

# Grid Guide to Our communities

September 2022

Grid Guide to Series



*'We want people to bring new ideas, freshness, and to think about things in different ways- that's how we'll get to net zero. At the heart of our community pillars is a belief that no one is left behind'*

**Rhian Kelly**, Chief Sustainability Officer

## Our Commitments

- **Deliver energy in a fair and affordable way to the communities we serve**
- **Play our role in ensuring no one is left behind in the transition to clean energy.** The associated benefits should be enjoyed by all
- Continue to **reinvest over £6 billion each year in energy infrastructure**
- **Report transparently on energy costs throughout the energy transition** – on average costs per household for our UK networks and for our US electric and gas businesses
- **Develop skills for the future**, with a focus on lower income communities, providing access to skills **development for 45,000 people by 2030**
- Achieve **500,000 employee volunteering hours by 2030**. Through volunteering, our people will help equip the next and future generations to participate in the clean energy transition

## Delivering on our commitments

We have a focussed approach on our community commitments, using four pillars:

### The environment



Activities aimed at helping to protect and enhance the natural environment around our investments.

Whilst this is part of the environmental pillar of the Responsible Business Charter, because this is an area where we will be investing in our communities, it is included in this framework.

### Energy affordability



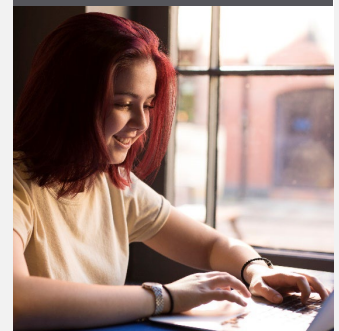
Activities that support organisations helping vulnerable customers and those suffering from fuel poverty. Examples include supporting the Fuel Food Bank and the Citizens Advice service.

### Volunteering



We want to harness the enthusiasm of our employees and enable them to support the communities in which they work.

### Social mobility, employability and skills



Activities aimed at encouraging greater and more diverse participation in the energy sector, leading ultimately to more diverse hires for National Grid and the wider energy industry.

This also includes our environmental justice and social equity activities.

## Grid for Good and Project C

Further information on our programmes can be found in our [Responsible Business Report](#) on pages 35 - 40



**Grid for Good** is a National Grid Group programme, designed to improve social mobility for disadvantaged young adults in the communities we serve across the UK and US.

As of 31 March 2022, 3,972 young people have been meaningfully impacted by the programme (2,336 in the UK and 1,636 in the US), with 100 going on to apply for secure roles in National Grid alone. We inspire careers within the energy sector and provide coaching, training and employment opportunities at National Grid and across our supply chain. In this way, we aim to address the net zero skills gap and improve the diversity of our workforce, better reflecting our communities.



Our charity partners provide us with motivated young people from under-represented communities and groups. Powered by volunteers from National Grid and our Energy Industry Partners (EIPs), upskilling and training sessions are delivered to prepare them for potential roles in the energy industry.

Working with our business units and EIPs, Grid for Good helps prepare the most committed and capable candidates apply for and ultimately secure early career roles.



**The aim of Project C**, our NY community support program, is to help make sure our economic and social role in the community has the greatest possible impact. The best way to do this is by working with our stakeholders, firstly to understand how we can best provide support to those who need it most, and then to partner with others to ensure we deliver a positive impact.

In the past year, our engagement has included:

- working with other employers, educational institutions, community and faith-based organisations and state and local governments
- partnering with local organisations to identify important environmental justice and social equity issues where we can provide support

### We also have community initiatives in NE, including the National Grid Foundation

The National Grid Foundation helps strengthen communities in NE and NY. Each year the Foundation further enhances the hyper local work done across the communities we are so proud to serve, and has provided over 3+ years grants totalling in excess of \$1.4m in community support.

<http://www.nationalgridfoundation.com>

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