

Jewish Employees and Communities at National Grid

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To: John Pettigrew <john.pettigrew@nationalgrid.com>

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Bcc: Ariel Golshan <ARIEL.GOLSHAN@nationalgrid.com>; Esther Moses <Esther.Moses@nationalgrid.com>

Hi [@John Pettigrew](#),

This is not a political message. For six years, I value the opportunity to work and represent National Grid, but I must express my disappointment by the lack of communication/support following the horrific tragedy that unfolded in Israel on October 7, 2023.

I don't think our leadership aims to be deliberately insensitive by not communicating or reaching out to Jewish employees. However, New York City, Long Island and Greater Boston is home to approximately 2 million Jews. Representing the some of the largest Jewish communities outside of Israel (NYC's 1.5 mm Jewish population only is greater than the combined totals of Tel Aviv and Jerusalem).

Not only do we operate in these areas, but National Grid employs a significant number of Jewish people who have witnessed graphic images of Jewish woman rapped, babies beheaded, and grandmothers burned alive. In equal measure, the collateral damage of non-Hamas Palestinians.

We're not asking our leaders to "provide content". We're asking our leaders to stand by the National Grid values- Being a workforce that represents the communities we serve by offering support and strengthening the message of human dignity.

I recognize that the role of public company CEO at a massive global-scale company is in many respects far more challenging than it is glamorous. The expectations (and obligation) of Servant Leadership make speaking from the heart politically inconvenient, perhaps even perilous. We ask for your unwavering clarity, courage and leadership in support of our impacted Jewish employees, communities, and the broader cause of humanity.

Regards,

GR

Gabriel Regus

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