

BUILDING FUTURE LEADERS



At Bharat Petroleum, our people are the foundation of the future. Our talented new recruits bring fresh energy, sharp thinking, and a drive to make a meaningful difference. They represent the next wave of leadership: agile, innovative, and deeply committed to creating value for our customers.

Shaping The Future, One Leader at a Time

HUMAN RESOURCES

Fostering Engagement, Innovation and Well-being

With a focus on culture, capability, and care, our HR initiatives this year delivered measurable impact - from award-winning learning interventions to AI-led people analytics and wide-reaching wellness programs. To embed appreciation into our culture, we launched KUDOS, our in-house, values-based recognition platform that empowers peers and leaders to celebrate contributions aligned with our core values. Since launch, we have shared over 14,000 badges and accolades, reinforcing a workplace where achievements are celebrated and everyone feels valued.

To foster a culture of innovation, we relaunched the iDEAS platform in a dynamic new avatar, encouraging forward-thinking contributions. During the year, we received over 670 ideas and implemented 92, demonstrating a growing innovation mindset across the organization. Learning and Development remained central to our future-readiness during the energy transition. We logged over 20,000 e-learning hours on My Sphere, while Learning Sphere (Coursera) engaged more than 1,500 of us with 16,000 learning hours. We conducted over 80 custom learning interventions and future-skilling programs like Demystifying AI and Data Smart to build new-age capabilities. Our flagship leadership programs, eXcelerator and eXceed, nurtured high-potential talent and earned recognition at SHRM and TISS LeapVault awards. We further advanced strategic foresight, collaboration, and value-based decision-making through our experiential learning platform, Talent Triathlon.

To strengthen our data-driven people practices, we institutionalized a dedicated HR Analytics Cell, pioneering AI-powered interventions in workforce planning, success profiling, continuous listening, and attrition risk prediction. Our dynamic dashboards enhanced HR metric visibility and decision-making, earning recognition at the Economic Times HR Awards for Leadership in Human Capital Analytics.



We also reinforced our commitment to holistic well-being by integrating sports and fitness into everyday life at BPCL. We developed sports facilities at over 85 supply locations, including badminton and volleyball courts at key sites and open gyms for our outsourced workforce, promoting fitness for all stakeholders. Our workplace gyms and recreation clubs were made accessible to employees and their families. Over 2,500 children benefited from structured coaching at more than 10 sports camps. Through initiatives like City Marathons, Fitness Premier League, and Step-A-Thon, we engaged thousands of employees and fostered a culture of health, camaraderie and active living across the organization.

Empowering India's Sporting Talent

Our Sports Scholarship Program supports 100 young, emerging athletes between the ages of 13 and 25 across 14 disciplines. We provide financial assistance, coaching, and mentorship to help them excel at national and international levels. So far, we have supported over 250 athletes, 65 of whom have represented India globally—including 15 Arjuna Awardees.

Notable with BPCL	Athletes	Associated
Cricket:	Suryakumar Yadav, Kuldeep Yadav, Sanju Samson, Shivam Dube, Shreyas Iyer, Tushar Deshpande, Pragyan Ojha and Dhaval Kulkarni	
Badminton:	Saina Nehwal and George Thomas	
Archery:	Atanu Das and Deepika Kumari	
Hockey:	Tushar Khandekar, Dipsan Lakra, Harjeet Singh, Varun Kumar, and Vikas Dahiya	
Cue Sports:	Devendra Joshi and Manan Chandra	
Volleyball:	Tom Joseph and Jathin	
Chess:	Abhijeet Gupta, Vaibhav Suri, G N Gopal and M R Venkatesh	
Para Sports:	Joby Mathew (Para Arm-wrestling), Mansi Joshi, and Manoj Sarkar (Para Badminton)	