

UK Gender Pay Gap 2024

nationalgrid



Introduction

The following is our required submission of the status of pay differences by gender, with some additional voluntary reporting on pay differences by ethnicity. Our report provides data for National Grid's UK operations as a whole, covering 12,231 employees. This report also provides the breakout for the following individual legal entity business units: National Grid Commercial (the administrative functions of the Group); National Grid Electric Transmission (NGET); National Grid Interconnector Holdings limited and National Grid Electric Distribution (NGED).

The gender pay gap as calculated herein, is just one snapshot of the various ways National Grid analyzes the effectiveness of our remuneration structures.

National Grid undertakes equal pay reviews on an ongoing basis in the UK and US to ensure equal pay is provided for equal work. National Grid is also an accredited Living Wage employer in the UK.

The Board of Directors of National Grid plc has reviewed and approved the National Grid 2024 Gender Pay Gap results for the 12-month reporting period ended 5 April 2024. We confirm that the information and data provided herein are accurate and in line with mandatory requirements. The overall UK 'Gender hourly pay gap' and 'Gender incentive pay gap' will be included in National Grid's Responsible Business Report 2024/25 and will be subject to limited independent assurance by Deloitte. The Responsible Business Report 2024/25 and the Deloitte assurance opinion will be published in May 2025 in conjunction with our annual reporting cycle.

Paula Rosput Reynolds
Chair National Grid



John Pettigrew
CEO National Grid



What is the Gender Pay Gap?

The gender pay gap uses a reporting snapshot date of 5th April 2024 and shows the average (mean) and median pay difference between all men and women, irrespective of any differences in the work they do. As a result, it's affected by how the workforce is made up, including the numbers of men and women in different types of jobs and at different levels of seniority.

- The mean gender pay gap shows the difference in average pay between men and women, which is reflective of all Full Pay Relevant (FPR) 1 employees*.
- The median gender pay gap represents the difference between the midpoints of the range of hourly pay of men and women. The same ranges are used to calculate the proportion of women in each pay quartile.
- The hourly pay gap is inclusive of all men and women active as of 5 April 2024 (FPR), who have received their expected monthly base pay, as well as any shift premiums and uplifts within the snapshot month of April 2024.
- The incentive (bonus) pay gap is inclusive of all men and women active as of 5 April 2024 (FPR), and any incentive payments they received during the period of 6 April 2023 and 5 April 2024 inclusive.

UK legislation requires all UK companies with 250 or more employees to report their gender pay gap. This report contains the UK gender pay gap results for 2024, as required under the Equality Act 2010 (Gender Pay Information) Regulation 2017.

NG ESO has been excluded from the analysis this year because National Grid have sold the business now**.

We also report on a voluntary basis the figures for the combined total of all UK employees, including those employed by similar UK companies with less than 250 employees. We believe it is important to see the whole picture.

Throughout this report, any positive pay gap figures refer to instances where men are being paid more than women; whereas a negative pay gap refers to instances where women are being paid more than men.



* Full Pay Relevant Employee (FPR): any employee who is employed on the snapshot date (5 April 2024) 3 and who is paid their usual full basic pay during the relevant pay period.

**For newly acquired businesses and new operations, our policy is to include these within the metric reporting as soon as practically possible and, ideally, no later than the reporting period after the first full financial year of ownership. Therefore, depending on the timing of acquisition and commencement of operations, this could be up to two years following the event, at the latest. Newly sold or disposed operations will be removed from our reporting from the start of the reporting year that they leave the Group. In this case, as National Grid ESO was sold in October 2024, it will not be included in our March 2025 report. This is because, following the sale, we no longer have access to its data, for reporting, control and assurance purposes and the business will be responsible for its own gender pay gap reporting.

Voluntary disclosure of the total UK Gender Pay Gap

(to accompany the statutory disclosure by legal entity).

2024

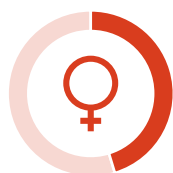
Total UK overall

Gender	Mean	Median	Female
Hourly pay gap	1.3%*	4.9%	23.2% (out of 12,231)
Incentive pay gap	-14.4%*	0.2%	
Ethnicity	Mean	Median	Minority
Hourly pay gap	-2.9%*	-5.4%	13.0% (out of 12,231)
Incentive pay gap	51.7%*	-3.6%	

Proportions receiving bonus pay



35.1%



45.3%

Quartile pay bands

	Men	Women
Upper	78.4%	21.6%
Upper middle	80.0%	20.0%
Lower middle	79.1%	20.9%
Lower	71.5%	28.5%
Overall	76.8%	23.2%

- We continue to see no material mean gender pay gap for National Grid in the UK.
- Our total number of full pay relevant employees in the UK is 12,231.
- Our figures exclude National Grid ESO.



