

UK Gender Pay Gap 2022

nationalgrid



Introduction

National Grid Plc is one of the world's largest investor owned energy utilities. We are committed to delivering electricity and gas safely, reliably and efficiently to the customers and communities we serve.

Our vision is to be at the heart of clean, fair and affordable energy future.

Diversity matters

Creating a diverse, equitable and inclusive workforce that is fully representative of the communities we serve is at the heart of our business values and strategy. We know Diversity, Equity and Inclusion (DEI) is no longer a 'nice to have'. It is vital in our efforts to build a net zero workforce: we owe it to our customers and stakeholders to be clear on our stance against inequity and ensure that the work that we do does not leave anyone behind. The Group Executive are committed to addressing diversity issues and improving inclusion and are focused on drawing from the global strategy and developing plans that will have an impact on the issues in their business or function.

The commitments and ambitions in our [Responsible Business Charter](#) reflect our vision:

Our commitments are to:

- be as transparent as possible internally and externally on gender and ethnicity/race
- maintain fairness across the organisation for pay and make sure our pay practices do not show bias
- achieve 50% diversity in our Senior Leadership group by 2025
- achieve 50% diversity in all our new talent programmes by 2025
- provide unconscious bias training to all our people over the next year.



What is the Gender Pay Gap?

The gender pay gap uses a reporting snapshot date of 5th April 2022 and shows the average (mean) and median pay difference between all men and women, irrespective of any differences in the work they do. As a result, it's affected by how the workforce is made up, including the numbers of men and women in different types of jobs and at different levels of seniority.

- The mean gender pay gap shows the difference in average pay between men and women; which is reflective of all Full Pay Relevant (FPR) 1 employees*.
- The median gender pay gap represents the difference between the midpoints of the range of hourly pay of men and women. The same ranges are used to calculate the proportion of women in each pay quartile
- The hourly pay gap is inclusive of all men and women active as of 5 April 2022 (FPR), who have received their expected monthly base pay, as well as any shift premiums and uplifts within the snapshot month of April 2022.
- The incentive (bonus) pay gap is inclusive of all men and women active as of 5 April 2022 (FPR), and any incentive payments they received during the period of 5 April 2021 and 4 April 2022 inclusive.

UK legislation requires all UK companies with 250 or more employees to report their gender pay gap. This report contains the UK gender pay gap results for 2022, as required under the Equality Act 2010 (Gender Pay Information) Regulation 2017.

This year we have seen the acquisition of National Grid Electricity Distribution (formally Western Power Distribution) and c.6000 employees which has had a negligible impact on our pay gap, which is detailed on the following pages. We also report on a voluntary basis the figures for the combined total of all UK employees, including those employed by similar UK companies with less than 250 employees. We believe it is important to see the whole picture.

Throughout this report, any positive pay gap figures refers to instances where men are being paid more than women; whereas a negative pay gap refers to instances where women are being paid more than men.

* Full Pay Relevant Employee (FPR): any employee who is employed on the snapshot date (April 5, 2022) and who is paid their usual full basic during the relevant pay period.



Total voluntary disclosure in the UK

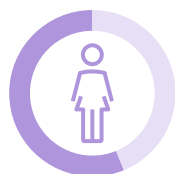
(to accompany the statutory disclosure by legal entity).

2022

Total UK overall*

	Median	Mean
Gender hourly pay gap	2.9%	1.9%
Gender incentive pay gap	-0.9%	-5.7%
Female total population	22.8%	

