



Wellbeing and Health Policy

“As CEO, the wellbeing and health of every employee and of those who work on our behalf is very important to me.

We should encourage open conversations about both mental and physical wellbeing to help us all spot the early signs that things might not be right. This will also enable us to respond and provide support to our colleagues who need help”.

John Pettigrew, Chief Executive



For details on the minimum performance requirements for National Grid employees to meet this policy, see our Wellbeing and Health BMS standard in the National Grid book

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We take our responsibilities for wellbeing and health very seriously. We will, as a minimum, comply with our legal health monitoring and surveillance obligations.

Scope

Our Wellbeing and Health Policy applies to you if you are employed by or carry out work on behalf of any National Grid business. All our employees shall work in accordance with this policy and our leaders shall ensure this policy is embedded across all levels of the organisation.

We commit to

- Identifying and responding to wellbeing and health risks.
- Ensuring early intervention and proactive management of wellbeing and health.
- Evaluating performance to support continuous improvement.
- Championing inclusion and diversity by integrating it into wellbeing initiatives.
- Ensuring leaders understand the impact of health and wellbeing on colleagues and their roles.