 matches in total, which makes BP represented in about 2 percent of all Swedish football matches played, every day.



GOVERNANCE AND RESPONSIBILITY

We are convinced that successful sustainability work requires clearly defined responsibilities and authority. We take guidance from the UN Global Compact's ten principles on human rights, labour rights, environment and anti-corruption. The Board holds the highest responsibility for BP's sustainability work and our sustainability manager is responsible for the strategic and operational work regarding sustainability as well as the external reporting of our sustainability efforts. The sustainability manager is also responsible for BP's work on sustainability in the supply chain. By the method of continuous dialogue and collaboration with suppliers and partners, this work is primarily aimed at ensuring that their work is in line with the UN Global Compact's 10 principles. In the coming years, we intend to develop our work in this area, focusing on evaluation and supplier requirements. Our work with gender equality, which is a major part of BP's sustainability work, is run by our club director together with the gender equality strategist and sustainability manager.

BP has a number of regulatory documents that provide guidance and describe what applies to BP's operations; The BP-template which describes what applies to BP's youth activities, values that describe how we act responsibly and specific guidelines for match-fixing and social media, among other things. Together, these governance documents regulate what is expected of various stakeholders in and around BP's operations. We encourage our members, and non-members, to report detected misconduct in our operations. In the first instance, misconduct should be reported to the responsible leader, coach or manager, and secondly to an employee at BP's Sports Office. It is also possible to report the matter to the committee chair in the boys-, girls- or academy committee. Ultimately, a report can be made to the club director or chairman of the board. Misconduct may include, but are not limited to, bullying, abuse, discrimination and sexism.

We are members of the Swedish Sports Confederation (RF), Swedish Elite Football (SEF) and Elite Football Women (EFD).





INTERVIEW

Stefan Bärnin, Sustainability manager at BP

“We are Europe’s largest football club for both girls and boys and we must therefore take responsibility to ensure that girls and boys can participate on equal terms and have the same opportunities to develop”.

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Can you tell us more about BP’s work with sustainability?

My role is to coordinate and implement BP’s sustainability work. In addition to working on becoming a socially, environmentally and economically sustainable club, where gender equality is a key part, we also work to use our fantastic platform to take on an even greater social responsibility that we build around our core operations - football.

How do you view BP’s role in society and its principal mission?

I believe the role of elite football clubs in society is drastically changing. As a club, we have a great opportunity to make a difference, but with that also comes a certain responsibility. BP’s role as a social actor goes hand in hand with our football activities, with the two parts elevating each other in a positive way. We are Europe’s largest football club for both girls and boys and we must therefore take our responsibility to ensure that girls and boys can participate on equal terms and have the same opportunities to develop. Moreover, we cannot forget the social benefits we create through our everyday activities where football is a powerful tool to activate many children and young people, which in turn generates large values from a public health perspective. In addition, football

plays a major role in societal integration and inclusion by creating a space where people meet across borders over a common passion.

What is BP’s goal with its sustainability efforts?

Our long-term goal is to use football as a vehicle for integration, inclusion and gender equality and to contribute to positive social development. We have realised that BP has great opportunities, but also responsibilities to participate and drive development forward. Nobody can do everything on their own and therefore we actively collaborate with our partners and other actors in the community, such as the City of Stockholm. I believe that there are major changes in the business sector where sustainability at large, and gender equality in particular, is considered to a much greater extent when it comes to investment decisions in sponsorship partnerships. This is why I am hopeful that we will be able to further strengthen our partnerships in our efforts focused on contributing to a positive social development.

Why are you reporting on your work with sustainability according to the GRI Standards?

We believe that transparency is a vital part of a credible work with sustainability. By choosing to report according to the GRI Standards we take our responsibility in leading the development in football. GRI Standards is the world’s most widely used reporting framework for sustainability, but so far very few football clubs internationally, and no club nationally, have used the framework.

By doing this, we hope to inspire more people in football to start reporting according to GRI Standards, especially at the elite level, and thereby contribute to increased transparency and knowledge about sustainability and the impact football has on the society. Our sustainability report is the result of a great commitment and hard work in the club. But more importantly, this report is an expression of our level of ambition going forward and an invaluable tool to be able to make the right priorities and measure our club’s success over time.

What do you consider your future challenges?

BP has many challenges when it comes to our sustainability work, especially when it comes to our work with gender equality. Football is built by men for men and therefore we are stuck in a structure that is not built for men and women on equal terms, something that is difficult to change. But must be changed.

That is why we have also decided that gender equality must be an integral part of the whole organisation, which means that we initially must work to increase the awareness. We want all the decisions we make to be a part of driving change for equality - not unconsciously strengthen an unequal structure.

“We believe that transparency is a vital part of a credible work with sustainability”.

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OUR PRIORITISED AREAS

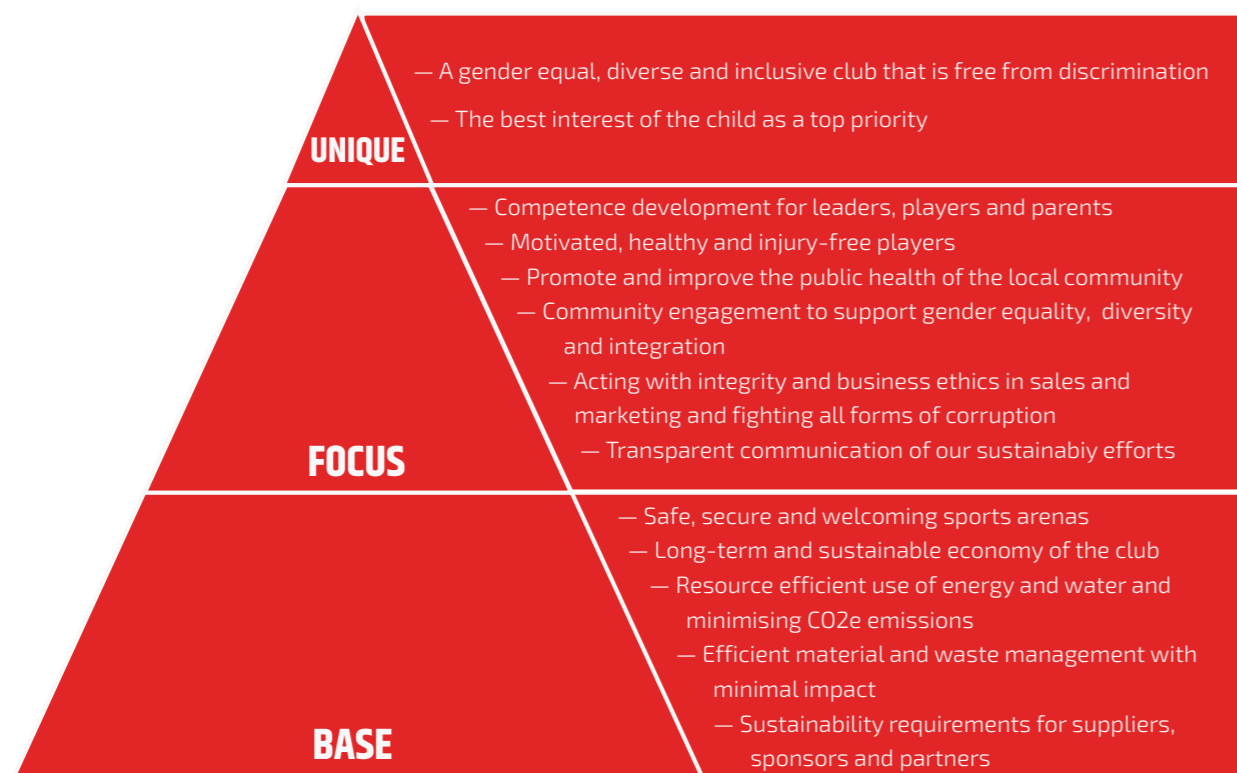
To understand what sustainability means for BP and which areas are most important to us, we conduct desktop analyses, hold dialogues with our key stakeholders and evaluate the positive and negative impact of our operations from a social, environmental and economic perspective. Altogether, this forms our materiality analysis.

