

Sustainable Development Goals

2018/19



nationalgrid

Today more than ever, people expect that companies stand for something far more than providing economic returns; that they should act in a responsible manner and create positive social impact. We have made good progress in incorporating the broad Environmental, Social and Governance criteria in our decision-making. In doing so, we aim to ensure that the communities we operate in thrive, by being economically, socially and environmentally strong.

As a result, we are signatories to the United Nation's Global Compact, which have a strategy to drive business awareness and action in support of achieving the Sustainable Development Goals (SDGs or Global Goals) by 2030. These goals promote prosperity while protecting the planet.

globalgoals.org

All 17 goals are important, and there are eight (see below) that are particularly linked to our role in supporting the economy, the environment, our people, and wider society, and against which we measure the overall Company performance:

- **Goal 3:** Good Health and Wellbeing
- **Goal 4:** Quality Education
- **Goal 5:** Gender Equality
- **Goal 7:** Affordable and Clean Energy
- **Goal 8:** Decent Work and Economic Growth
- **Goal 12:** Responsible Consumption and Production
- **Goal 13:** Climate Action
- **Goal 15:** Life on Land

Within this booklet, the goals are listed in order of the positive material impact we can have.



Enabling the fair transition to a decarbonised energy system



Climate Action

Take urgent action to combat climate change and its impacts.

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National Grid is at the heart of the energy system where we play a vital role in connecting millions of people to the energy they use, through our regulated utility businesses in the UK and US; with principal operations in electricity and gas transmission and distribution, as well as our National Grid Ventures business.

Given the nature of our business, the area where we can make the greatest impact is in taking urgent action against climate change, through our role in not only enabling, but accelerating decarbonisation of the energy system. As the energy system becomes even more interconnected, we can help drive reductions in greenhouse gas emissions across the electric, heat and transportation sectors.

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Greenhouse gas emissions target

Starting with own emissions, we are committed to reducing greenhouse gas (GHG) emissions from our processes and operations. We have a new target to reduce our direct GHG emissions to net-zero by 2050. This is an uplift on our previous target of 80% by 2050, with an interim target of a 45% reduction by 2020 and 70% by 2030 (from a 1990 baseline). To date we have delivered a 68% reduction in greenhouse gas (GHG) emissions from our 1990 baseline.

[Click here for more information](#)

Some of the crucial work we're doing includes:

Carbon Pricing

We are putting an internal price on carbon (\$60 or £45/tonne CO₂) to help inform our major investment decisions. This is being rolled out across our group over the next two years.

CDP 'A-List'

CDP is a not-for-profit charity that runs a global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts. We are one of 126 companies globally, and one of only eight UK companies to achieve a position on the climate change A list (out of 7,000 submissions). We were delighted to achieve this accolade for the third consecutive year in 2018. It is clear recognition of our efforts to reduce our emissions and mitigate climate change.

Fleet

In the US, we have committed 5% of our annual fleet replacement budget to be spent on Alternative Fuel Vehicles (AFV). In the UK, we have started to replace our commercial vehicle fleet with EVs with the first 30 of these vehicles due to be operational in 2020.

Carbon in Construction

In the UK, we have a target to reduce the carbon intensity (tCO₂/£m) of our UK construction projects by 50% by the end of 2020 (against a 2015 baseline) – we are on target to meet this and have achieved a 35% reduction to date. We include a carbon weighting in our competitive tenders for major projects, incentivising our supply chain to reduce the carbon impact of projects. Lean design principles and low carbon alternatives have helped us deliver these savings.

CDP Supply Chain Program

We engage with 250 of our most carbon intensive global suppliers annually with a target of 80% response rate to complete the CDP supply chain submission as well as requiring targets on carbon reduction. This promotes and drives action in the supply chain to reduce greenhouse gas emissions. In 2018 we had an 85% response rate and are improving the level of engagement with our supplier's year on year. In recognition of our work with the supply chain we achieved an 'A' rating for our Supplier Engagement Rating and obtained a place on the 'Supplier Engagement Rating leader board'.

