

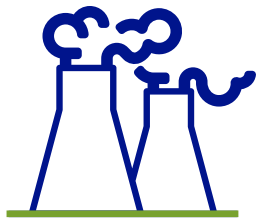
Environment

Decarbonised
Great Britain's
electricity system
by **66%**

(last 7 years)



70% reduction
in Scope 1 and
2 emissions
(on our 1990 baseline)



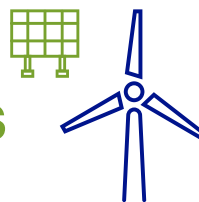
**CDP Climate
Change 'A list'**

rating for the **fifth**
consecutive year



**Renewable
energy
connections
950 MW**

connected to US and UK
transmission and distribution
grids during 2020



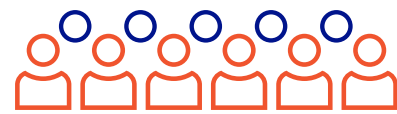
Community

Number of colleague
volunteering hours

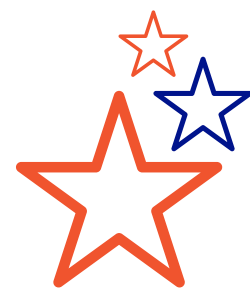
18,050



This is an increase
of almost **75%** on 2019/20



1000 employees
registered as volunteers
with Grid for Good, helping
over 3000 young people.



**£2.6m
awarded
in grants**

for community
projects
since 2015

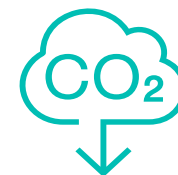
Combined Group-wide
contribution of

**over £11 million
to Corporate
Responsibility work**

Economy

Total investment
in energy
infrastructure
£5.0bn

We are engaging
with our supply
chain to set **carbon
reduction targets**
through the Carbon
Disclosure Project
supply chain programme



Through National Grid
Partners, we have already
committed to

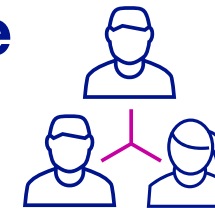
**\$250 million
of investment
in technology
and innovation**

Expecting to
invest £13bn in
green capex over
next five years

People

Employee
Engagement
index score
81%

2019/20 – 77%



1.5%
Mean Gender Pay
Gap in the UK
2019/2020

2019/20 UK average² – 15.5%

19.5%
of our workforce
are from an
ethnic minority

2019/20 – 18.3%

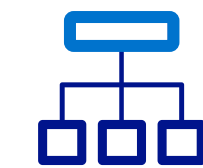
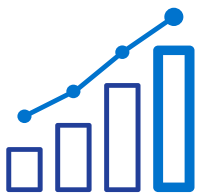


Annual average training
days per employee:

four

Governance

44.6%
Diversity across
Senior Leadership
Teams



46.2%
diversity at
Board level

**98% of
employees
completed
Code of
Ethics
training**



**Global Supplier
Code of Conduct
(GSCoC)** integrates
human rights into the way we
interact with our supply chain