Identifying relevant areas

With the help of desktop analyses (e.g. industry and media analysis) we identify relevant social, environmental and economic areas to BP. The identified relevant areas are then evaluated together with the help of an external partner. The relevant areas that are considered to have the highest materiality for our operations continue to the next step in the process - impact analysis and stakeholder dialogues.

BP's priority pyramid

The results of the stakeholder dialogues and the impact analysis are discussed, validated and decided on by BP's board and management in a workshop. BP's material areas are determined and the strategic work on these areas is prioritised in the form of a priority pyramid. The pyramid illustrates the areas that make BP unique, the areas that BP will focus extra on in the near future as well as the areas that form the basis of the organisation, which BP will continue to operate like earlier.



Impact analysis

With the help of an external partner, we evaluate the negative and positive effects of the relevant areas on the environment, society and the economy. The impact analysis contains a total of nine parameters. For example, BP's ability to influence an area as well as how an area affects BP's economy, reputation and operations.

Stakeholder dialogues

We have dialogues with our main stakeholders to inform ourselves about their expectations of BP and sustainability and to get their opinion on which sustainability areas they consider BP ought to place extra focus on. The dialogues are carried out in form of both interviews and questionnaires and are held with both internal and external stakeholders.

"We are very grateful and happy that as many as 778 people participated in our latest dialogues and shared their opinions on how we best develop our sustainability work".

STAKEHOLDER DIALOGUES ²			
INTREST GROUP	METHOD	PARTICIPANTS	TOP 3 PRIORITISED AREAS
Sports Office	Survey	19	<ol style="list-style-type: none"> 1. Safe, secure and welcoming sports arenas 2. A gender equal, diverse and inclusive club (...) 3. Long-term and sustainable economy of the club
The Board	Survey and interview ¹	5	<ol style="list-style-type: none"> 1. The best interest of the child as a top priority 2. A gender equal, diverse and inclusive club (...) 3. Competence development for leaders, players and parents
Players (+16 years)	Survey	12	<ol style="list-style-type: none"> 1. Transparent communication of our sustainability efforts 2. A gender equal, diverse and inclusive club (...) 3. Competence development for leaders, players and parents
Leaders (Youth & Academy)	Survey	159	<ol style="list-style-type: none"> 1. The best interest of the child as a top priority 2. A gender equal, diverse and inclusive club (...) 3. Competence development for leaders, players and parents
Parents	Survey	529	<ol style="list-style-type: none"> 1. The best interest of the child as a top priority 2. A gender equal, diverse and inclusive club (...) 3. Competence development for leaders, players and parents
Supporters	Survey	47	<ol style="list-style-type: none"> 1. Promote and improve the public health of the local community 2. Efficient material and waste management (...) 3. A gender equal, diverse and inclusive club (...)
Partner organisations for community engagement	Survey	1	<ol style="list-style-type: none"> 1. A gender equal, diverse and inclusive club (...) 2. Long-term and sustainable economy 3. Competence development for leaders, players and parents
Partners/Sponsors	Survey and interview	3	<ol style="list-style-type: none"> 1. A gender equal, diverse and inclusive club (...) 2. The best interest of the child as a top priority 3. Promote and improve the public health of the local community
Interest organisations	Survey and interview	3	<ol style="list-style-type: none"> 1. Competence development for leaders and players 2. Safe, secure and welcoming sports arenas 3. The best interest of the child as a top priority
TOTAL		778	

¹ Interview with the president of the Board.
² The dialogues started 2018 and ended in the spring of 2019

BP'S WORK WITH THE UN SUSTAINABLE DEVELOPMENT GOALS

The UN Sustainable Development Goals (SDGs) make up a clear path towards a sustainable future for our world and we all have a responsibility to achieve the goals. Football plays a central role in creating positive values in society and can therefore be a contributing factor in the achievement of the goals. In order to make a real contribution, everyone in football needs to get involved, actively collaborate through partnerships and focus on the goals where football and sports activities has the greatest impact.

SDGs in focus

With our newly formed sustainability strategy as a basis, including the prioritised sustainability areas that are the most important to us, we identified the Sustainable Development Goals (SDG) and targets where we have the greatest impact and ability to contribute. The analysis further highlights the responsibility we have towards contributing to the goals and it is encouraging to see that we are already contributing to several targets today through our current activities.¹

BP's main focus is on Goal 5 (Gender equality) and Goal 10 (Reduced inequality). These two goals can be seen as two overall goals integrated in everything we do. In addition, it is also important for us to work with some of the SDG-targets within goal 3, 6, 7, 8, 12 and 16.