Customers

In our US business, we are working with our customers to help them reduce energy consumption saving money and reducing emissions. Our electricity and natural gas energy-efficiency programmes for customers offer various incentives and assistance to make homes more energy efficient, for example through lighting, appliances, high-efficiency heating equipment, and insulation. These programmes helped customer's save money and prevented almost 1.1 million metric tons of carbon emissions in 2018, equivalent to taking 233,854 passenger cars off the road or a year.

Business Development

- In FY19, we connected 281 MW of renewable generation to the US distribution system.
- In July 2019, National Grid Ventures acquired Geronimo Energy, a leading wind and solar developer. This provides National Grid with a solid foundation on which to develop and grow a large-scale renewable business in the US.
- In 2017 National Grid formed a partnership with Sunrun, one of the leading rooftop solar companies in the U.S. The partnership focuses on increasing adoption of residential rooftop solar systems within 100,000 homes in the utility's downstate service area.
- Our Electricity Transmission business is working to support the UK to the switch to electric vehicles. We have identified 54 sites across UK motorway service areas where an upgraded network connection would allow 99% of drivers to be within a 50-mile radius of an ultra-rapid charging station.
- We're working on some exciting transformational gas and electricity engineering projects to decarbonise heat, such as testing the feasibility of transporting hydrogen in the National Gas Transmission System. These projects could help reduce the emissions from the millions of homes currently heated by natural gas.
- National Grid Ventures, Drax Group and Equinor are working together to explore how a large-scale carbon-capture usage and storage (CCUS) network and hydrogen production facility could be constructed in the Humber in the mid-2020s.

Taskforce for climate-related Financial Disclosure (TCFD)

In 2019 we made our second statement on progress against the recommendations of the Taskforce for Climate Related Financial Disclosure (TCFD). This disclosure demonstrates how climate change risk and opportunities form part of our governance, strategy and risk management, with clear targets to measure our progress.

Green Financing Framework

In wider support of the clean energy transition, we are also helping create a market for green finance, by publishing a Green Financing Framework which will support sustainable financing across the Group.

[Click here for more information](#)



Affordable and clean energy

Ensure access to affordable, reliable, sustainable and modern energy for all.

globalgoals.org/7

We have a vital role to play in enabling customers to benefit from the changes in our industry. We can help ensure access to affordable, reliable, sustainable and modern energy for all by facilitating the transition to cleaner, smarter energy networks, by creating societal benefits through efficiencies and innovation, and by promoting equitable access to the benefits of the energy transition, ensuring that low income customers do not get left behind.

UK Innovation

Through innovative arrangements in RIIO (our regulatory price control model whereby 'Revenue = Incentives + Innovation + Outputs'), we have generated £640 million savings to date for UK consumers. We are taking advantage of innovations in digital technology and innovation to improve our business performance. The value we look to create through innovation is often associated with introducing new methods to better manage our assets and finding ways to more efficiently build new infrastructure. We also aim to identify opportunities to enhance our customer service delivery, and continually strive to make our businesses safer and more sustainable over the long term. For example, we are using the latest advances in artificial intelligence in our UK energy forecasting to lower balancing costs and improve energy security.

Warm Homes Fund

Working in partnership with Affordable Warmth Solutions, we established a £150 million Warm Homes Fund designed to support local authorities, registered social landlords and other organisations working in partnership with them, to address some of the issues affecting fuel poor households. Since the start of the Fund in July 2017 we have allocated a total of over £106m to more than 40,000 vulnerable households who are benefitting from first-time central heating systems across England, Scotland and Wales. The Fund is the largest ever private sector investment in energy efficiency ever made in Great Britain.

Demand Side Response Tool

We have reduced costs and the carbon footprint of our energy supply chain through our ‘Demand Side Response’ (DSR) tool. This helps ensure a secure, sustainable and affordable electricity system by softening peaks in demand and filling in the troughs, especially at times when power is more abundant, affordable and clean. For businesses and consumers, DSR is a smart way to save on total energy costs and reduce their carbon footprint.

**US
Earning Adjustment Mechanism**

In the US, we delivered an estimated \$217 million in net societal benefits in our first year of EAM (Earning Adjustment Mechanism) performance incentives in upstate New York. Such benefits increase the affordability of energy and were achieved through a range of activities, including reducing the electric system peak to mitigate supply costs, enabling adoption of distributed energy resources, and increased adoption of energy efficiency.