When comparing average hourly wages, women receive 98p to every £1 that men receive

(based on mean hourly pay gap)

* This metric forms part of selected ESG information to be published within National Grid's Responsible Business Report 2024/25 and will be subject to limited independent assurance by Deloitte. The Responsible Business Report 2024/25 and the Deloitte assurance opinion will not be published until May 2025 and will then be available [here](#).

Summary of statutory GPG Data for UK 2024

2024

Summary of statutory GPG Data for UK

	Overall UK [†]	NG Commercial ^{**}	NGET	NG IH ^{**}	NGED			
					South Wales	South West	West Midlands	East Midlands
Mean hourly pay gap	1.3%*	31.5%	1.7%	4.0%	10.9%	13.8%	5.3%	7.8%
Mean incentive pay gap	-14.4%*	67.7%	-61.4%	30.1%	96.3%	87.9%	57.4%	60.4%
Median hourly pay gap	4.9%	19.3%	4.8%	8.5%	13.7%	12.5%	6.8%	8.1%
Median incentive pay gap	0.2%	44.0%	1.9%	64.1%	98.6%	67.0%	-145.7%	-150.0%

Percentage of women in each pay quartile

Upper	21.6%	41.9%	23.0%	25.8%	6.1%	8.3%	12.8%	18.8%
Upper middle	20.0%	49.0%	25.4%	34.9%	10.1%	10.1%	13.8%	14.3%
Lower middle	20.9%	66.3%	27.8%	34.9%	20.8%	26.3%	14.2%	24.9%
Lower	28.5%	74.2%	29.1%	47.7%	22.7%	28.4%	21.1%	27.5%
Overall	23.2%	58.5%	26.8%	36.2%	15.6%	18.7%	15.6%	21.8%

Proportions receiving bonus pay

Men	35.1%	84.8%	82.2%	84.1%	1.7%	4.6%	2.4%	2.2%
Women	45.3%	81.2%	76.3%	74.4%	2.3%	7.3%	5.2%	4.2%

Number of full pay relevant employees

	12,231	381	4,446	356	1,127	1,908	1,845	2,072
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[†] our overall UK number includes all eligible FTE employees at National Grid businesses so this is different to the total UK employees as some are excluded if not eligible (i.e. in a legal entity employing less than 250, not disclosed gender etc).

* This metric forms part of selected ESG information to be published within National Grid's Responsible Business Report 2024/25 and will be subject to limited independent assurance by Deloitte. The Responsible Business Report 2024/25 and the Deloitte assurance opinion will not be published until May 2025 and will then be available [here](#).

** NG ESO has been excluded from the results this year because National Grid has sold the business now.

National Grid Commercial Holdings

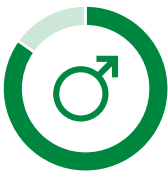
Statutory disclosure

2024

National Grid Commercial Holdings

	Median	Mean
Gender hourly pay gap	19.3%	31.5%
Gender incentive pay gap	44.0%	67.7%
Female total population	58.5%	

Proportions receiving bonus pay



84.8%

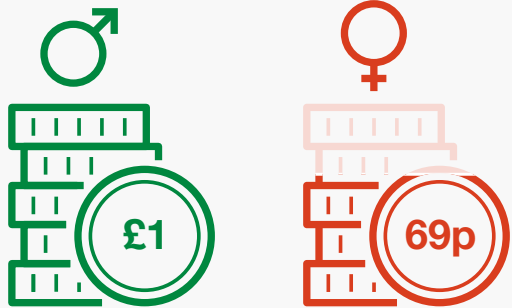


81.2%

Quartile pay bands

	Men	Women
Upper	58.1%	41.9%
Upper middle	51.0%	49.0%
Lower middle	33.7%	66.3%
Lower	25.8%	74.2%
Overall	41.5%	58.5%

- We employed 381 full pay relevant employees in National Grid Commercial Holdings on 5 April 2024.
- Female representation is higher than men.
- Results have mostly stayed consistent to 2023 however we have seen a 10.1% reduction in the median hourly pay gap.