¹ In the analysis of identifying and prioritising relevant SDGs we used the guide "An analysis of the Goals and Targets" developed by UN Global Compact and Global Reporting Initiative

LINKED SUSTAINABLE DEVELOPMENT GOALS – THE GOALS WITH HIGHEST RELEVANCE TO BP'S OPERATIONS		
	BP'S PRIORITISED AREAS	SDGS SDG TARGETS
UNIQUE	A gender equal, diverse and inclusive club that is free from discrimination	5.1 END DISCRIMINATION OF WOMEN AND GIRLS 5.5 ENSURE FULL PARTICIPATION IN LEADERSHIP AND DECISIONMAKING 10.3 ENSURE EQUAL OPPORTUNITIES AND END DISCRIMINATION
	The best interest of the child as a top priority	5.1 END DISCRIMINATION OF WOMEN AND GIRLS 10.2 PROMOTE UNIVERSAL SOCIAL, ECONOMIC AND POLITICAL INCLUSION 10.3 ENSURE EQUAL OPPORTUNITIES AND END DISCRIMINATION
FOCUS	Competence development for leaders, players and parents	Global goals related to this area is covered by the areas "A gender equal, diverse and inclusive club (...)" and "The best interest of the child as a top priority (...)"
	Motivated, healthy and injury-free players	3.4 REDUCE MORTALITY FROM NON-COMMUNICABLE DISEASES AND PROMOTE MENTAL HEALTH 8.8 PROTECT LABOUR RIGHTS AND PROMOTE SAFE WORKING ENVIRONMENTS
	Promote and improve the public health of the local community	3.4 REDUCE MORTALITY FROM NON-COMMUNICABLE DISEASES AND PROMOTE MENTAL HEALTH
	Community engagement to support gender equality, diversity and integration	8.5 FULL EMPLOYMENT AND DECENT WORK WITH EQUAL PAY 8.6 PROMOTE YOUTH EMPLOYMENT, EDUCATION AND TRAINING 10.2 PROMOTE UNIVERSAL SOCIAL, ECONOMIC AND POLITICAL INCLUSION 17.7 ENCOURAGE AND PROMOTE EFFECTIVE PUBLIC, PUBLIC-PRIVATE AND CIVIL SOCIETY PARTNERSHIPS, BUILDING ON THE EXPERIENCE AND RESOURCING STRATEGIES OF PARTNERSHIPS
	Acting with integrity and business ethics in sales and marketing and fighting all forms of corruption	16.5 SUBSTANTIALLY REDUCE CORRUPTION AND BRIBERY
	Transparent communication of our sustainability efforts	12.6 ENCOURAGE COMPANIES TO ADOPT SUSTAINABLE PRACTICES AND SUSTAINABILITY REPORTING
BASE	Safe, secure and welcoming sports arenas	8.8 PROTECT LABOUR RIGHTS AND PROMOTE SAFE WORKING ENVIRONMENTS 10.3 ENSURE EQUAL OPPORTUNITIES AND END DISCRIMINATION
	Long-term and sustainable economy of the club	8.1 SUSTAINABLE ECONOMIC GROWTH
	Resource efficient use of energy and water and minimising CO2e emissions	6.4 INCREASE WATER-USE EFFICIENCY AND ENSURE FRESHWATER SUPPLIES 7.2 INCREASE GLOBAL PERCENTAGE OF RENEWABLE ENERGY 7.3 DOUBLE THE IMPROVEMENT IN ENERGY EFFICIENCY
	Efficient material and waste management with minimal impact	8.4 IMPROVE RESOURCE EFFICIENCY IN CONSUMPTION AND PRODUCTION 12.4 RESPONSIBLE MANAGEMENT OF CHEMICALS AND WASTE 12.5 SUBSTANTIALLY REDUCE WASTE GENERATION
	Sustainability requirements for suppliers, sponsors and partners	8.5 FULL EMPLOYMENT AND DECENT WORK WITH EQUAL PAY

THE ROAD TO A GENDER EQUAL AND INCLUSIVE CLUB

As the largest football club in Europe for both girls and boys, we have great possibilities to influence our surroundings and push the development forward. We want all people, regardless of gender, to have the same resources and opportunities to start playing football and develop within football. Our long-term vision is to be a gender equal and inclusive club. Not only do we think this is the future, we are convinced it is.

The road to gender equality

Two years ago we intensified our work to become a gender equal club, and at the same time we acknowledged that there are a number of challenges that lies ahead. Our goal is that gender equality will permeate throughout our entire operation with a focus on a gender equal allocation of resources, equal treatment, and enhanced knowledge on matters related to gender equality. During 2018, the board decided to further intensify the work on gender equality. At the beginning of September, the same year, a gender equality-strategist was hired part-time and the club presented two gender equality reports, with a third report set to be presented during spring the following year. In our reports, we highlight the challenges we face and the possibilities that exist on the global and local football arena. Moreover, we focus on our own journey towards becoming a gender equal club - what activities we have performed and what we have planned for the future.

During the year, our academy and senior teams, both women and men, underwent training in gender equality and norms. In order to create a gender equal and inclusive development within football, we need to rebuild our organisation from scratch, where girls and boys as well as women and men, have the same prerequisites and can play football on the same terms from the start. Currently, we have an extensive ongoing project on gender equal allocation of resources, where we will work to create a new financial structure during the upcoming years that will facilitate proper auditing of all the assets within the organisation, including everything from how materials and training hours are allocated to sponsorships and salaries. Regarding the financial posts that turn out to not be gender equal, we need to work actively and continuously adjust the allocation of resources in a gender equal manner.

For the first time we have analysed the ratio of basic salaries of our staff at the Sports Office together with our contracted leaders and players. This is an important step in our efforts to become more gender equal. See page 22 for further information. The analysis makes it possible for us to discover, fix and prevent unjustified differences related to gender. We are also very proud to have more women within our organisation, both as co-workers at our Sports Office and as members of the Board. In the past two years, BP has had a board consisting of 60%

“Gender equality is not a short-term project for us. It is a strategic development issue for the club and should be for sports overall. Through our gender equality work, we will work to be a modern, relevant and trustworthy club that contributes to a sustainable and positive societal development.”

– Stefan Bärnin,
Sustainability manager,
BP

men and 40% women, which is in accordance with the goals set forth by the Swedish Sports Confederation. We are working to reach the goal of having a board with 50% men and 50% women.

In order to successfully integrate gender equality matters within our whole organisation, we need to increase the knowledge of our players, leaders, members, families and other stakeholders within and around BP. In the short term, the gender equality work will entail a working environment and club spirit that permeates good values and equal treatment. In the long term, we hope that gender equality will be an evident part of the culture within all our football operations and football at large. We know that this is a great challenge, but this is also the future that we strongly believe in.

Free from discrimination

Being a gender equal club entails being free from discrimination. During the past year there was one reported case of discrimination as it was brought to attention that the coach for the men's team had conducted a poor leadership. As of September, we investigated the matter and made a decision that resulted in contract termination. In relation to this, we decided to also create a new management role in order to, amongst other things, decrease the distance between the men's team and the Sports Office.