Energy Efficiency

Each year the American Council for an Energy-Efficient Economy (ACEEE) publishes a State Energy Efficiency Scorecard energy efficiency policy and programs. In 2018, Massachusetts, Rhode Island and New York (the States in which we operate) led the country in the national rankings at #1, #3, and #6, respectively. Energy efficiency (EE) programs cover both residential and commercial markets and include technical advisory services as well as incentives for energy efficient products. Collectively the EE programs have targeted energy efficient lighting through high efficiency LED bulbs and complex programs including energy audits, energy modelling, Wi-Fi enabled demand response programs, and incentives for whole-house heating and cooling systems and appliances.

The Capital Good Fund

National Grid has offered a lender of last resort, The Capital Good Fund, since 2013 to help customers invest in energy efficiency measures. The Capital Good Fund allows Rhode Island and Massachusetts customers that may not have perfect credit scores to receive financing from an organization that specializes in helping people get their financial health back on track. To-date, this effort with The Capital Good Fund has created almost \$3.5 million in energy efficiency investments for households that may not have been eligible for financing through traditional lending schemes.

**Buffalo Fruit Belt Neighbourhood
Solar Partnership, “Fruit Belt”**

We are working with community partners to build sustainable communities through an urban model for improving renewable energy access in Buffalo’s Fruit Belt Neighbourhood, which involves installing solar photovoltaic (PV) systems on 100 low income customer rooftops.

The goals of the partnership are:

- to save money for homeowners through reduced monthly electric bills - monthly savings range between \$15 and \$20 depending on how much power is generated
- contribute to overall grid efficiency - the power of the systems feeds directly into the local electric grid
- increased participation in sustainable technology - we are supporting homeowners who have historically been underserved by the solar market and would otherwise be financially barred from participation.



Embedding sustainability in our business



Responsible Production and Consumption

Ensure sustainable consumption and production patterns.

globalgoals.org/12

Group

Zero office waste to landfill

National Grid have committed to send zero office waste to landfill at major office sites by 2020 and to reuse or recycle 100% of recovered assets by 2020.

[Click here for more information](#)

- We have asset and meter recovery centres in the US and UK, and refurbishment centres for our Transmission network assets in the UK.
- 100% of our IT equipment is recycled or re-used.
- We are working with our contractors to divert all our construction waste from landfill.
- To further reduce our US construction waste, we have established facilities that allow us to clean and re-use contaminated gas pipes, recycle lead cables, and salvage roadway materials like soil and concrete.
- We are removing all single use plastics from sale in our main UK offices.

Supplier Code of Conduct

Responsible consumption and production is a key element of our Supplier Code of Conduct, which is updated annually and communicated to our suppliers as part of our onboarding process and during sourcing activities. Relevant elements of the Supplier Code of Conduct include:

- a focus on eco-design and encouraging suppliers to think of the 'life cycle' of products, for example, using less packaging, using fewer natural resources, reducing energy, using more recycled materials and facilitating reuse, refurbishment or recovery of materials.

[Click here for more information](#)



Life on Land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

globalgoals.org/15

Net Gain

We are working to ensure that we minimize our impact of our major construction projects and deliver value to the environment and our communities. In the UK, we contributed towards the government consultation on environmental net gain and are actively working to embed the principle into our processes, including pilot studies on two of our current major infrastructure projects. Our construction projects in the US already incorporate the principles of environmental net gain.

[Click here for more information](#)

Sustainable Action Plans

Site Sustainability Action Plans focus on re-thinking how we operate at our sites and challenging our teams to find better ways to deliver an increase in 'natural capital' while working with local partners and communities. We have set a target to enhance the value of the natural environment on at least 50 sites by 2020. We are currently on track with 39 sites having plans in the US and UK. Those sites add up to more than 300 hectares of land, which is home to a variety of plants and wildlife.

[Click here for more information](#)

Supplier Code of Conduct

Environmental management and assessment is a key element of our Supplier Code of Conduct, which is updated annually and communicated to our suppliers during sourcing activities.