When comparing average hourly wages, women receive 69p to every £1 that men receive
(based on mean hourly pay gap)

National Grid Electricity Transmission (NGET)

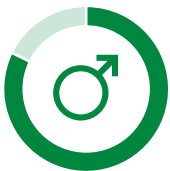
Statutory disclosure

2024

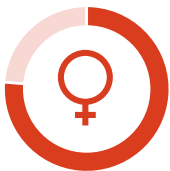
National Grid Electricity Transmission

	Median	Mean
Gender hourly pay gap	4.8%	1.7%
Gender incentive pay gap	-1.9%	-61.4%
Female total population	26.8%	

Proportions receiving bonus pay



82.2%

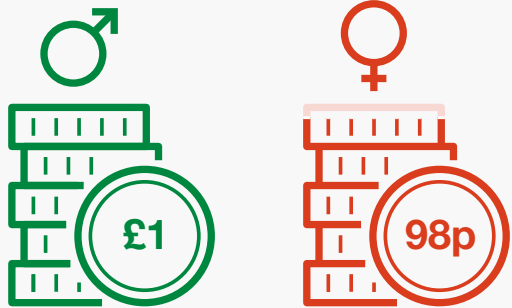


76.3%

Quartile pay bands

	Men	Women
Upper	77.0%	23.0%
Upper middle	74.6%	25.4%
Lower middle	72.2%	27.8%
Lower	70.9%	29.1%
Overall	73.2%	26.8%

- We employed 4446 full pay relevant employees in NGET on 5 April 2024.
- The total female population has increased at NGET compared to 2023 results.



When comparing average hourly wages, women receive 98p to every £1 that men receive

(based on mean hourly pay gap)

National Grid IH Ltd

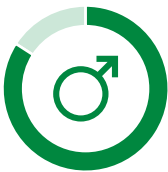
Statutory disclosure

2024

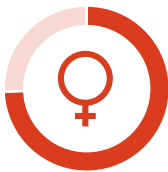
National Grid IH Ltd

	Median	Mean
Gender hourly pay gap	8.5%	4.0%
Gender incentive pay gap	64.1%	30.1%
Female total population	36.2%	

Proportions receiving bonus pay



84.1%



74.4%

Quartile pay bands

	Men	Women
Upper	74.2%	25.8%
Upper middle	65.1%	34.9%
Lower middle	65.1%	34.9%
Lower	52.3%	47.7%
Overall	63.8%	36.2%

- We employed 356 full pay relevant employees in National Grid IH on 5 April 2024.
- We have seen an overall increase in percentage of women in this entity.



When comparing average hourly wages, women receive 96p to every £1 that men receive
(based on mean hourly pay gap)

National Grid Electricity Distribution (NGED) South Wales

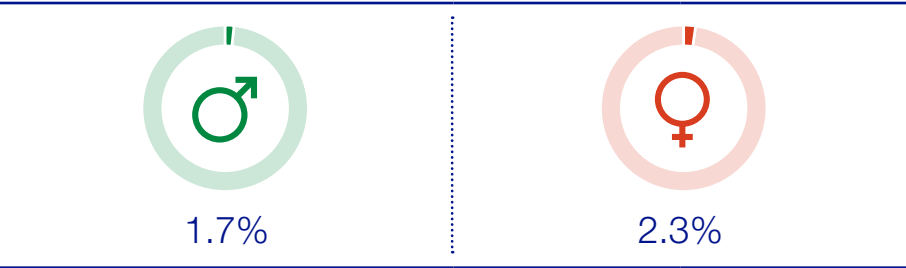
Statutory disclosure

2024

NGED South Wales

	Median	Mean
Gender hourly pay gap	13.7%	10.9%
Gender incentive pay gap	98.6%	96.3%
Female total population	15.6%	

Proportions receiving bonus pay



Quartile pay bands

	Men	Women
Upper	93.9%	6.1%
Upper middle	89.9%	10.1%
Lower middle	79.2%	20.8%
Lower	77.3%	22.7%
Overall	84.4%	15.6%

- We employed 1127 full pay relevant employees in National Grid Electricity Distribution (NGED) South Wales on 5 April 2024.
- The mean hourly pay gap has decreased compared to 2023 figures.