HIGHLIGHTS FROM 2018

- Recruitment of a gender equality strategist
- The head of BP's Girls Academy and the girl's youth section gets hired full time
- Decided that the women's team should have the highest budget in its current division (Div.1 Södra Svealand 2018)
- Women's clothing has been included in Nike's BP assortment
- Equal material allocation between women's and men's team
- We received funding from the Swedish Gender Equality Agency to develop a method on gender equal resource allocation
- Our application for our Job investment project, creating work opportunities for young people, was approved by the Swedish Agency for Economic and Regional Growth

Gender equal allocation of resources

A large part of BP's work for change concerns resources - what gender equal allocation of resource entails and what we need to do in order to achieve it. We have an ongoing project with Ethos International where BP's financial structures and resources are being analysed in order to analyse the allocation of resources from a gender equality perspective. Extra focus has been devoted to gender equal sponsorship and we have during the year developed a system to ensure transparent financial reporting through a gender equality perspective. Working with gender equality and structurally changing BP as a club calls for extensive work.

Strategic advising and reporting

We need competence within and around our club in order to our club for the better. Thus, we have initiated a collaboration with FairPay foundation. During the past year they have advised us with our strategic work. Together with FairPay, we have released two Gender equality Reports during the year. The purpose of the first report is to advance the gender equality work whilst the second aims to make the work visible by measuring and following up on our allocation of financial resources from a gender equality perspective. A third report will be released in the beginning of summer 2019.

"Not everyone will become a professional football player, but there has to exist equal opportunities for everyone to become one."

INTERVIEW

Charlotte Ovefelt, Gender equality strategist at BP

What does it mean to work as a gender equality strategist at BP?

To create an unquestioned space for gender equality issues in a football organisation that traditionally does not have it as a part of their agenda. It also entails trying to get many to "open their eyes" and do what we actually say in several of our documents. We are going to educate our co-workers, players and leaders in more than just football, we are also going to educate them on good values and actions to create a more inclusive culture and a better society.

Why have you decided to get involved in football?

Because I love sports and football is the sport closest to my heart. There is a great potential to meet people, and football, which is the world's most popular sport, opens up for incredibly many meetings where it is really necessary and perfectly suitable to discuss gender equality and norms.

How is it to work with gender equality matters within football?

Rewarding, interesting and challenging. Due to the fact that there not too many best practice examples out there since gender equality within football does not have a long history, it feels great to be a part of it and creating a process that hopefully can become an indisputable part of football moving forward.

Have you felt any resistance at work? If yes, in what way is it expressed?

Yes, unfortunately, there are those who like to keep things the way they always have been. A perception that is not uncommon is that gender equality work comes in and "takes place" from the regular operations, i.e. football. When I do not address the traditional football matters there is always criticism as the history of football tend to be seen as sacred and is not to be challenged. I believe it is important to take a look at the rear-view mirror to understand the complexity, however we must also look forward. It looks different then.

What would you say is the biggest obstacle to achieve gender equality within football?

The fear of change and the fear of not knowing what will come next if we do things in a new way. We do not know if women's football will ever become as "popular" as men's football but should that really stop us from working for it become that? We cannot live with the belief that men's football always will be the norm without working to make the norm all girls, boys and non-binary's having the same opportunities to exercise the sport. Not everyone will become a professional football player, but there has to exist equal opportunities for everyone to become one.

OUR MOST VALUABLE ASSETS

Our most valuable assets are everyone who pushes BP forward everyday – namely our committed players, leaders and co-workers. They are the ones who make us BP.

Motivated players

It is central for our club that our players are motivated, think it is fun to play football and are developing. In order for our players to have fun, be challenged and grow as players we organise ongoing activities for our young players, such as five own cups with about 470 participating teams, kids school, football school and a number of other activities.

During the year we have devoted focus on developing both of our Academies. The Girls Academy has continued to grow and has started two new teams during 2018. Every training, match and cup have been carefully thought through by the leaders in order to optimally develop both the Academies.. As a part of developing the Academies, we hired a Head of Academy, who is responsible for the youth teams. When the women's team advanced up to Elitettan, it also gave BPs Girls Academy team an anticipated spot on the next seasons F19 Svenska Spel (Flickallsvenskan). For the Boys Academy team we have during the past year put a lot of focus on implementing our new training method that aims to have more trainings and more efficient ones. Moreover, they should be as similar to the matches as possible. In that way, we will have more fun together, which is one of the most vital elements for youth development.

Healthy players

To have players free from injury is essential for our organisation to operate. During the first three months of the year, all senior players conduct the same exercises prior to training, which focus on preventative fitness training and increase the stability in the knees, hip and feet . After three months, all players have individual rehab programs that they follow prior and post training. Our players do knee control exercises, weight training and preventative movement exercises before every training and matches to minimise risk of injury. The men's team have technical equipment to measure the physical status of the players, in order to design exercises that are sustainable for the players and developing for the team as a whole. The possibility of obtaining the same equipment for the women's team is currently under investigation. Our goalkeepers have during the year developed specific injury preventative training together with a naprapath and a physiotherapist. In collaboration with our partners we have also held workshops on health and on how to prevent injuries.

If our players get injured the best medical care has to be available. The BP men's team has a medical team consisting of orthopaedics, doctors of naprapathy and physiotherapists, while the women's team have access to one doctor of naprapathy. The difference is

¹ The second highest division in women's football in Sweden
² Regards all players in the women's and men's team.

due to the budget, something that we continuously are working on to change. During the year, 14 players in the men's team and 6 players in the women's team were registered to be injured for more than two weeks. When an injury occurs, the treatment starts directly from the moment of injury. A diagnosis, rehabilitation program and treatment plan are conducted by the medical team within 48 hours. In the case of a more severe injury that has a rehabilitation period over three months, we take assistance from external physiotherapists. Both of our senior teams always have access to a physiotherapist and a doctor and are offered professional help in cases of mental illness.

Competence development

Our competence development programs are essential to develop players and give our leaders and co-workers support in their work. Within BP, we aim to have top educated leaders and players on all levels and within all areas of football (e.g. diet, injuries, leadership). We work in various areas to develop the operation of the club and educational courses. All leaders in BP within our kids and youth teams are offered to continuously develop their competence in all areas free of charge. This occurs both on behalf of BP and the Swedish Football Association. All leaders and active players have access to Supercoach, an online tool with e.g. set training schedules for ages 8-15, and a substantial training library with video recorded exercises and a number of other functions designed to continue to develop players and trainers within BP. Our leaders within the Academies undergo a two-hour training component every month to acquire the competence needed to develop our elite youth teams. Along with our collaboration partners we have conducted a number of lectures during the year, for example lectures about health and injury preventative training. Moreover, the club's gender equality strategist has held lectures and educated the senior teams and older academy teams on gender equality and norms during fall 2018. During the year, all workers at the Sports Office underwent a course in organisational development. During 2019, a gender equality training will be a part of the Supercoach, which means that all leaders will yearly undergo training to enhance the knowledge of gender equality and norms. During the upcoming years we will also look into the possibilities of offering trainings to all the player's parents supporting the club. They play a vital role in pushing our club forward with their priceless efforts and support. We want to highlight this aspect, encourage and utilise even more in the future through training and cooperation.