Relevant elements include:

- use materials in a responsible way which does not affect the wellbeing of people, animals, and other living systems
- ensure that any activities that have an impact on natural habitats will be conducted in a manner that is compliant with all legal/planning requirements and conditions, including restoration.

Visual Impact Provision project

In the UK, in 2016 we launched a landscape enhancement initiative to reduce the visual impact of our infrastructure and improve the related visual quality of the landscape of existing electricity transmission lines in England and Welsh AONBs and National Parks. A range of engineering measures are to be implemented including the replacement of existing overhead lines with underground cables, and the re-routing and screening from key public viewpoints of the lines. Lines include areas of natural beauty in Dorset, the Peak District and Snowdonia.

[Click here for more information](#)

Habitat protection programs

In the US, we are focused on protecting the local habitats of animals on our properties. For example, at our Northport Power Station facility, we monitor horseshoe crab activity using an underwater camera and when crabs are encountered 'en masse' a diver will collect them and transport them to a nearby beach. At our headquarters, we have a snapping turtle hatchling protection program to monitor, protect, and assist nesting turtles. We also use fish-friendly technologies at our power stations.

We will continue to evolve our approach to ensure that our Climate Commitment and Caring for the Natural Environment approaches are interwoven. Opportunities to use our land for carbon sequestration (e.g. afforestation) have the potential to deliver multiple benefits (through a natural capital evaluation approach) such as access to green space (physical and mental wellbeing) and air quality improvements.



Developing the skills for the future



Quality education

Ensure inclusive and quality education for all and promote lifelong learning.

globalgoals.org/4

Group STEM

We work to raise awareness of the career opportunities in the energy utility industry in both the UK and US. In the UK, there's a growing need for a skilled workforce to develop, deliver and use new technologies within the energy sector, according to the EU Skills Workforce Strategy. STEM skills are crucial within our business, so we promote STEM as an exciting career path for young people through education outreach such as the Big Bang Fair, work experience and hosting school visits to our sites. In the UK, during 2018/19 we have had 2,285 quality interactions with young people on STEM subjects across 41 schools. We had 39,176 interactions in the US. Overall, we have seen a total of 41,461 interactions with young people on STEM, an increase of 6,036.

Volunteering hours

As a business, collectively our employees have provided over 10,559 hours of voluntary support to various community projects. Activities have included skills-sharing and community action days in the UK and supporting Earth Day in the US.

Apprentice, engineering, student and graduate programmes

For 2018/19 we had 289 individuals on our apprentice, industrial placement, engineering, student, Advanced Development and graduate development programmes across the business.

UK

Environmental Education Centres

We support four Environmental Education Centres (EECs) located on land adjacent to our substations at Bishops Wood, Iver, Skelton Grange and West Boldon. They are centres of excellence for environmental and sustainability education and have been developed in partnership with local authorities and environmental charities, showing how nature and communities can thrive alongside critical national infrastructure. The centres provide an environmental educational resource for approximately 23,500 visitors each year, encompassing school children through to adult learners.

[Click here for more information](#)

Mentoring programme

In addition to our sponsorship with City Year we work directly with the volunteers based at the schools through the Bridge Builder mentoring programme to help mentees develop their personal skills, explore career development goals and find direct employment after their placement.

Institution of Engineering and Technology (IET)

We sponsor the IET Engineering Horizon's Bursary Scheme which supports 20 students who have overcome obstacles or personal challenges to get the chance to pursue their passion for engineering. Winners of the scheme receive £1,000 per year for the duration of their degree course (up to three years for BEng and four years for MEng) or apprenticeship (up to four years).

EU (Energy and Utility) Procurement Skills Partnership

We are members of the EU (Energy and Utility) Skills Partnership which have developed a workforce resilience and skills development strategy to address the acknowledged skills shortages in the sector. We achieved the Procurement Skills Accord award in 2019 recognising our efforts to address the issue through procurement activity and promotion of this initiative through our supply chain.

US

Strategic Partnership between the State University of New York (SUNY) and National Grid

We have developed a signature partnership with SUNY to promote and coordinate STEM related workforce development programs that utilise established National Grid energy efficiency, economic development and corporate citizenship programs to supplement SUNY's on campus and distant learning programs. The partnership has fostered existing programs and resulted in several new programs. For example, SUNY and the Company leveraged our well-established overhead line worker training and certificate program to model and develop a new gas mechanics training program and a Customer Metering Service (CMS) program in the SUNY system.

