



# Mental Health and Wellbeing Governance at National Grid

## Our Commitment

At National Grid, we are committed to fostering a workplace where mental health and wellbeing are prioritised, stigma is reduced, and employees feel fully supported. We recognise that a proactive approach to mental health not only benefits individuals but also strengthens our organisation by creating a resilient and engaged workforce.

## Governance and Accountability

To ensure mental health and wellbeing remains a core part of our business strategy, we have a structured governance framework in place:

### Role / Committee

### Responsibility

Safety, Health & Sustainability Committee

Provides board-level accountability for mental health and wellbeing, setting strategic priorities and overseeing risk-based initiatives.

Group Director of Safety, Health & Wellbeing

Senior leader accountable for the organisation-wide wellbeing strategy, including mental health, ensuring alignment with business priorities.

Business Unit Safety, Health & Environment Directors

Senior leaders responsible for implementing mental health strategies at the business unit level, integrating wellbeing into operational processes.

Group Safety, Health & Wellbeing Team

Sets National Grid's mental health strategy, providing oversight, guidance, and coordination of groupwide initiatives.

Business Unit Health & Wellbeing Teams

Deliver wellbeing initiatives tailored to local needs, ensuring accessibility and effectiveness of mental health support services.

Health and Wellbeing Champions / Mental Health First Aiders

Volunteer network raising awareness, providing peer support, and signposting employees to resources. Their insights help shape future strategies.

To ensure all employees feel supported, we actively engage them in shaping mental health initiatives. Through pulse surveys, feedback sessions, and our Wellbeing Champion network, we create a culture where mental health is openly discussed, and resources are accessible to all.