National Grid Electricity Distribution (NGED) South West

Statutory disclosure

2024

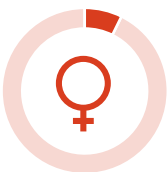
NGED South West

	Median	Mean
Gender hourly pay gap	12.5%	13.8%
Gender incentive pay gap	67.0%	87.9%
Female total population	18.7%	

Proportions receiving bonus pay



4.6%

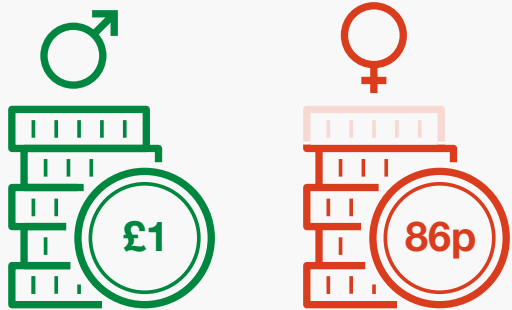


7.3%

Quartile pay bands

	Men	Women
Upper	91.7%	8.3%
Upper middle	89.9%	10.1%
Lower middle	73.7%	26.3%
Lower	71.6%	28.4%
Overall	81.3%	18.2%

- We employed 1908 full pay relevant employees in National Grid Electricity Distribution (NGED) South West on 5 April 2024.
- Female representation has had a slight increase from 2023.



When comparing average hourly wages, women receive 86p to every £1 that men receive

(based on mean hourly pay gap)

National Grid Electricity Distribution (NGED) West Midlands

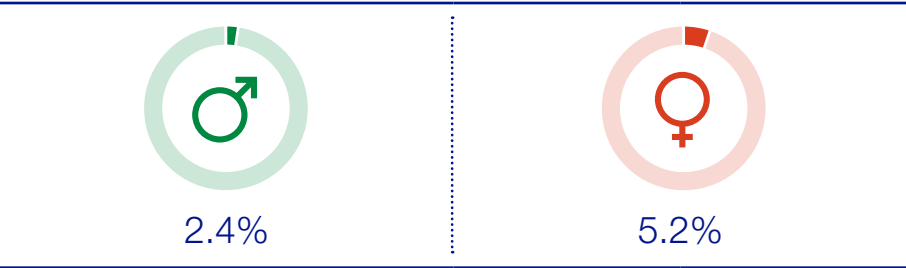
Statutory disclosure

2024

NGED West Midlands

	Median	Mean
Gender hourly pay gap	6.8%	5.3%
Gender incentive pay gap	-145.7%	57.4%
Female total population	15.6%	

Proportions receiving bonus pay



Quartile pay bands

	Men	Women
Upper	87.2%	12.8%
Upper middle	86.2%	13.8%
Lower middle	85.8%	14.2%
Lower	78.9%	21.1%
Overall	84.4%	15.6%

- We employed 1845 full pay relevant employees in National Grid Electricity Distribution (NGED) West Midlands on 5 April 2024.
- The mean incentive pay gap has improved.

When comparing average hourly wages, women receive 95p to every £1 that men receive

(based on mean hourly pay gap)

National Grid Electricity Distribution (NGED) East Midlands

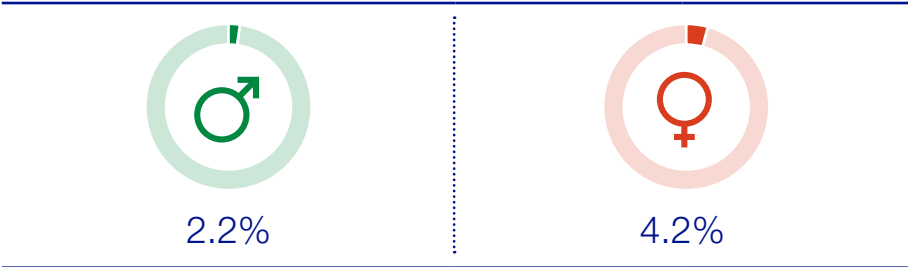
Statutory disclosure

2024

NGED East Midlands

	Median	Mean
Gender hourly pay gap	8.1%	7.8%
Gender incentive pay gap	-150.0%	60.4%
Female total population	21.8%	

Proportions receiving bonus pay



Quartile pay bands

	Men	Women
Upper	81.3%	18.8%
Upper middle	85.7%	14.3%
Lower middle	75.1%	24.9%
Lower	72.5%	27.5%
Overall	78.2%	21.8%

- We employed 2072 full pay relevant employees in National Grid Electricity Distribution (NGED) East Midlands on 5 April 2024.
- The mean hourly pay gap has seen improvement as well as a slight increase in female representation.

When comparing average hourly wages, women receive 92p to every £1 that men receive

(based on mean hourly pay gap)

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