Hudson Valley Community College (HVCC)/National Grid Partnership

We have partnered with HVCC to offer entry-level natural gas industry training. This will help meet the challenge of an ageing engineering workforce in the energy industry. We currently have 3 on-going efforts with HVCC, including the long standing and successful Electric Line School; the Gas Technician certificate program; and exploring the potential for "Learn where you Earn" programs to be offered to our employees at our offices by HVCC in topics such as Business Administration and Electric Construction and Maintenance.

Center for Energy Workforce Development Partnership

We also continue to grow our partnerships through our involvement with the Center for Energy Workforce Development (CEWD). CEWD is a non-profit consortium of electric natural gas and nuclear utilities and their associations that was formed to help utilities work together to develop solutions to the coming workforce shortage in the utility industry. We partner, not only with other utilities, but also contractors and unions, to focus on the need to build a skilled workforce pipeline that will meet future industry needs. John Brucker, NY Jurisdictional President, is the Chair of the Board of Directors for CEWD.

Gas Technician Certification Programme

The 12-week programme was created as a partnership between Farmingdale State College and National Grid and is targeted towards individuals seeking career opportunities in the natural gas industry. It serves as an introduction to the Natural Gas industry and exposes the students to the job tasks, work methods and safety practices utilised by various workforce positions in gas construction, maintenance, and customer service.

Tuition reimbursement programmes

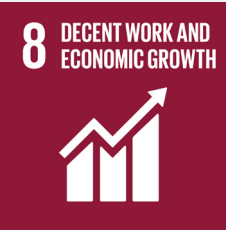
These programmes are designed to support assurance of National Grid's engineering competence, encourage self-development and support a high-performance culture. The programmes assist in the reimbursement of approved fees for study materials, review courses and exams related to securing Professional Engineers Licence or Engineer-in-Training certificate.

Supply Chain CSR – Mentorship Programs

We partner with external organisations to support and accelerate small, diverse business growth and job creation through education, knowledge sharing and best practice sharing.

Mentorship programs include:

- **Pacesetters** – we are members of a group of large and mid-sized corporations committed to using our purchasing power as a catalyst for growing local, ethnic minority business enterprises (MBEs). Our broader goals are to demonstrate the benefits of equitable economic benefit for the communities we serve.
- **NYNJ (New York New Jersey) Minority Supplier Development Council Center of Excellence** – we value diverse suppliers in our supply chain and through this program we support the growth of minority suppliers by coaching suppliers on best practices and sharing the business skills necessary to grow their company to the next level.



Promote inclusive and sustainable economic growth, employment and decent work for all.

globalgoals.org/8

UK

'EmployAbility – Lets work together'

EmployAbility is our employee-led supported internship programme for young people aged 17-25 years with special educational needs. In 2018/19 we provided 13 placements at three of our office locations. We have achieved great results so far with 68% of our supported interns going into paid employment. We encourage other businesses and schools/colleges to work together to overcome the challenge of low paid employment prospects for young people.

[Click here for more information](#)

Living Wage Foundation Employer

In the UK, we are accredited by the Living Wage Foundation. Our commitment to our direct employees extends to our contractors and the work they do on behalf of National Grid. We believe that everyone should be appropriately rewarded for their time and effort. We also go above the Living Wage requirements and voluntarily pay our trainees the Living Wage.

EU (Energy & Utility) Procurement Skills Partnership

We are members of the EU (Energy and Utility) Skills Partnership which have developed a workforce resilience and skills development strategy to address the acknowledged skills shortages in the sector. We achieved the Procurement Skills Accord award in 2019 recognising our efforts to address the issue through procurement activity and promotion of this initiative through our supply chain.

Inclusive Economic Partnership

We are part of the Government’s Inclusive Economic Partnership (IEP), a partnership between the business sector, Government and Civil Society. We are supporting work in the vital areas of mental health in the workplace and equipping people to successfully transition to the world of work.

