

Inclusion Charter

I expect to be:

- * Respected and included as a valued member of the team, regardless of my background
- * Able to contribute at work to the best of my ability
- * Helped to grow my capabilities and fulfil my potential
- * Appreciated for the work I do, whatever my role
- * Able to raise concerns about issues that I feel are important and confident that they will be properly considered
- * Treated fairly and not limited by others' assumptions about me
- * Able to strike a work-life balance that works for me and the company
- * Able to observe the commitment to building a sustainable inclusive environment

I will myself:

- * Listen to other people and seek to understand before I judge
- * Recognise the needs of others and treat them with respect and consideration
- * Take action and ownership to make others feel included and valued
- * Keep an open mind to different ways of thinking and doing things
- * Develop my skills and knowledge to maximise my potential and the contribution I can make
- * Challenge behaviours that I feel are not in line with National Grid values
- * Treat every colleague, customer and member of the public with respect, integrity and dignity