



Health and Wellbeing Policy

“As CEO, I firmly believe that the health and wellbeing of our colleagues is paramount, as we go about our critical role of delivering safe and reliable energy for our customers.

At National Grid, we take a proactive and preventive approach to managing health and wellbeing, ensuring we focus on the areas of greatest concern. Our goal is for every colleague and those working on our behalf to return home safe and well each day. That’s why we introduced Thriving Together - our Groupwide health and wellbeing strategy - designed to engage and empower colleagues to prioritise their health, wellbeing, and performance.”

John Pettigrew, Chief Executive



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

We take our responsibilities for health and wellbeing very seriously. We will, as a minimum, comply with our legal health monitoring and surveillance obligations. Our goal is to eliminate serious injuries, fatalities and create an environment that supports all aspects of safety, health and wellbeing.

Scope

Our Health and Wellbeing Policy applies to all colleagues across National Grid’s businesses. Our leaders will ensure this policy is embedded at all levels of the organisation. All our colleagues will work in accordance with this policy.

This policy supports National Grid’s wider approach to safety, health and wellbeing. It aligns with our risk management frameworks, industry best practice and internal guidance, helping us safeguard our people’s health and safety.

We commit to

- Delivering our Thriving Together ambition by prioritising wellbeing at all levels: individual, team and organisation.
- Proactively identifying risks and continuously adapting our strategies to protect colleague health and wellbeing, reduce stigma, and ensure early intervention.
- Equipping our colleagues and leaders with the tools and services needed to support mental, physical and emotional wellbeing.
- Sharing best practice and successful approaches across the industry to drive continuous improvement.
- Creating a work environment that is caring and inclusive, with a diverse workforce that reflects the full breadth of the communities we serve.
- Promoting a healthy work-life balance, with flexible and hybrid working (where it fits with the role).
- Offering flexible company benefits that can be tailored to each individual.