US

Pace Setters Mentorship Program

We are members of a group of large and mid-size corporations committed to using our purchasing power as a catalyst for growing local, ethnic minority business enterprises (MBEs). Our broader goals are to demonstrate the benefits of equitable economic benefit for the communities we serve.

Minority Supplier Development Council Center of Excellence

We value diverse suppliers in our supply chain and through this program we support the growth of minority suppliers by coaching suppliers on best practices and sharing the business skills necessary to grow their company to the next level.

Investment Recovery

In addition to their environmental sustainability work (see SDG 12), our Investment Recovery facility utilises a diverse workforce through a programme where we employ a specialised workforce of disabled persons through work with local support organisations.

[Click for more information](#)

United Way Partnership

Our collective giving and robust community volunteerism is one of the most effective ways we can give back to our communities. National Grid has a long history of being a partner with the United Way across the US communities we serve. Employee and Company annual donations on average provide \$3 million to help with the daily challenges that face the communities we serve, especially those customers most in need.

Group
Grid for Good

Grid for Good is a companywide flagship CSR programme designed to improve social mobility in our communities by connecting young people from disadvantaged backgrounds with employment opportunities across the energy industry, underpinned by specialist training and mentoring support. The programme’s purpose is to close the skills and diversity gaps required for the successful future of our industry.

Ethical business practices

Respect for human rights is incorporated into our everyday employment practices and values. Through our Supplier Code of Conduct we require all businesses in our supply chain to share our commitment to respecting, protecting and promoting human rights and to comply with the requirements of the Modern Slavery Act, we have been recognised for our activity in this area being ranked 12th by Business and Human Rights Resource Centre in the FTSE100 listing of modern slavery statements.

Injury frequency rate

As at March 2019 our Group lost time injury frequency rate was 0.10 (expressed as worker lost time injuries per 100,000 hours worked in a 12-month period and includes employee and contractor population). This is consistent with the best performers. We have moved to reporting on combined employee and contractor LTI rates to reflect our continued focus on encouraging good safety behaviours across our entire worker community.



Operating at the highest standards as a fair and trusted member of our community



Good Health and Well-being

Ensuring healthy lives and promoting the well-being for all at all ages.

globalgoals.org/3

Group

We take a proactive, risk-based approach to managing health and wellbeing at National Grid. We continue to focus our efforts on creating sustainable wellbeing behaviour change within our workforce. We do this mainly through education and training and by managing our key wellbeing risks. Our wellbeing programme focuses on musculoskeletal injury prevention and mitigation, chronic disease prevention, support and mental wellbeing. We provide training to develop the knowledge and confidence to notice and respond to mental health issues. We also work to reduce the stigma and to create a culture in which employees feel able to talk openly about mental health.

There is a strong focus on support for mental wellbeing and reducing absenteeism due to poor mental health. This commitment includes access to health and wellbeing services for employees, such as counselling and psychological therapies. In the UK, we support three national mental wellbeing campaigns on an annual basis – MIND’s Time to Talk campaign (February), Mental Health Awareness Week (May) and World Mental Health Day (October). In the US, there has been a key focus on the roll out of the Mental Health training package, which has been developed to deliver managers and leaders with the core competencies to recognise symptoms of and support employees with mental ill-health conditions.

Our three UK wellbeing principles are designed to encourage a change in our behaviours and culture in our workplace:

- **Be Active** – Build regular movement into your day and find an exercise you enjoy

- **Refuel** – Choose nutritious foods that support your energy and health
- **Switch off** – Understand how to use technology in a way that protects health and productivity

86% organisations nationally report they have observed presenteeism – and it’s on the increase. We are working to understand the impact of presenteeism on National Grid and how we can best address this. Leavism – using leave instead of taking time off sick & working outside contracted hours is also recognized nationally and again we are evolving our understanding of how best to address this.

We have three specific questions on wellbeing in our employee engagement survey that forms our Wellbeing Dimension Index – we have set ourselves an internal target and stretch target on how positively employees feel about wellbeing.



Gender Equality

Achieve gender equality and empower all women and girls.

globalgoals.org/5

Our ambition is to operate and develop our business in a way that results in a more inclusive culture. We are committed to building a workforce that represents the communities we serve – creating an environment where each individual feels respected, fairly treated, valued and able to reach their full potential.