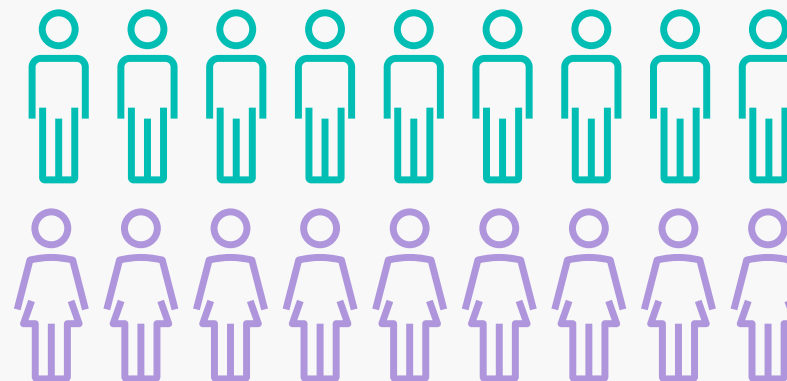
Proportions receiving bonus pay*



Quartile pay bands*

	Men	Women
Upper	79.7%	20.3%
Upper middle	77.8%	22.2%
Lower middle	83.2%	16.8%
Lower	71.3%	28.8%
Overall	77.2%	22.8%

- We continue to see no material gender pay gap for National Grid in the UK.
- Our total full pay relevant employees in the UK is c.13,418.
- The acquisition of Western Power Distribution and c.6,600 employees as had impact of 0.2% increase in favour of men in our overall gender pay figures.
- For the third consecutive year, we see an mean hourly gender pay gap of less than +2% and remains industry leading.



c13,418 employees in the UK

* Figures have been subject to limited independent assurance by PriceWaterhouseCoopers LLP ("PwC").

2022 Diversity, Equity and Inclusion (DEI) action plan

Our work to enhance the Diversity, Equity, Inclusion (DEI) agenda continues to increase in focus and demand. December 2021 saw the launch of our first Global DEI aspiration and five strategic commitments and highlight focus areas in the near term and through to 2024.

Our strategic DEI commitments

- 1 Creating DEI impact in the communities within which we serve and the external touchpoints and platforms that we have.
- 2 Speaking boldly; promoting transparency, weaving inclusion into our brand image and DEI messaging internally and externally.
- 3 Ensuring our processes and policies are equitable so that no one (particularly under represented colleagues) gets left behind,.
- 4 Enhancing accountability and a mindset ensuring everyone behaves inclusively regardless of role, level or status.
- 5 Supporting and elevating our employee resource groups, key enablers who create welcoming environments, enhance our reputation and support us to achieve business' performance.

We continue to focus on progressing these commitments globally as well as ensuring each business unit, functional area and individual contributor knows how they can make an impact.

Our gender diversity progress

- Co-designing an industry wide marketing campaign to attract more women into the sector.
- Bespoke development for women at all levels (Strategies for Success, Springboard/forward).
- Elevating our global women's networks to embed actions to support women.
- Placing a spotlight on menopause; improving awareness and providing resources.
- Supporting period dignity at work, through the provision of free and sustainable period products.
- External recognition Times Top 50 Employers for Women, 2022 Equileap gender equality assessment and 2022 Bloomberg Gender Equality Index.
- Safe to Say score for women (74%) is higher than total population (69%).

Summary of statutory GPG Data for UK 2022

2022

Summary of statutory GPG Data for UK

	Overall UK	NG UK	NGET	NG Gas	NG ESO	NGED			
						South Wales	South West	West Midlands	East Midlands
Mean hourly pay gap*	1.9%	-1.5%	-2.9%	4.3%	12.3%	12.2%	11.2%	4.5%	8.0%
Mean incentive pay gap*	-5.7%	-16.9%	-206.2%	44.1%	10.4%	32.8%	31.6%	34.8%	45.8%
Median hourly pay gap*	2.9%	1.1%	9.9%	0.5%	12.5%	12.0%	11.9%	5.5%	7.7%
Median incentive pay gap*	-0.9%	-0.9%	10.9%	8.7%	14.0%	26.1%	11.1%	-15.0%	44.4%

Percentage of women in each pay quartile*

Upper	20.3%	27.0%	6.8%	20.0%	17.3%	8.0%	11.5%	14.3%	15.4%
Upper middle	22.2%	28.8%	11.4%	23.3%	36.0%	7.2%	8.7%	8.8%	16.6%
Lower middle	16.8%	28.5%	20.5%	15.1%	36.6%	17.8%	25.5%	10.8%	21.7%
Lower	28.8%	29.3%	12.1%	28.5%	43.6%	20.5%	28.0%	22.6%	26.3%
Overall	22.0%	28.4%	12.7%	21.7%	33.4%	13.4%	18.4%	14.1%	20.0%

