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
- **BE** TRANSPARENT internally and externally on gender and ethnicity/race
- **ACHIEVE** 50% DIVERSITY in all our new talent programmes by 2025
- **DEVELOP** SKILLS NEEDED for the net zero workforce of the future by investing in developing our people
- **AMONG OUR PEOPLE** REFLECT THE DIVERSITY of the communities we serve
- **PROVIDE** UNCONSCIOUS BIAS TRAINING to all our people over the next year
- **WORK UNTIL** PAY EQUITY is achieved for our employees
- **DEVELOP SKILLS BY INVESTING AND DEVELOPING** in our people for the net zero workforce of the future
- **ACHIEVE** 50% DIVERSITY in our Senior Leadership group by 2025
- **REFLECT THE DIVERSITY** of the communities we serve

**Our external recognition**

- Forbes 2020: THE BEST EMPLOYERS for DIVERSITY
- 2020: WORLD'S MOST ETHICAL COMPANIES™
- BEST PLACES TO WORK for LGBTQ Equality
- Ethnic Minority Role Model Lists 2020
- WDi Workforce Disclosure Initiative
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:

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

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.

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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