HOURS OF COMPETENCE DEVELOPMENT

AVERAGE NUMBER OF TRAINING HOURS	MEN	WOMEN
Board	10	10
Sports Office - Personnel responsibility	30	20
Sports Office - Women's and men's teams	2	0
Contracted players	2	1
Contracted leaders*	8	8

*excluding leaders within the women's and the men's team

COACH AV COACH

During 2018 we have continued with the popular program Coach by Coach. Our brilliant academy instructors met our youngest teams (girls and boys born 2010) and their leaders where coached both theoretically and practically as well as received continuous training for the team. In 2019 the program continues and focus will be on our new youngest age group (born 2011).

HR FIGURES

INFORMATION ABOUT OUR CO-WORKERS

NUMBER OF EMPLOYEES PER EMPLOYEE CONTRACT	MEN	WOMEN	TOTAL
Permanent*	10	3	13
Project (e.g. CSR-project)	1	2	3
Contracted players	27	24	51
Contracted leaders	36	0	36
TOTAL	74	29	103

PERMANENT EMPLOYMENT	MEN	WOMEN	TOTAL
Full-time	10	3	13
Part-time	0	0	0
TOTAL	10	3	13

*100% of our permanent employers are covered by collective bargaining agreements

Clarification of Newly employee hires and employee turnover

*Sports Office includes; Sports Office - Personnel responsibility and Sports Office - Women's and men's teams, and Sports Office - Project employees.

** To report more precise figures related to turnover and new employee hires broken down by gender for our players, the total number of employees have been calculated on the respective women's and men's teams (i.e. 24 for women and 27 for men).

The category includes all players contracted by BP. New hires are based on players added during the season and the turnover calculations include players who choose not to renew, or cancel, their contract during the season. Players who pause contracts (>12) and then return to BP are not included.

***Excluding leaders within the women's and men's teams. Leaders part of the women's and men's team are included under Sports Office.

NEWLY EMPLOYEE HIRES AND EMPLOYEE TURNOVER

NEW EMPLOYEE HIRES	MEN	WOMEN	-30	30-50	50+
BP in total	26% (27)	11% (11)	28% (29)	7% (7)	3% (3)

WITHIN THE FOLLOWING CATEGORIES:

Sports Office*	27%	9%	5%	23%	9%
Contracted Players**	48%**	33%**	43%	0%	0%
Contracted leaders (Academy & youth)	27%	3%	20%	7%	3%

EMPLOYEE TURNOVER	MEN	WOMEN	-30	30-50	50+
BP in total	28% (29)	5% (5)	25% (26)	3% (3)	5% (5)

WITHIN THE FOLLOWING CATEGORIES:

Sports Office*	18%	0%	0%	0%	18%
Contracted Players**	63%**	17%**	41%	0%	0%
Contracted leaders (Academy & youth)***	27%	3%	17%	10%	3%

Employee turnover

During the year there have been many changes in both the women's and men's team because of a change of divisions. The women's team ended the season by advancing up to Elitettan, while the men's team went down one division to Superettan. This resulted in some changes in the player squad in the respective teams. The men's team has undergone the biggest change for the coming season as the change of series has led to several players not renewing their contract and since BP chose to invest in a wider squad many players has been recruited to the men's team. The head coach of the men's team, along with others in the coaching staff, was relieved from duty during the year after a lack of leadership and poor behaviour towards the team was discovered.

SALARY DIFFERENCES BETWEEN WOMEN AND MEN

EMPLOYMENT CATEGORY	RATIO OF BASIC SALARY OF WOMEN TO MEN
The Board	-
Sports Office - Personnel responsibility	73%
Sports Office - Women's & men's team	-
Sports Office - Project employees	125%
Contracted players	6%
Contracted leaders**	-
TOTAL	62%

*Excluding project employees

**Excluding leaders within Women- and Men operations

Clarification of salary differences between women and men

Sports Office - Women's and men's teams and Contracted managers do not include data because no woman is employed in each category. Leaders or managers who were only employed for 4 months or less are excluded from the women's and men's operations. Player salary is calculated on all players who have had 12 month contracts. Women's players are employed on a 10-month basis, which has been recalculated on a 12-month basis. No fees are paid to the Board. The ratio of compensation of women to men was 105% for Sportkontoret - Personnel responsibility..

Differences in salary

At the Sports Office - Personnel responsibility the difference can be explained by the fact that the men who are employed tend to have been employed by BP for an extended period of time and hold more senior roles in the club. Regarding our project positions, the result points to the opposite, as the employed women have a more senior roles and have more experience. We can also note that the pay gap between our women's and men's players differs greatly. One explanation for the difference in salary, but no excuse, is that the differences are due to a mix of individual salary setting, different divisions and that football in general has a long way to go to achieve equality.

RECRUITMENT FOR GENDER EQUALITY

During the year BP has invested in hiring more women. Gender equality among those who make the decisions in our club is an important part of our change work. At the beginning of 2017, the gender distribution was 12 men and 1 woman, and at the end of 2018 the distribution was 5 women and 13 men at the Sports Office.

GENDER EQUALITY AND DIVERSITY WITHIN BP

EMPLOYMENT CATEGORY	MEN	WOMEN
Sports Office - Personnel responsibility	70%	30%
Sports Office - Women's and men's teams	100%	0%
Sports Office - Project employees (e.g. CSR-project)	33%	67%
Contracted players	53%	47%
Contracted leaders**	100%	0%
TOTAL	72%	28%

EMPLOYMENT CATEGORY	MEN	WOMEN
The Board	60%	40%

EMPLOYMENT CATEGORY	- 30 YEARS	30-49 YEARS	+50 YEARS
The Board	0%	60%	40%

**Excluding leaders within Women-and Men's operations.



THE BEST INTEREST OF THE CHILD AS A TOP PRIORITY

BP is a club that wants to be open and accessible to anyone who wants to play football, where all players should be allowed to participate and develop based on their own conditions and interests. Football for children must be based on the children's best interests. By turning to the children, listening to them, and understanding how they look at their football, we can develop as a club and act in line with the best interest of the child. Due to the large number of active children and young people who play for BP, we as a club also have an incredibly important role in fostering good citizens. We therefore strive to constantly develop our children and young people on issues concerning norms, values and co-determination.

