

**DESCRIPTION:**

National Grid scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, National Grid increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. National Grid forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. National Grid discriminates against religious organizations in its charitable giving and signed an open letter in support of the Equality Act. Its CEO signed the CEO Action for Diversity & Inclusion pledge. The company campaigned against the federal courts to overturn Trump-era carbon emissions policy. National Grid is a Climate Action 100+ and a Ceres Network member. For these reasons, National Grid receives a High Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk

National Grid received a score of 100 recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, the company has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk

National Grid (1)(2).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. High Risk

National Grid indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). National Grid's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (3). National Grid does not provide viewpoint protections for its employees (4).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

2). National Grid joined eight other energy companies in campaigning the federal courts to overturn Trump-era carbon emissions policy (1). The company is a Ceres Network Member and a Climate Action 100+ member, committed to carbon neutrality by 2040 (2)(3)(4). According to its Responsible Business Charter, it is committed to carbon neutrality by 2050 (5). National Grid indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (6)(7). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

National Grid indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. (3)(4). The company is a brass sponsor of Out & Equal and has donated \$10,000 to LGBTQ programs across New York (5)(6). National Grid has also made contributions to several other LGBTQ organizations including Camp Beyond Binary, an LGBTQ youth camp (7). The company sponsored events hosted by the National Urban League and sponsored the New York Urban League's "Diversity and Inclusion Lab" (8)(9).

Uses corporate political contributions for ideological, non-business purposes. High Risk

National Grid indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. National Grid has not used its PAC donations or lobbied for ideological purposes (3)(4).

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