

UK Gender Pay Gap 2024



nationalgrid

Introduction

National Grid is one of the world's largest publicly-listed utilities focused on transmission and distribution of electricity and gas. We play a vital role in connecting millions of people to the energy they use safely, reliably and efficiently and are committed to making energy cleaner and more affordable for our customers and the communities we serve.

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

Diversity matters

Our aspiration is to always have workplaces that are diverse and where the values of equality and inclusion are championed. 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 colleagues, 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. Our commitment to improving our culture of inclusion and increasing the diversity of our workforce continues to be a strategic priority. Our global DEI strategy is focused on developing plans that will have an internal impact within our business, as well as ensuring we make positive change across the sector and communities we serve.

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

Our commitments

- Invest in our people and build the skills needed to deliver the clean energy future.
- Reflect the communities we serve, intentionally increasing ethnic and female representation in our workforce.
- Create an inclusive culture, where it is safe to speak up and where our colleagues' voices are heard and understood by our Group Executive and Board.
- Lead the industry on colleague health and wellbeing.
- Ensure all colleagues receive fair and equitable pay.



What is the Gender Pay Gap?

The gender pay gap uses a reporting snapshot date of 5th April 2024 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 2024 (FPR), who have received their expected monthly base pay, as well as any shift premiums and uplifts within the snapshot month of April 2024.
- The incentive (bonus) pay gap is inclusive of all men and women active as of 5 April 2024 (FPR), and any incentive payments they received during the period of 6 April 2023 and 5 April 2024 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 2024, as required under the Equality Act 2010 (Gender Pay Information) Regulation 2017.

NG ESO has been excluded from the analysis this year because National Grid have sold the business now**.

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 refer 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 (5 April 2024) 3 and who is paid their usual full basic pay during the relevant pay period.

**For newly acquired businesses and new operations, our policy is to include these within the metric reporting as soon as practically possible and, ideally, no later than the reporting period after the first full financial year of ownership. Therefore, depending on the timing of acquisition and commencement of operations, this could be up to two years following the event, at the latest. Newly sold or disposed operations will be removed from our reporting from the start of the reporting year that they leave the Group. In this case, as National Grid ESO was sold in October 2024, it will not be included in our March 2025 report. This is because, following the sale, we no longer have access to its data, for reporting, control and assurance purposes and the business will be responsible for its own gender pay gap reporting.

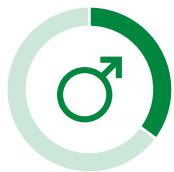
Voluntary disclosure of the total UK Gender Pay Gap (to accompany the statutory disclosure by legal entity).

2024

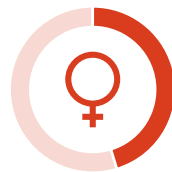
Total UK overall

Gender	Mean	Median	Female
Hourly pay gap	1.3%*	4.9%	23.2%
Incentive pay gap	-14.4%*	0.2%	(out of 12,231)
Ethnicity	Mean	Median	Minority
Hourly pay gap	-2.9%*	-5.4%	13.0%
Incentive pay gap	51.7%*	-3.6%	(out of 12,231)

Proportions receiving bonus pay



35.1%



45.3%

Quartile pay bands

	Men	Women
Upper	78.4%	21.6%
Upper middle	80.0%	20.0%
Lower middle	79.1%	20.9%
Lower	71.5%	28.5%
Overall	76.8%	23.2%

- We continue to see no material mean gender pay gap for National Grid in the UK.
- Our total number of full pay relevant employees in the UK is 12,231.
- Our figures exclude National Grid ESO.



When comparing average hourly wages, women receive 98p to every £1 that men receive

(based on mean hourly pay gap)

* This metric forms part of selected ESG information to be published within National Grid's Responsible Business Report 2024/25 and will be subject to limited independent assurance by Deloitte. The Responsible Business Report 2024/25 and the Deloitte assurance opinion will not be published until May 2025 and will then be available [here](#).

2024 Diversity, Equity and Inclusion (DEI) actions

Closing the pay gap requires a multifaceted approach, involving policy, process and cultural shifts within the workplace. The following are examples of specific actions being taken:

1

Continue to nurture equitable career progression and development: enhance talent pipelines, internally and externally, to increase diversity in our future senior leadership group.

Conduct progression analysis across our organisation, identifying hotspots.

2

Continue to monitor retention rates: track attrition trends and create required mitigation.