Our goal is to offer all players who want to play in BP a club that is adapted to each individual's different ambitions, conditions and motivations. As part of this, we offer a number of players who want to play a lot, and are far ahead in their development, place in our Academies. Besides the Academies we have for several years also offered other extra activities, in addition to the children's regular teams, for those children who have a desire to play and practice more football. We want football to be fun and evolving for our children and young people, and not perceived as serious and demanding at a young age. We are proud to have one of Sweden's leading football Academies, but we are also aware that this poses several challenges from a children's rights perspective. As part of a better understanding of the needs of our active children and young people, the Board decided on to conduct annual player surveys, starting autumn 2019. The results of the surveys will make it easier for us to continuously improve and develop our club in the future, based on the wishes and needs of children and young people. During the year we also looked at the possibilities of offering more alternatives and development opportunities to our motivated players. This review will continue for years to come.

The BP-template

The BP template forms the basis of our work to ensure that the best interest of the child is a top priority. The template acts as a guide for our leaders, players and parents in how we together act as a club in line with the club's values. For example, it makes it clear that everything that the leader does must be based on the child's best interests. To ensure the template is up-to-date and compliant with children's rights, we continuously carry out evaluations of the template and its requirements. One challenge we identified is finding the right balance in how we formulate our requirements. If we become too general and vague, there is a higher risk that the requirements are not

"EVERYTHING THAT THE LEADER DOES MUST BE BASED ON THE BEST INTEREST OF THE CHILD".

complied with. However, if we become too demanding, detailed and specific, there is a high risk that the leaders engaged on a voluntary basis find it overwhelming and thus do not comply. During the year, we conducted a dialogue with our leaders on the issue and concluded to update and further specify our requirements in the BP template. This work will commence in 2019. The current revision of the BP template is part of the overall operational review that we are in the middle of conducting and that will be presented to the Board in the coming years.

Training, dialogue and follow-up

We see training as a key component in achieving a successful implementation of our guidelines. All of our approximately 700 leaders, many of whom are voluntarily supportive custodians, have a central role in applying and upholding the club's values. For our leaders, we have two main trainings; The basic training, which is conducted with all new leaders, and the Leadership Academy, which contains regular training for all leaders.

The basic training addresses areas such as responsiveness, self-directed motivation and dialogue with parents. Two to three months after a new leader has completed the basic training, we follow up by attending a training session and evaluating and giving developmental feedback to the leader, based on a number of specific parameters. In 2018, the Leadership Academy became mandatory for all leaders. The training addresses various themes in leadership, pedagogy and football know-how, for example what the leader's main focus should be given to the age group it is responsible for. In 2018, approximately 230 leaders participated in the training, which meant representation from a clear majority of all our teams

Both programs are based on research in leadership, pedagogy and sport, and give leaders the tools for how to best support our active children. The purpose of the trainings is to create a safe, clear and stimulating environment for development, that the football activities are permeated with joy, and that individual development takes precedence over sport results. The degree of efficiency of the programs is continuously monitored by attending training and matches, and conducting dialogues with leaders, parents and players. The player survey, starting in the fall of 2019, will also give us a greater understanding of how we should develop our education to meet the needs of children and young people.



COMMUNITY ENGAGEMENT

BP'S SOCIAL VALUE

It is impossible to accurately measure the full societal value of the community efforts that BP brings to society every year, including areas such as integration, health, reduced exclusion etc. During 2017, we received a modest indication of our contribution through our youth activities, with a focus on the public health perspective: Nordic Evolution Group calculated that BP's total operations in 2017 had generated social savings of SEK 73 million. We are also aware of that we may have a negative impact on society as we are a large club with operations all over the western parts of Stockholm, which means that we for example risk outcompeting smaller associations in the local community. Therefore, we also work with smaller local associations where we can find synergies.

BP is primarily a non-profit football club and through our core operations we foster and improve the public health of the local community contributing to a positive development in the areas in which we operate. Moreover, we have made a strategic decision to do more than what is expected from us and to actively act as a responsible community player beyond football.

Regular sporting activity improves health

It is a well-documented fact that physical activity facilitates learning for both children and adults. The list of benefits of regular physical activity, exercise or sport can be made long. Some of the most crucial factors are increased health, well-being, learning ability, and self-confidence. All in all, sports and physical activity are good for both the brain and heart. It is also very fun. During the year, we had 206 414 unique participant occasions where children, youth, and seniors played football and were physically active.

Reduced exclusion through Meeting Place West

With over 30 percent of young people with one or two foreign-born parents, BP is a good example of an organisation that increases integration and reduces exclusion. In an analysis of BP's catchment area, it becomes clear that parts of the club's catchment area are characterised by social and economic segregation, where the living conditions look different depending on whether you reside in, for example, Hässelby villastad or Hässelby gård.

Meeting Place West is the collective name for BP's community engagement project. Through the work in Meeting Place West, BP wants to contribute to gender equality, integration, improved health and counteract various types of exclusion. In 2019, the project will accelerate further as we hire a Head of Operations for Meeting Place West with a focus on the target group of young girls in the immediate area.

Job Investment - Easier paths to jobs and skills

Job Investment is BP's labour market project, which is funded by the Swedish Agency for Economic and Regional Growth, and goes within the framework of their investment in easier paths to jobs and skill development. The project works with inclusive recruitment among young adults and especially foreign-born women from the

western parts of Stockholm. The purpose is to contribute with a model that helps the business community find the right skills and contribute to gender equality perspectives in the recruitment process. In 2018, the goal was to get 50 people to find work, of which 44 people successfully found work via BP's Job Investment project. The goal in 2019 is to get 100 people to find work.

Sisters Around the Corner - Sports activities for those farthest from sports and club activities

In Sweden today, there is a large group of girls who are restricted in their everyday life. Many girls are not allowed to participate in any type of education at school, spend time with who they want, dress how they want, exercise and carry out sports and leisure activities that they would have liked. BP's initiative for open football collaborates with the association Systrar Runt Hörnet (Sisters Around the Corner), which operates in western Stockholm (Hässelby/Smedshagen) and works actively to give the girls a fun everyday life filled with leisure activities, sports and new social circles.

Night Football - When the need for healthy activities is most important

Every Saturday, year-round, BP's sport arenas in west of Stockholm are opened for Night Football. Together with leaders recruited from the local area, all children and young people are welcome to play football all year round without having to sign up or register. Everyone is welcome.