Proportions receiving bonus pay*

Men	44.3%	88.8%	98.9%	84.4%	84.5%	4.4%	5.9%	6.1%	4.4%
Women	56.2%	89.5%	97.0%	87.4%	78.7%	4.8%	6.5%	3.4%	5.0%

Number of full pay relevant employees

	13,418	3,993	537	1,253	703	1,069	1,769	1,767	2,037
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* Figures have been subject to limited independent assurance by PriceWaterhouseCoopers LLP ("PwC")

National Grid UK Ltd

Statutory disclosure

2022

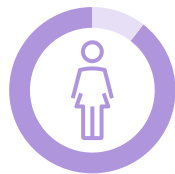
National Grid UK Limited*

	Median	Mean
Gender hourly pay gap	1.1%	-1.5%
Gender incentive pay gap	-0.9%	-16.9%
Female total population	29.6%	

Proportions receiving bonus pay*



88.8%

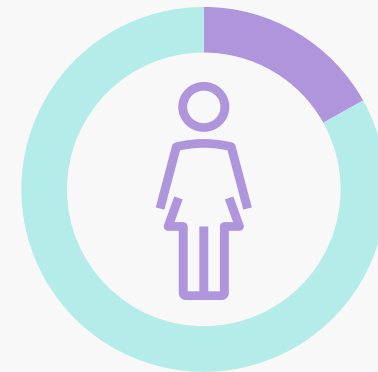


89.5%

Quartile pay bands*

	Men	Women
Upper	73.0%	27.0%
Upper middle	71.2%	28.8%
Lower middle	71.5%	28.5%
Lower	70.7%	29.3%
Overall	71.6%	28.4%

- We employed 3,993 full pay relevant employees in NG UK Ltd on 5 April 2022, which is the largest employing entity at National Grid.
- Our mean bonus pay gap has moved further in favour of women in 2022, from -0.3% in 2021 to -16.9% in 2022.



Bonus pay gap
in favour of women

* Figures have been subject to limited independent assurance by PriceWaterhouseCoopers LLP ("PwC").

National Grid Electricity Transmission (NGET)

Statutory disclosure

2022

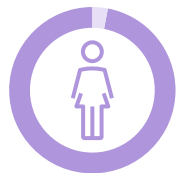
National Grid Electricity Transmission*

	Median	Mean
Gender hourly pay gap	9.9%	-2.9%
Gender incentive pay gap	10.9%	-206.2%
Female total population	12.5%	

Proportions receiving bonus pay*



98.9%

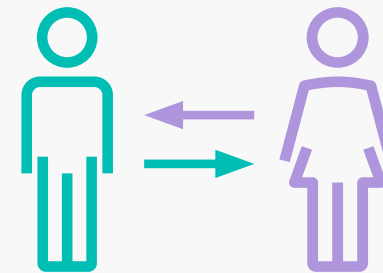


97.0%

Quartile pay bands*

	Men	Women
Upper	93.2%	6.8%
Upper middle	88.6%	11.4%
Lower middle	79.5%	20.5%
Lower	87.9%	12.1%
Overall	87.3%	12.7%

- We employed 537 full pay relevant employees in NGET on 5 April 2022.
- Female representation in the NGET business has remained stable on last year.
- Our incentive pay gap remains in favour of women as it did in 2020 and 2021 respectively, although demonstrates the impact of a small number of notable outliers.



