

Grid Guide to our People

May 2021



The 23,000 people we employ in the UK and the US are the lifeblood of our company. Their safety and wellbeing is a top priority for every one of us at National Grid – it underpins everything we do.

We published our **Responsible Business Charter** in 2020:

Our ambitions

ERADICATE DISCRIMINATION
of any kind

DEVELOP SKILLS NEEDED
for the net zero workforce of the future by investing in developing our people

WORK UNTIL PAY EQUITY
is achieved for our employees

BE TRANSPARENT
internally and externally on gender and ethnicity/ race

AMONG OUR PEOPLE REFLECT THE DIVERSITY
of the communities we serve

DEVELOP SKILLS BY INVESTING AND DEVELOPING
in our people for the net zero workforce of the future

ACHIEVE 50% DIVERSITY
in all our **new talent programmes** by 2025

PROVIDE UNCONSCIOUS BIAS TRAINING
to **all** our people over the next year

ACHIEVE 50% DIVERSITY
in our **Senior Leadership group** by 2025



Our external recognition





Mental health comes first – especially in a crisis

Tackling the issue of mental health support at work isn't something any one business can tackle alone, which is why National Grid signed up to the **Mental Health at Work** Commitment last year, alongside more than 100 businesses, to improve standards of mental health care among the UK workforce.

MENTAL HEALTH AT WORK

Our workforce

18% declared themselves to be of minority racial or ethnic heritage



Industry:
UK energy & utility sector | **5%**
US energy sector | **7%**

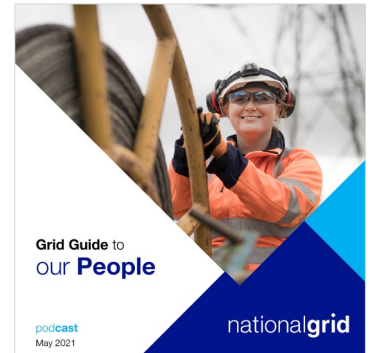
25% are female



Industry:
UK energy & utility sector | **17%**
US energy sector | **17%**

We are committed to ensuring our culture is inclusive and our workforce is diverse and fully representative of our communities.

Our performance compares well within the industry but there's more to do



Want to hear more from our **People**?



Check out our recent podcast with

Natalie Edwards
Chief Diversity Officer

Catherine Schleiben
Chief People Officer - Talent and National Grid Ventures

Antonio XuLiu
Program Manager and Chair of our USA Pride ERG

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Our contribution to the UN Sustainable Development Goals

We support the United Sustainable Development Goals (SDGs), which are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. Relevant UN SDGs for our people focused programmes and actions are:



“ I fundamentally believe that it's our people that make National Grid such a great place to work, and ensuring that we create the right environment to allow everyone to be themselves and to thrive is essential. ”

John Pettigrew, Chief Executive, National Grid

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