- BOYS: BETWEEN 5-15 YEARS: 3500 DURING 2018
- BOYS: BETWEEN 15-30 YEARS: 4800 DURING 2018
- GIRLS: BETWEEN 15-30 YEARS: 55 DURING 2018





INTERVIEW

Sofia Andersson, Head of Operations, Meeting Place West

"THE POWER OF FOOTBALL IS THAT IT UNITES AND ENGAGES PEOPLE FROM ALL OVER."

How do you view football as an arena for community support activities?

In my opinion, football is one of the best arenas for community support activities. The power of football is that it unites and engages people from all over. It doesn't matter where in the world you are, football speaks the same language wherever you go. Thanks to this, it is easy to integrate people into communities, teach good values and let people meet.

Do you see any results from your community efforts?

We have a rather telling example. One Saturday evening a year ago, it was so quiet on the streets of Vällingby and Hässelby that the police began to wonder where all the young people were hanging out. The police were then told that young people were up at Grimsta IP and were playing football. The police drove up to the Grimsta tent and found 100 – 150 young people, almost

only guys, who played a football tournament instead of hanging around town. This is an example of how Night Football really can make a difference.

What do you see as the biggest challenges in the work of including girls in football activities?

If we talk about the club life of football, it starts with the fact that football is created by men for men. There are few female role models and it is extremely unequal in many aspects. This means that girls do not get or dare to take a seat. Many girls say that they do not feel welcome or are taken seriously in the sport. When it comes to sports in general, one of the challenges is to continue working for an equal sport. It is about increasing the proportion of women in different roles, such as leaders, judges, at the offices, to strengthen gender equality in social life. In order to increase the amount of girls in sports, we need to increase the number of women in positions around the sport.

"WITH MORE WOMEN IN FOOTBALL, WE CAN CREATE A SAFE ARENA WHERE MORE GIRLS FEEL WELCOME."

Although football as a sport does not attract many girls, all the things around football attract girls even less. If you focus your eyes specifically on the girls who exercise sports, a major obstacle is acceptance. It is not as accepted that girls exercise sports as it is for guys. Which means that girls must constantly work towards rigid norms and values that create oppression. Then there are also challenges within the sport itself. Today, the sport is designed to be fun first, and then move on to elite focus. There is a lot of talk about young girls quitting sports earlier than guys. But we never ask what the girls themselves want. The needs of girls or all children and young people are forgotten when the only option is to go elite or quit.

There is a lot of talk about football and integration, while many activities are aimed at young guys. What can football be better at in order to break this pattern?

Football needs to be better at getting in more women to become role models. With more women in football, we can create a safe arena where more girls feel welcome. I think homogeneous integration projects are a key to breaking this pattern. This is to create safe environments where girls dare to take space, have good role models and have the opportunity to try on activities. In a perfect world, both girls and boys would come to the social football projects, but today it doesn't look that way and that's when we have to find other ways to reach out, welcome and include all people.

OUR ARENAS

One of the best things we know is our home games. Besides being the highlight for many of our football players, it is also an occasion for togetherness and community. The spirit and atmosphere that supporters, both our own and guest opposing teams, creates in our arenas is magical. It is therefore of the utmost importance that supporters, visitors and employees feel safe, secure and respected during our home games.

We follow the association's directive regarding arena security. The Swedish Football Association annually conducts an inspection of Grimsta IP and the club to ensure that BP meets the arena requirements. Every year, our event managers undergo security training and we also have a safety officer on the board. At all the men's matches, we have match delegates who check that the event is run according to Swedish Elite Football's guidelines. Everyone who works at the match events has a shortened evacuation plan around their necks. Regarding security, we also have close contact with the plant's caretaker, police, fire brigade, match stands, security companies and entrance and public hosts. Before each match we share match information to inform all visitors about our facilities and how to get to and from the arena most easily.

In connection with the new Grimsta IP, which was completed in 2017, we have worked extra hard with security and that the arena feels welcoming. That is why we feel it is greatly reinforcing that 97% of the approximately 50 supporters we had a dialogue with during the year feel safe and secure in our sports arenas.

"It is reinforcing that 97% of the approximately 50 supporters we had a dialogue with during 2018 feel safe and secure in our sports arenas."

ACTING WITH INTEGRITY AND BUSINESS ETHICS

BP is a major social actor in the areas we operate and therefore has a responsibility to protect people's integrity and counter corruption in all its forms. This include responsible marketing for young people, proactively counteracting match-fixing and irregularities regarding player purchases and carefully choosing our sponsors.

We see clear guidelines, transparency and training as important elements in fighting corruption within our club and in football overall. With our values as a starting point, we have in the past year increased awareness of these issues, and by becoming a member of the UN Global Compact, where one of its principles concerns anti-corruption, we have paid further attention to the matter internally. One of the issues of particular relevance to football specifically is counteracting and combating match-fixing, as well as reviewing how agent activities are conducted. We see this as a challenge, and in 2019 we will increase our work in this by, among other things, distributing information and training. It is important that we increase the pace of training our young people with the risks of match-fixing and how we together as a club can work to counteract it. This is an incredibly important issue for the sport as a whole, and it is about ensuring that we are a credible and secure actor who stands up for our core values. In men's football, Swedish Elite Football has a long-term preventative anti-corruption work that we at BP support and follow. In 2018, no cases of corruption were confirmed.

Responsible marketing and communication

One of our goals within sustainability is to have a clear strategy for how we interact with the surrounding community and stakeholders, for example, supporters, partners and sponsors. For example, this means that we do not use targeted marketing to our children and youth in our operations. However, because we live in a time where social media is a key part of the lives of children and young people, we do not have full control over how all the players in our club relate to the marketing we use on our social platforms. An important part of this work is also the gender equality perspective, where we intend to always review our content based on discrimination aspects, and strive to promote equality and diversity through our communication. This promotional work will be further highlighted in 2019. Communication plays an important role in breaking norms and promoting inclusion.

We also require our partners to act in line with our core values and the UN Global Compact's 10 principles. Moreover, we expect our partners to place higher demands on us so that we can develop together in this area. In 2019, we will change our sales strategy to include aspects linked to the societal values we create. In this work, collaboration and transparency are central.

MINIMISING OUR ENVIRONMENTAL IMPACT

MICROPLASTICS FROM ARTIFICIAL TURFS

The type of granules used in artificial turfs releases microplastics when disseminated to the local environment and has, according to the Swedish Environmental Protection Agency, been identified as a major source of microplastics emissions in Sweden. An important part of BP's work with risk minimisation consists of finding solutions in how current turfs can be used in a smart way through collaboration with community actors, and spread the knowledge on to our leaders, players and parents. We also address environmental matters in our communication with the municipality of Stockholm when constructing new artificial turfs.

