

# NATIONAL GRID PLC

## SAFETY AND WELL-BEING POLICY

### Objective

We, at National Grid will be the foremost international electricity and gas company, delivering unparalleled safety, efficiency and reliability, vital to the well-being of our customers and communities. We are committed to being an innovative leader in energy management and to safeguarding our global environment for future generations.

The communities that we serve include all those who have a stake in or are affected by National Grid. This policy states the key actions that we take to ensure the safety and wellbeing aspects of our operations.

Success is beyond just avoiding harm or injuries: it enhances the wellbeing of the individual. Achieving this will minimise the impact of physical and emotional harm on elements of safety performance and improve employees' work experiences.

We recognise that our operations potentially give rise to risk. We believe that we can eliminate or minimise those risks to achieve zero injuries or harm, and to safeguard members of the public. We further believe that everyone in National Grid, collectively and individually, has a part to play to achieve that.

### Scope

This policy applies to all businesses within National Grid. For Associate Companies, National Grid will seek to promote the adoption of policies consistent with the principles set out in this document. This policy takes account of the wide range of health and safety legislation under which all businesses and Associated Companies operate.

Further explanation of each of the commitments described in this document can be found on National Grid's web site. The web site, and associated intranet, will be used to create layers of information that will form a clear line of sight from this policy document to our day to day activities. This will enable all employees to understand the contribution that they make to delivery of the policy. Where appropriate, our policy commitments will be turned into targets and key performance indicators that can be used to track and report progress.

### Policy Implementation Framework

We believe that everyone is responsible for good performance. In particular:

- the board has overall responsibility for safety & well-being by setting objectives for our operations, and ensuring that environmental matters are integral to the way in which we manage our business;
- management provides visible leadership that promotes good performance and commits the appropriate resources to achieve our safety and well-being goals; and
- we are all responsible for ensuring that our actions and behaviours protect each other and the public.

#### We commit to:

- Using the best designs, processes, tools and training to ensure that risks are eliminated or minimised.

- Ensuring that our employees & contract partners have the expertise to work safely and without harm.
- Using our collective knowledge and experience to innovate new ways of working safely and healthily and to identify and implement best practises
- Fostering collaboration by openly sharing and incorporating best practices into consistent global standards. We will however retain the flexibility to deliver standards consistent with local needs and constraints. These standards form an important part of our safety management systems.
- Holding line management accountable to deliver high standards of safety performance but also recognizing that all have a part to play in influencing their own personal safety and health outcomes, and once equipped are trusted to do so.
- Actively encouraging our employees to make a more positive impact on their well-being and the wellbeing of those around them.

We can only achieve these goals if the company and individuals actively work together ---- that is the power of action.

## **Related policies and other documents**

- Our Framework for Responsible Business
- National Grid and the environment
- Process safety - our commitment
- Safety Case for gas operations in the UK
- Public Position Statement on Electrical and Magnetic Fields

## **Key contacts**

This policy is owned and maintained by the Director of UK SHE and the Senior Vice President US SHE, to who questions regarding its content and application should be addressed.

The Director of UK SHE and the Senior Vice President US SHE will be responsible for facilitating communication of this policy throughout the organisation.

## **Monitoring and Compliance**

The Director of UK SHE and the Senior Vice President US SHE will review compliance with this policy on an annual basis. Any changes needed to ensure its effectiveness will be drawn to the attention of the executive, board, and Risk and Responsibility committee.

Each business within National Grid will ensure that it has the necessary arrangements in place to monitor and report compliance against this policy on an annual basis. Each Associate Company will be encouraged to put in place similar arrangements to enable compliance to be reported on an annual basis.

## Definitions

**Associated Company:** A company where between 20% and 50% of the equity share capital is beneficially owned by a National Grid company or companies.

**Safety Case:** UK legislation subjects all gas transporters to a "Safety Case" regime. The Safety Case for National Grid's gas business covers the primary activities related to the network, including the management of gas flow in the network, gas supply emergencies and responding to reported gas escapes. It also details organisational arrangements in these areas and requires the UK Health and Safety Executive's acceptance.

## Timing

Approved 2002

Updated 2005

This update June 2009

Next review due June 2010