

## Community Investment Policy Statement

### 1.0 Introduction

Community Investment at Northern Powergrid is about more than donations and sponsorships. Our unique position in our region gives us access to the communities we serve and a responsibility to use our local presence to make a positive impact.

We will establish projects and partnerships around five pillars that are in line with our six core principles:

- **Vulnerability to power cuts:** Using our knowledge and local presence to help customers most vulnerable during power cuts.
- **Energy Affordability:** To help improve the homes and lives of our customers by providing far reaching and innovative solutions to energy affordability challenges.
- **Strengthening communities:** To make a positive difference to the communities where we live and work.
- **Public safety & education:** To help develop skills and nurture talent to improve the lives of our communities through education and safety programmes and projects.
- **Employee Engagement:** To invest in our people and create a positive culture within our organisation and in the communities where we live and work.

The full criteria guiding our community investment are detailed in our Community Investment Policy below.

### 2.0 Community Investment Policy

It is the policy of Northern Powergrid that each area of the business should be an active and supportive member of the communities in which it operates, guided by the Community Investment Strategy, published on the Northern Powergrid website and intranet.

### 3.0 Development of a community investment strategy

Our community investment strategy will follow the minimum requirements:

- The strategy should be reviewed yearly and should have a strong emphasis on one or more of our community investment pillars.
- The strategy should take account of the cultural, economic and social needs and sensitivities of the communities in which it operates, as well as Northern Powergrid's own business objectives.
- The strategy may include cash contributions, cash-in-kind contributions or voluntary time commitment by personnel as an investment in the community but should not be limited to this.
- Employees should be encouraged to become involved in community investment programmes to deliver added value for both the communities and the employees in terms of personal or professional

development.

- Wherever possible, community investment projects should enable appropriate skills to be transferred to partnering organisations to help expand their capabilities.
- The strategy should take account of the broader reputational impact of Northern Powergrid.
- The strategy will be transparent and made available to all employees and members of the public
- The community investment strategy may contain further provisions, provided that these are not inconsistent with this Policy.

#### **4.0 Community investments not permitted**

The following community investments are not permitted:

- Those prohibited by law or regulation.
- Those not permitted under the Berkshire Hathaway Energy Code of Business Conduct.
- Organisations whose principal aim is to propagate a particular faith or belief.
- Those directly to an individual, unless through or closely linked to a permitted third party organisation as defined through this policy.

#### **5.0 Records and reporting**

- Measurable outcomes of the strategy should be identified and reported on.
- Careful records of community investment programmes should be kept, including but not limited to:
- Records of the recipient, amount and date of each charitable donation or project funding.
- Numbers and feedback of community investment beneficiaries.
- The impact of the programme through stakeholder engagement where appropriate.

#### **6.0 Review of long-term investment partnerships**

Long-term community investment partnerships should be reviewed at least every two years against the original and current community investment strategy, the fit with Northern Powergrid's business objectives, and to ensure that any Community Investment is enhancing the lives of our communities and continues to be beneficial for each organisation.