*Greenhouse Gas Protocol

Climate change is one of the most important issues of our time and all actors in society must take responsibility for contributing to sustainable development. BP's work to minimise our negative environmental impact is based on the precautionary principle and focuses primarily on minimising the club's emissions from traveling. In addition, resource-saving use of energy and water, as well as climate-smart material and waste management are important issues for us.

In order to enable us to better understand, follow, and find effective ways to reduce our negative impact on the environment, we chose to start collecting environmental data during the year through the support of the GHG-Protocol*. Our energy consumption is mainly linked to lighting and heating of our football arenas and pitches, where our facilities are driven by 100% renewable energy. Thus, our greenhouse gas emissions comes mainly from our team's training and match trips. To minimise emissions from our senior teams' travels, we try to replace aircraft by train as much as possible and choose buses that are driven by more environmentally friendly fuels. We are aware that a significant portion of our indirect emissions come from all the car journeys made back and forth by BP's players to all matches and training sessions. In the coming years, we will therefore try to measure and follow up the area in concrete terms and based on the data find ways to decrease the impact.

As far as energy and water consumption is concerned, we are constantly having a dialogue with our landlord Stockholm City about improvement opportunities and working with knowledge dissemination internally on how we can make small simple adjustments in our behaviour to minimise consumption further. In material and waste management, match and training clothing is also an important issue for us. Here, together with our partners, we will review the possibilities for more circular solutions of the material we use. For example, kits that are considered to be too old to use could be returned to the supplier and the textiles could be reused in their production.

ENERGY CONSUMPTION

ENERGY CONSUMPTION (MWH)	NON-RENEWABLE	RENEWABLE	TOTAL
Electricity	0	164,37	164,37
District heating	136,6212	1001,8888	1138,51
Remote cooling	0	0	0
TOTAL	136,6212	1166,2588	1302,88

Information regarding energy consumption is acquired from Stockholm city, whose pitches and premises BP rents.

EMISSIONS

CO2E EMISSIONS (TON)	2018
Indirect Scope 2: Grimsta IP (Arena)	
Electricity, district heating, remote cooling	86,75
Indirect Scope 3: Transportation	
Bus trips for senior teams	8,4
Flights	0,85
TOTAL CO2E EMISSIONS (TON)	96,01

Information regarding emissions is obtained from the City of Stockholm as well as the third party bus company that was hired at the representation team's bus journeys. During the year, BP made 4 domestic round trip flights and 1 round trip to Cyprus. The climate calculations are performed according to the GHG protocol.



GRI INDEX

STANDARD DISCLOSURES

GRI STANDARD	TITLE	INFORMATION	PAGE	COMMENT	FULFILMENT
ORGANISATIONAL PROFILE					
102-1	Name of the organisation		2		●
102-2	Activities, brands, products, and services		5		●
102-3	Location of headquarters		5		●
102-4	Location of operations		5		●
102-5	Ownership and legal form		5		●
102-6	Markets served		5		●
102-7	Markets served		5		●
102-8	Information on employees and other workers		20-22		●
102-9	Supply chain		6, 32		●
102-10	Significant changes to the organisation and its supply chain		4		●
102-11	Precautionary Principle or approach		32		●
102-12	External initiatives		5		●
102-13	Membership of associations		6		●
STRATEGY					
102-14	Values, principles, standards, and norms of behaviour		4		●
ETHICS AND INTEGRITY					
102-16	Values, principles, standards, and norms of behaviour		6, 24-25		●
GOVERNANCE					
102-18	Governance structure		6		●
STAKEHOLDER ENGAGEMENT					
102-40	List of stakeholder groups		11		●
102-41	Collective bargaining agreements		20		●
102-42	Identifying and selecting stakeholders		11		●
102-43	Approach to stakeholder engagement		11		●
102-44	Key topics and concerns raised		11		●
REPORTING PRACTICE					
102-45	Entities included in the consolidated financial statements		2		●
102-46	Defining report content and topic Boundaries		10-11		●
102-47	List of material topics		10		●
102-48	Restatements of information	This is BP's first sustainability report according to the GRI standards			●
102-49	Changes in reporting	THIS IS BP'S FIRST SUSTAINABILITY REPORT ACCORDING TO THE GRI STANDARDS			●

GRI 102: GENERAL DISCLOSURES 2016

● = Complete
● = Partial

GRI STANDARD	TITLE	INFORMATION	PAGE	COMMENT	FULFILMENT
GRI 102: GENERAL DISCLOSURES 2016	102-50	Reporting period	2		●
	102-51	Date of most recent report		This is BP's first sustainability report according to the GRI standards	●
	102-52	Reporting cycle	2		●
	102-53	Contact point for questions regarding the report	2		●
	102-54	Claims of reporting in accordance with the GRI Standards	2, 34	Core	●
	102-55	GRI content index	34		●
	102-56	External assurance	35		The report is not assured by third party

SPECIFIC DISCLOSURES

GRI STANDARD	TITLE	INFORMATION	PAGE	COMMENT	FULFILMENT
GRI 200: ECONOMIC STANDARD SERIES					
GRI 103: Management approach 2016	103-1-3	Management approach	6, 31		●
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	31		●
GRI 300 MILJÖSTANDARDER					
GRI 103: Energy 2016	103-1-3	Management approach	6, 32		●
GRI 302: Energi 2016	302-1	Energy consumption within the organisation	33		●
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	33		●
GRI 305: Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	33		●
GRI 400: SOCIAL STANDARD SERIES					
GRI 103: Management approach 2016	103-1-3	Management approach	6, 8-9, 14-15, 17-19, 24-26, 30		●
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	20		●
GRI 403: Occupational health and safety 2018	403-9	Work-related injuries	18-19	No systematic approach to report fully on 403-9. The same holds for the management of 403.	●
GRI 404: Training and education 2016	404-1	Average hours of training per year per employee	19		●
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	22	Limited reporting on age categories based on type of employment due to limitations in the current HR-system	●
	405-2	Ratio of basic salary and remuneration of women to men	21	Limitations in the current HR-system to report remuneration	●
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	15		●
GRI 413: Local communities 2016	413-2	Operations with significant actual and potential negative impacts on local communities	26-27		●
OWN INDICATORS					
Own indicator 1		Unique times of participation	4, 26		●
Own indicator 2		Number of workers employed via Job Investment	4, 27		●

● = Complete
● = Partial