Our employee resource group provide programming that fosters community and skill building, of which we see ties to retention. We will continue to invest in our employee resource groups in providing these types of opportunities.

3

Continue to embed fair and unbiased recruitment practices: enable hiring managers with inclusive recruitment practices and mindset and accountability.

We continue to enhance our recruitment policies and practices in sourcing, with an inclusive lens. We strive to empower our hiring managers with the resources to be able to build the best teams.

Summary of statutory GPG Data for UK 2024

2024

Summary of statutory GPG Data for UK

	Overall UK [†]	NG Commercial ^{**}	NGET	NG IH ^{**}	NGED			
					South Wales	South West	West Midlands	East Midlands
Mean hourly pay gap	1.3%*	31.5%	1.7%	4.0%	10.9%	13.8%	5.3%	7.8%
Mean incentive pay gap	-14.4%*	67.7%	-61.4%	30.1%	96.3%	87.9%	57.4%	60.4%
Median hourly pay gap	4.9%	19.3%	4.8%	8.5%	13.7%	12.5%	6.8%	8.1%
Median incentive pay gap	0.2%	44.0%	1.9%	64.1%	98.6%	67.0%	-145.7%	-150.0%

Percentage of women in each pay quartile

Upper	21.6%	41.9%	23.0%	25.8%	6.1%	8.3%	12.8%	18.8%
Upper middle	20.0%	49.0%	25.4%	34.9%	10.1%	10.1%	13.8%	14.3%
Lower middle	20.9%	66.3%	27.8%	34.9%	20.8%	26.3%	14.2%	24.9%
Lower	28.5%	74.2%	29.1%	47.7%	22.7%	28.4%	21.1%	27.5%
Overall	23.2%	58.5%	26.8%	36.2%	15.6%	18.7%	15.6%	21.8%

Proportions receiving bonus pay

Men	35.1%	84.8%	82.2%	84.1%	1.7%	4.6%	2.4%	2.2%
Women	45.3%	81.2%	76.3%	74.4%	2.3%	7.3%	5.2%	4.2%

Number of full pay relevant employees

	12,231	381	4,446	356	1,127	1,908	1,845	2,072
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[†] our overall UK number includes all eligible FTE employees at National Grid businesses so this is different to the total UK employees as some are excluded if not eligible (i.e. in a legal entity employing less than 250, not disclosed gender etc).

* This metric forms part of selected ESG information to be published within National Grid's Responsible Business Report 2024/25 and will be subject to limited independent assurance by Deloitte. The Responsible Business Report 2024/25 and the Deloitte assurance opinion will not be published until May 2025 and will then be available [here](#).

** NG ESO has been excluded from the results this year because National Grid has sold the business now.

National Grid Commercial Holdings

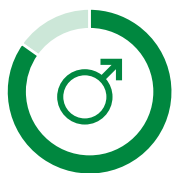
Statutory disclosure

2024

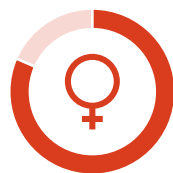
National Grid Commercial Holdings

	Median	Mean
Gender hourly pay gap	19.3%	31.5%
Gender incentive pay gap	44.0%	67.7%
Female total population	58.5%	

Proportions receiving bonus pay



84.8%

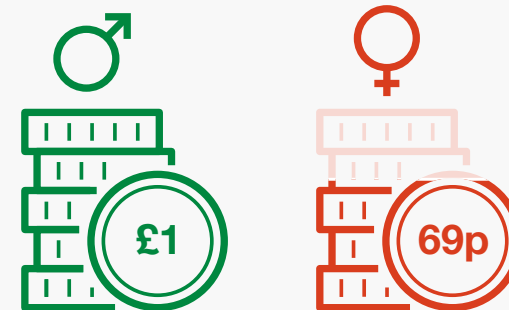


81.2%

Quartile pay bands

	Men	Women
Upper	58.1%	41.9%
Upper middle	51.0%	49.0%
Lower middle	33.7%	66.3%
Lower	25.8%	74.2%
Overall	41.5%	58.5%

- We employed 381 full pay relevant employees in National Grid Commercial Holdings on 5 April 2024.
- Female representation is higher than men.
- Results have mostly stayed consistent to 2023 however we have seen a 10.1% reduction in the median hourly pay gap.



