

Responsible Business Policy

Charitable giving, partnerships with civil society and employee volunteering



National Grid's purpose is to Bring Energy to Life. In its simplest form this means getting the heat, light and power that customers rely on to their homes and business. But 'Life' also means supporting the communities that we are a part of, to support economic growth and the sustainability of wider society.

“National Grid works hard to help the communities in which it operates to thrive.”



To achieve this we believe all companies should act responsibly by supporting and playing an active role in the communities where they operate and where their employees live. National Grid has a strong heritage of supporting communities through charitable giving, partnerships with civil society organisations and employee volunteering.

We wish to build on this heritage. This policy provides clarity to our communities, civil society organisations and our employees on the following:

1. What we support

National Grid works hard to help the communities in which it operates to thrive. We do this by supporting economic, social and environmental initiatives in the following areas that we care passionately about:

- Enabling social mobility and supporting young people to successfully transition to work.
- Local economic development.
- Environmental sustainability in our communities.

For each of these areas we will measure the tangible benefits that are being delivered to our communities, customers, stakeholders and our employees.

So what does this support look like? Here are some examples of what we do:

Social benefits

- Initiatives that support hard-to-reach members of the community and thereby ensure inclusion and diversity, and social mobility.
- Initiatives that support development of work skills, especially the STEM (Science, Technology, Engineering, Maths) skills.

Economic benefits

- Initiatives that support economic regeneration or prosperity.
- Initiatives that support a work placement or retraining scheme which increases employability of people disadvantaged in the workplace and helps get people back to work.

Environmental benefits

- An initiative such as a renewable energy or conservation project that has a direct and positive environmental impact.
- An awareness-raising project that has a positive impact on environmental behaviour or understanding, from recycling to energy efficiency.



2. What we won't support

We aim to support charity work which has the greatest direct benefit for the cause it exists for. It is our policy that we do not fund:

Commercial organisations (support must go to a registered charity, not-for-profit organisation or social enterprise).

Charity advertising space, unless linked to a National Grid-funded project.

Illegal or unethical proposals.

Organisations that discriminate on the basis of age, disability, gender, sexual orientation, gender reassignment, nationality, religion and/or ethnicity.

Mass mailing or unsigned requests.

Medical research.

Art projects.

Treks, expeditions, overseas trips or adventure experiences either as a group or individual.

Support for personal appeals by, or on behalf of individuals.

Support to political parties or political causes.

Support for religious organisations, ideas or views. We may invest in projects that are for the benefit of the community as a whole, such as repairs to a local church or temple which acts as a community centre for different members of the population, irrespective of their religion.

Year-end deficits.

Any work that is the responsibility of statutory organisations such as local government or health organisations.

Any request that does not comply with Our Code of Ethical Business Conduct.

3. Overseas funding

National Grid does not offer funding or give donations to any individuals, appeals or organisations outside of the countries where it operates, or where the outcomes from any funding benefit countries outside of its operational footprint.

4. Donations following natural disasters

National Grid will support appeals for funds and volunteers following a natural disaster in any of the countries where it operates, when appropriate. The decision as to the type of support provided will be made by that country's executive team in consultation with Corporate Affairs. We do not provide support for appeals following natural disasters in countries outside of where we operate.

5. Approaching third parties for sponsorship and/or donations on behalf of National Grid

We do not endorse employees approaching third parties, e.g. suppliers, for sponsorship or donations on behalf of National Grid. Similarly, we will not support approaches made by third parties. We will consider approaches by charitable or not-for-profit organisations as outlined in section 6.

Employees are encouraged to fundraise and we provide guidance around promoting fundraising activities through various platforms to colleagues, friends and family to help support their cause.



6. Process and approach

Requests for charitable support from charities and not-for-profit organisations will be considered by the Corporate Affairs team in the country in which they are received. If the request complies with this policy, then the request goes to either the US, UK, Ventures or Corporate Centre business units for consideration (depending on which unit the request relates to). All requests must comply with Our Code of Ethical Business Conduct, and this policy.

A final decision to support (or not) is agreed between the business unit and Corporate Affairs. This decision has to include budgetary responsibility, appropriate resources to manage the charitable support and an agreed set of measurable outcomes.

7. Reporting and collation of activities

Reporting is important for two main reasons. It enables us to demonstrate that our support is making a positive difference to the communities where we work and live. It also enables us to be transparent and report what we are doing and the positive impact we are having. We will report our performance annually in our Annual Report and Accounts and in the Responsibility and Sustainability section of our website, www.nationalgrid.com

8. Other key areas of being a responsible business

National Grid's approach to being a responsible business is not limited to the areas outlined in this policy. Our approach also includes the following, which are managed through separate formal governance and/or policy arrangements:

- Ways of working – Our Code of Ethical Business Conduct.
- Safety of our employees, contractors and the public.
- Human rights including inclusion and diversity, the living wage and modern slavery.
- Supplier Code of Conduct.