Female representation
has remained stable

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National Grid Gas (NG Gas)

Statutory disclosure

2022

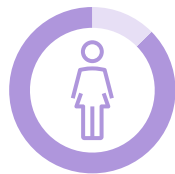
National Grid Gas*

	Median	Mean
Gender hourly pay gap	0.5%	4.3%
Gender incentive pay gap	8.7%	44.1%
Female total population	22.7%	

Proportions receiving bonus pay*



84.4%

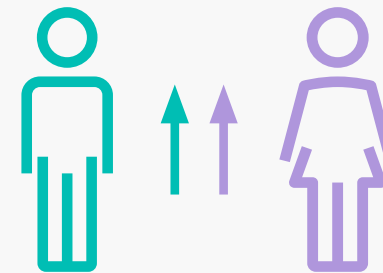


87.4%

Quartile pay bands*

	Men	Women
Upper	80.0%	20.0%
Upper middle	76.7%	23.3%
Lower middle	84.9%	15.1%
Lower	71.5%	28.5%
Overall	78.3%	21.7%

- We employed 1,253 full pay relevant employees in NG Gas on 5 April 2022. This shows a net increase of 430 employees on last year.
- Our mean hourly pay gap has improved from 5.9% in 2021 to 4.3% in 2022.



An increase of **430**
employees on last year

* Figures have been subject to limited independent assurance by PriceWaterhouseCoopers LLP ("PwC").

National Grid Electricity Systems Operator (ESO)

Statutory disclosure

2022

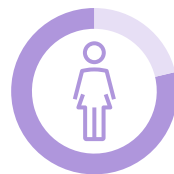
National Grid ESO*

	Median	Mean
Gender hourly pay gap	12.5%	12.3%
Gender incentive pay gap	14.0%	10.4%
Female total population	34.0%	

Proportions receiving bonus pay*



84.5%



78.7%

Quartile pay bands*

	Men	Women
Upper	82.7%	17.3%
Upper middle	64.0%	36.0%
Lower middle	63.4%	36.6%
Lower	56.4%	43.6%
Overall	66.6%	33.4%

- We employed 703 full pay relevant employees in ESO on 5 April 2022.
- The ESO mean hourly pay gap has remained stable on last year.
- The mean incentive pay gap has improved since 2021 (20.3% in 2021 to 10.4% in 2022).



Our **mean** incentive pay gap has improved since 2021

* Figures have been subject to limited independent assurance by PriceWaterhouseCoopers LLP ("PwC").

National Grid Electricity Distribution (NGED) South Wales

Statutory disclosure

2022

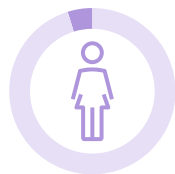
NGED South Wales*

	Median	Mean
Gender hourly pay gap	12.0%	12.2%
Gender incentive pay gap	26.1%	32.8%
Female total population	13.8%	

Proportions receiving bonus pay*



4.4%



4.8%

Quartile pay bands*

	Men	Women
Upper	92.0%	8.0%
Upper middle	92.8%	7.2%
Lower middle	82.2%	17.8%
Lower	79.5%	20.5%
Overall	86.6%	13.4%

- We employed 1,069 full pay relevant employees in NGED South Wales on 5 April 2022.
- The mean hourly pay gap has remained stable on 2021.
- The mean incentive pay gap has improved since 2021 (49.7% in 2021 to 32.8% in 2022).



The **mean hourly** pay gap has remained stable

* Figures have been subject to limited independent assurance by PriceWaterhouseCoopers LLP ("PwC").

National Grid Electricity Distribution (NGED) South West

Statutory disclosure

2022

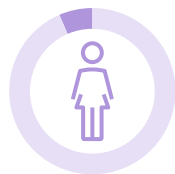
NGED South West*

	Median	Mean
Gender hourly pay gap	11.9%	11.2%
Gender incentive pay gap	11.1%	31.6%
Female total population	19.1%	

Proportions receiving bonus pay*



5.9%



6.5%

Quartile pay bands*

	Men	Women
Upper	88.5%	11.5%
Upper middle	91.3%	8.7%
Lower middle	74.5%	25.5%
Lower	72.0%	28.0%
Overall	81.6%	18.6%

- We employed 1,769 full pay relevant employees in NGED South West on 5 April 2022.
- The mean hourly pay gap has remained stable on 2021 at ~11%.
- Our mean incentive pay gap has improved since 2021 (45.9% in 2021 to 31.6% in 2022).



