



National Grid

We, the undersigned, commit to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value Serving Personnel, both Regular and Reservists, Veterans and military families contribute to our business and our country.

Signed on behalf of:

National Grid

A handwritten signature in black ink, appearing to read "D Wright", written over a horizontal line.

David Wright
Group Chief Engineer

20th June 2023

The Ministry of Defence

A handwritten signature in black ink, appearing to read "Phil Hally", written over a horizontal line.

Vice Admiral Phil Hally CB MBE
Chief of Defence People

20th June 2023

nationalgrid



**Ministry
of Defence**

The Armed Forces Covenant

An Enduring Covenant Between

**The People of the United Kingdom
His Majesty's Government**

– and –

**All those who serve or have served in the Armed Forces of the Crown
and their Families**

The first duty of Government is the defence of the realm. Our Armed Forces fulfil that responsibility on behalf of the Government, sacrificing some civilian freedoms, facing danger and, sometimes, suffering serious injury or death as a result of their duty. Families also play a vital role in supporting the operational effectiveness of our Armed Forces. In return, the whole nation has a moral obligation to the members of the Naval Service, the Army and the Royal Air Force, together with their families. They deserve our respect and support, and fair treatment.

Those who serve in the Armed Forces, whether Regular or Reserve, those who have served in the past, and their families, should face no disadvantage compared to other citizens in the provision of public and commercial services. Special consideration is appropriate in some cases, especially for those who have given most such as the injured and the bereaved.

This obligation involves the whole of society: it includes voluntary and charitable bodies, private organisations, and the actions of individuals in supporting the Armed Forces. Recognising those who have performed military duty unites the country and demonstrates the value of their contribution. This has no greater expression than in upholding this Covenant.

Section 1: Principles of The Armed Forces Covenant

We **National Grid** will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:

- *no member of the Armed Forces Community should face disadvantage in the provision of public and commercial services compared to any other citizen*
- *in some circumstances special treatment may be appropriate especially for the injured or bereaved.*

Section 2: Demonstrating our Commitment

2.1 We recognise the value serving personnel, reservists, veterans and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

Employment support to members of the Armed Forces Community

- *Operating an Armed Forces Network within National Grid to create and maintain an all-inclusive group which supports those with an interest in the forces. To assist veterans settle into and sustain employment and to support Reservists and forces families throughout their employment*
- *Operating HR Policies that supports the Reserves by offering additional paid leave to support their mandatory training requirements*
- *Supporting Employer Notification by reminding staff who you know, and may not know, are Reserves to ensure the Reserves HR database is up to date*
- *Offering support for any spouse or partner whose partner is to be deployed before, during and after deployment by offering leave at short notice where possible*

Communications, engagement, and outreach

- *Supporting Armed Forces Week, Reserves Day and Remembrance through formal National Grid events and activities*
- *Working with National Grid Communications Team for events such as Remembrance, Reserves and Armed Forces Day for internal and external communications*
- *Encouraging Reserve, Veterans, and family Case Studies for internal and external communications*
- *Work with Career Transition Partnership on Veteran employment opportunities*
- *Using AFC and ERS logos on marketing collateral, website, publications etc*
- *Promoting the business as a Forces Friendly Organisation*

2.2 We will publicise these commitments through our literature and on our website, setting out how we will seek to honour them and inviting feedback from the Service community and our customers for how we are doing.