When comparing average hourly wages, women receive 69p to every £1 that men receive

(based on mean hourly pay gap)

National Grid Electricity Transmission (NGET)

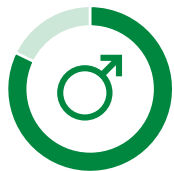
Statutory disclosure

2024

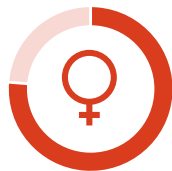
National Grid Electricity Transmission

	Median	Mean
Gender hourly pay gap	4.8%	1.7%
Gender incentive pay gap	-1.9%	-61.4%
Female total population	26.8%	

Proportions receiving bonus pay



82.2%



76.3%

Quartile pay bands

	Men	Women
Upper	77.0%	23.0%
Upper middle	74.6%	25.4%
Lower middle	72.2%	27.8%
Lower	70.9%	29.1%
Overall	73.2%	26.8%

- We employed 4446 full pay relevant employees in NGET on 5 April 2024.
- The total female population has increased at NGET compared to 2023 results.



When comparing average hourly wages, women receive 98p to every £1 that men receive

(based on mean hourly pay gap)

National Grid IH Ltd

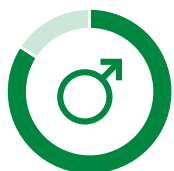
Statutory disclosure

2024

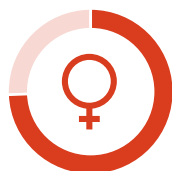
National Grid IH Ltd

	Median	Mean
Gender hourly pay gap	8.5%	4.0%
Gender incentive pay gap	64.1%	30.1%
Female total population	36.2%	

Proportions receiving bonus pay



84.1%



74.4%

Quartile pay bands

	Men	Women
Upper	74.2%	25.8%
Upper middle	65.1%	34.9%
Lower middle	65.1%	34.9%
Lower	52.3%	47.7%
Overall	63.8%	36.2%

- We employed 356 full pay relevant employees in National Grid IH on 5 April 2024.
- We have seen an overall increase in percentage of women in this entity.



When comparing average hourly wages, women receive 96p to every £1 that men receive

(based on mean hourly pay gap)

National Grid Electricity Distribution (NGED) South Wales

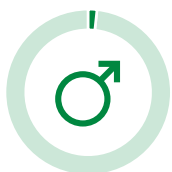
Statutory disclosure

2024

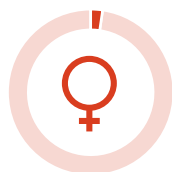
NGED South Wales

	Median	Mean
Gender hourly pay gap	13.7%	10.9%
Gender incentive pay gap	98.6%	96.3%
Female total population	15.6%	

Proportions receiving bonus pay



1.7%

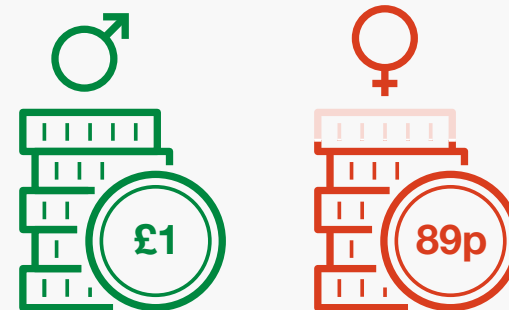


2.3%

Quartile pay bands

	Men	Women
Upper	93.9%	6.1%
Upper middle	89.9%	10.1%
Lower middle	79.2%	20.8%
Lower	77.3%	22.7%
Overall	84.4%	15.6%

- We employed 1127 full pay relevant employees in National Grid Electricity Distribution (NGED) South Wales on 5 April 2024.
- The mean hourly pay gap has decreased compared to 2023 figures.



When comparing average hourly wages, women receive 89p to every £1 that men receive

(based on mean hourly pay gap)

National Grid Electricity Distribution (NGED) South West

Statutory disclosure

2024

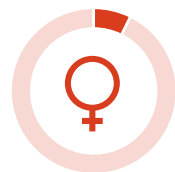
NGED South West

	Median	Mean
Gender hourly pay gap	12.5%	13.8%
Gender incentive pay gap	67.0%	87.9%
Female total population	18.7%	

Proportions receiving bonus pay



4.6%



7.3%

Quartile pay bands

	Men	Women
Upper	91.7%	8.3%
Upper middle	89.9%	10.1%
Lower middle	73.7%	26.3%
Lower	71.6%	28.4%
Overall	81.3%	18.2%

- We employed 1908 full pay relevant employees in National Grid Electricity Distribution (NGED) South West on 5 April 2024.
- Female representation has had a slight increase from 2023.