Having strong role models around the business is important and sharing real-life stories can help us see possibilities as well as potential career paths that we may not have previously considered. Therefore, we have created Remarkable role model books which celebrate talent and diversity at National Grid. These role models are real people, telling open and honest real stories that we can all relate to.

[Click here for more information](#)

Building a diverse workforce and creating an inclusive workplace is vitally important to achieving our purpose, vision and values. We support the UK Government’s initiative on this important topic. We have regularly tracked equal pay internally and, in December 2015, we voluntarily disclosed gender pay gap information. We have now conducted the analysis according to the UK gender pay gap regulations, which came into effect April 2017.

[Click here for more information](#)

Our UK-wide pay gap is 3.9% at the mean and 4.4% at the median, based on 5 April 2018 snapshot. We have seen a slight decrease in the mean and a slight increase in the median since last year.

Our UK-wide bonus gap is 25.0% at the mean and -1.2% at the median, based on 12 months preceding 5 April, which presents a mixed picture. The mean has increased slightly since last year, and the median has decreased.

WiNG

Our active Women in National Grid (WiNG) employee resource group regularly organises networking events and panel conversations within the UK – these events are supported by our female senior leader role models who offer guidance, hints and tips on career development and development planning. WiNG’s ambition is to promote the professional development of women, attracting and creating a network of talent to enable National Grid to deliver its strategic priorities. WiNG’s focus areas are to promote and enable women’s capability and training, partner with businesses on gender diversity activity and externally celebrate gender diversity. WiNG encourages men to get involved to champion gender equality at a workplace.

WiNTR

Our US based Women in Non-Traditional Roles (WiNTR) group aims to support and empower members to achieve all their goals, and fulfil their dreams, through education and personal growth. Opportunities for members include access to internal career fairs which provide all employees with information about various field positions available, opportunities to take part in educational lunch and learn sessions and mentorships with external partners to continue to promote women in non-traditional roles in a variety of industries.

Flexible working

National Grid encourages flexible working and offers a generous flexible benefits package. We also have a Family Provisions Policy, which together with other company policies in both the US and UK, provides a range of provisions designed to assist employees who have family responsibilities, to continue to develop their skills and further their careers.

Training

We offer various training and development interventions from providing internal and external mentoring and coaching to training programmes specifically designed for women. These programmes offer pragmatic career and personal development for female employees who are new into leadership / management positions or who are aspiring to move to these positions in the future. Programmes also provide support for those without such aspirations at this time, who want to work further on their professional and personal development.

We have also introduced a new Global Unconscious Bias e-learning to help our employees recognise and mitigate bias at a workplace to drive equality and inclusion.

Women in Engineering (WES)

We actively collaborate with various external partners e.g. Women’s Engineering Society (WES) by supporting their events. We also do outreach work supporting schools and STEM campaigns encouraging more girls to study STEM subjects and attracting them to consider a career in engineering. We also run various programmes to attract more women to join our company; a few examples are listed below:

- **Girls2tech**
Girls2tech is a Global IS programme run by volunteers encourages girls in years nine to 11 to think about IT as a career option. The programme has been created to inspire and encourage young girls to consider a future career in IT – combining a mix of online portal games, in-class competitions and ongoing mentoring to get the best out of the girls – they are currently partnered with four schools, spread throughout the UK. The aim is to increase the number of female students taking IT related qualifications by 25% over five years in our partner schools.
- **Supplier Diversity**
We are also working with our supply chain to encourage gender equality, and have:
 - established a zero-tolerance policy towards all forms of violence at work, including verbal/ and/ or physical abuse and prevent sexual harassment
 - expanded business relationships with women-owned enterprises, including small businesses and women entrepreneurs.
- **Center of Women Enterprises and Women Presidents Enterprise Organization**
In an effort to level the playing field for women owned businesses, we are members of the Center of Women Enterprise and Women Presidents Enterprise Organisation, both of which are dedicated to gender equality and helping women start and grow their businesses.
- **Global Supplier Diversity Policy**
We recognize the markets we operate in are multicultural and diverse. It is our policy to provide minority, women and diverse businesses an equal opportunity to participate in our global procurement practices.

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