Our **mean** incentive pay gap has improved since 2021

* Figures have been subject to limited independent assurance by PriceWaterhouseCoopers LLP ("PwC").

National Grid Electricity Distribution (NGED) West Midlands

Statutory disclosure

2022

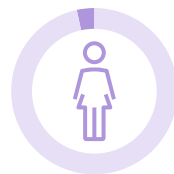
NGED West Midlands*

	Median	Mean
Gender hourly pay gap	5.5%	4.5%
Gender incentive pay gap	-15.0%	34.8%
Female total population	14.8%	

Proportions receiving bonus pay*



6.1%

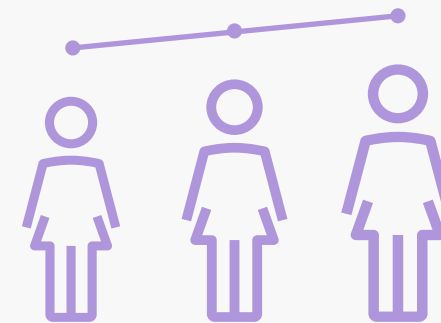


3.4%

Quartile pay bands*

	Men	Women
Upper	85.7%	14.3%
Upper middle	91.2%	8.8%
Lower middle	89.2%	10.8%
Lower	77.4%	22.6%
Overall	85.9%	14.1%

- We employed 1,767 full pay relevant employees in NGED West Midlands on 5 April 2022.
- Female representation shows a gradual increase on last year.
- The incentive pay gap has improved since 2021 (71.6% in 2021 to 34.8% in 2022).



Female representation shows a gradual increase on last year

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National Grid Electricity Distribution (NGED) East Midlands

Statutory disclosure

2022

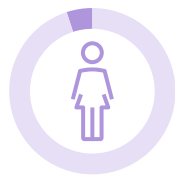
NGED East Midlands*

	Median	Mean
Gender hourly pay gap	7.7%	8.0%
Gender incentive pay gap	44.4%	45.8%
Female total population	20.7%	

Proportions receiving bonus pay*



4.4%

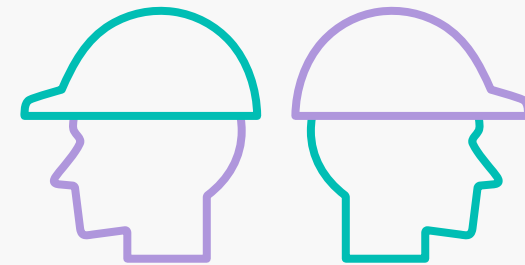


5.0%

Quartile pay bands*

	Men	Women
Upper	84.6%	15.4%
Upper middle	83.4%	16.6%
Lower middle	78.3%	21.7%
Lower	73.7%	26.3%
Overall	80.0%	20.0%

- We employed 2,037 full pay relevant employees in NGED East Midlands on 5 April 2022.
- Female representation has shown a slight increase on last year.
- The mean incentive pay gap has improved since 2021 (62.8% in 2021 to 45.8% in 2022).



We employed **2,037**
full pay relevant employees

* Figures have been subject to limited independent assurance by PriceWaterhouseCoopers LLP ("PwC").

Conclusion

At National Grid, we are fully committed to creating a diverse, equitable and inclusive workforce that is reflective of the communities in which we serve. We treat everyone fairly and equally, without discrimination on the grounds of race, age, role, gender, gender identity, colour religion, country of origin, sexual orientation, marital status, dependents, disability, social class or political views.

This year's report shows our progress in the numbers of creating a more diverse workplace. But it's the culture of the organisation that will truly define our progress. Our values including being "inclusive, supporting and caring for each other." We're proud to see evidence that we are living our values and creating genuine and lasting equality in our workplaces and we're committed to continuing to improve further.

Thank you for taking the time to read this document. The Board of Directors of National Grid plc has reviewed and approved the National Grid 2022 Gender Pay Gap results for the 12 month reporting period ended as at 5 April 2022. We confirm that the information and data provided is accurate and in line with mandatory requirements and has been independently assured by PwC LLP and you can find their limited assurance opinion [here](#).

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