When comparing average hourly wages, women receive 86p to every £1 that men receive

(based on mean hourly pay gap)

National Grid Electricity Distribution (NGED) West Midlands

Statutory disclosure

2024

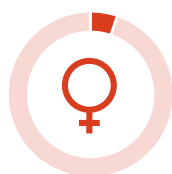
NGED West Midlands

	Median	Mean
Gender hourly pay gap	6.8%	5.3%
Gender incentive pay gap	-145.7%	57.4%
Female total population	15.6%	

Proportions receiving bonus pay



2.4%



5.2%

Quartile pay bands

	Men	Women
Upper	87.2%	12.8%
Upper middle	86.2%	13.8%
Lower middle	85.8%	14.2%
Lower	78.9%	21.1%
Overall	84.4%	15.6%

- We employed 1845 full pay relevant employees in National Grid Electricity Distribution (NGED) West Midlands on 5 April 2024.
- The mean incentive pay gap has improved.



When comparing average hourly wages, women receive 95p to every £1 that men receive

(based on mean hourly pay gap)

National Grid Electricity Distribution (NGED) East Midlands

Statutory disclosure

2024

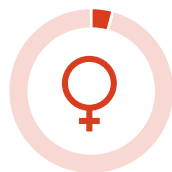
NGED East Midlands

	Median	Mean
Gender hourly pay gap	8.1%	7.8%
Gender incentive pay gap	-150.0%	60.4%
Female total population	21.8%	

Proportions receiving bonus pay



2.2%

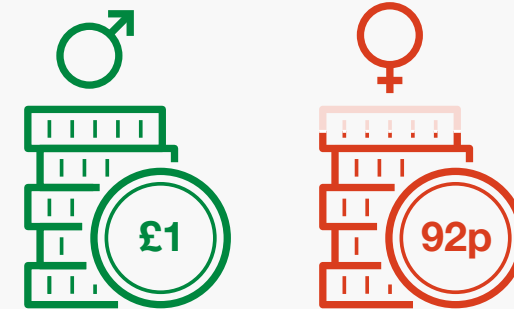


4.2%

Quartile pay bands

	Men	Women
Upper	81.3%	18.8%
Upper middle	85.7%	14.3%
Lower middle	75.1%	24.9%
Lower	72.5%	27.5%
Overall	78.2%	21.8%

- We employed 2072 full pay relevant employees in National Grid Electricity Distribution (NGED) East Midlands on 5 April 2024.
- The mean hourly pay gap has seen improvement as well as a slight increase in female representation.



When comparing average hourly wages, women receive 92p to every £1 that men receive

(based on mean hourly pay gap)

Conclusion

At National Grid, we are fully committed to creating a work environment where people are treated fairly and where everyone feels respected, valued and empowered to reach their full potential. Our mission is to build a business that represents, reflects and celebrates the cultures and communities we serve. Our aspiration is to always have workplaces that are diverse and where the values of equality and inclusion are championed.

The UK Gender Pay Gap reporting is one aspect of how we define equality of compensation. In addition, an equal pay review is undertaken in the UK and US to ensure equal pay is provided for equal work. National Grid is also an accredited Living Wage employer in the UK and Tier 1 Living Wage accreditation was obtained last year in the US. This year's report shows our work to enhance Diversity, Equity and Inclusion (DEI) across the organisation continues to increase. We're proud to see clear progress in our DEI commitments through various initiatives and building a culture of genuine and lasting inclusion in our workplace. We strive to be among the most inclusive to improve further and to be among the most inclusive, diverse and equitable companies in business.

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 2024 Gender Pay Gap results for the 12 month reporting period ended as at 5 April 2024. We confirm that the information and data provided is accurate and in line with mandatory requirements. The overall UK 'Gender hourly pay gap'* and 'Gender incentive pay gap' forms part of selected ESG information to be published within National Grid's Responsible Business Report 2024/25 and will be subject to limited independent assurance by Deloitte. The Responsible Business Report 2024/25 and the Deloitte assurance opinion will not be published until May 2025 and will then be available [here](#).

Paula Rosput Reynolds

Paula Rosput Reynolds
Chair National Grid

J. Pettigrew

John Pettigrew
CEO National Grid

* subject to limited assurance is the mean pay gap only and not the median pay gap.



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