



Grafton Group Policy

Introduction

At Grafton, we believe colleague safety, health and wellness are key to driving engagement and business success. By integrating wellness into daily work, we address the factors that contribute to wellness and empower colleagues with resources to support their wellbeing. This approach fosters a culture of trust, inclusivity, and respect, while enhancing productivity and aligning with our long-term strategic goals. Our Wellness at Work Policy sets out our strategy and approach to supporting colleague wellbeing. It establishes a consistent baseline standard for all colleagues, whether office-based, site-based, or working in branches, across our businesses in the Island of Ireland, Great Britain, Northern Europe, and Iberia.

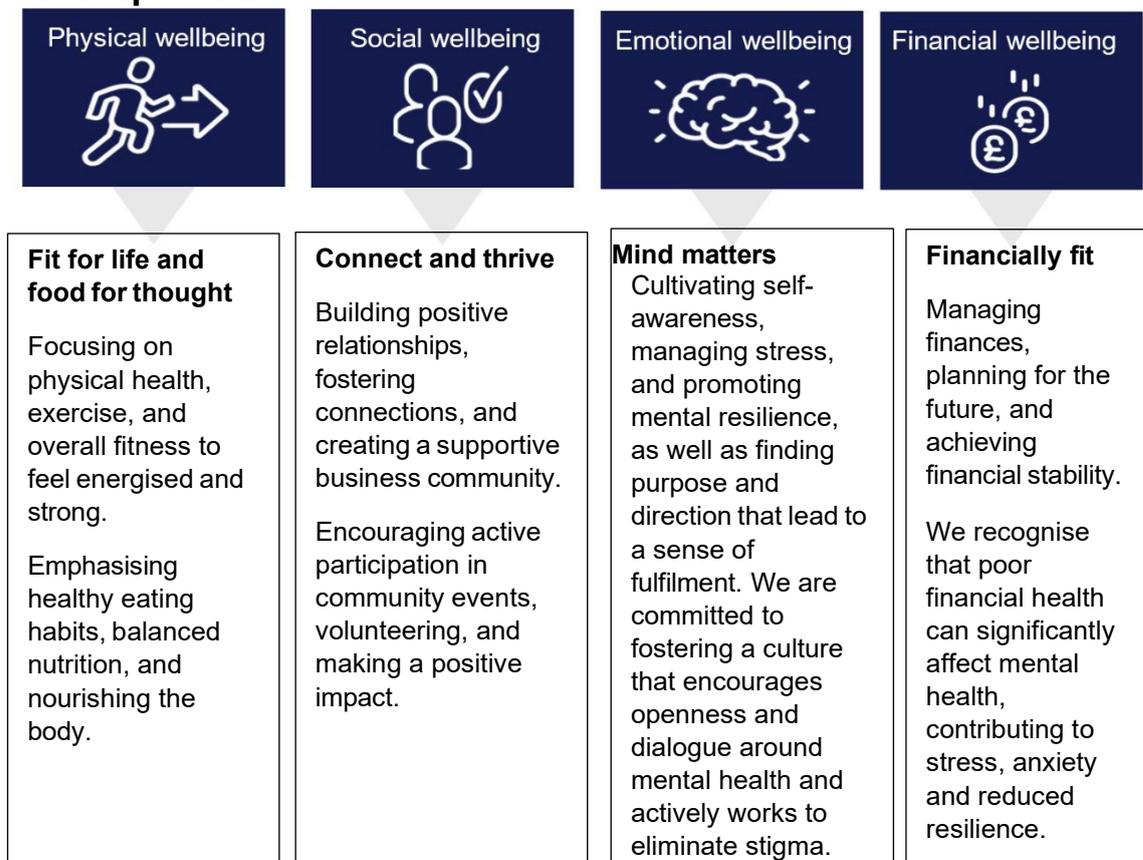
While this policy is designed for Grafton colleagues, we acknowledge that non-employee workers, such as agency staff, contractors, and temporary workers, may also operate within our businesses. Whilst we acknowledge that their direct employer retains responsibility for their legal duty of care, at Grafton we will always seek to promote and ensure a safe and inclusive working environment for everyone involved in our operations.

Wellness at work in Grafton

1. Defining wellness at work

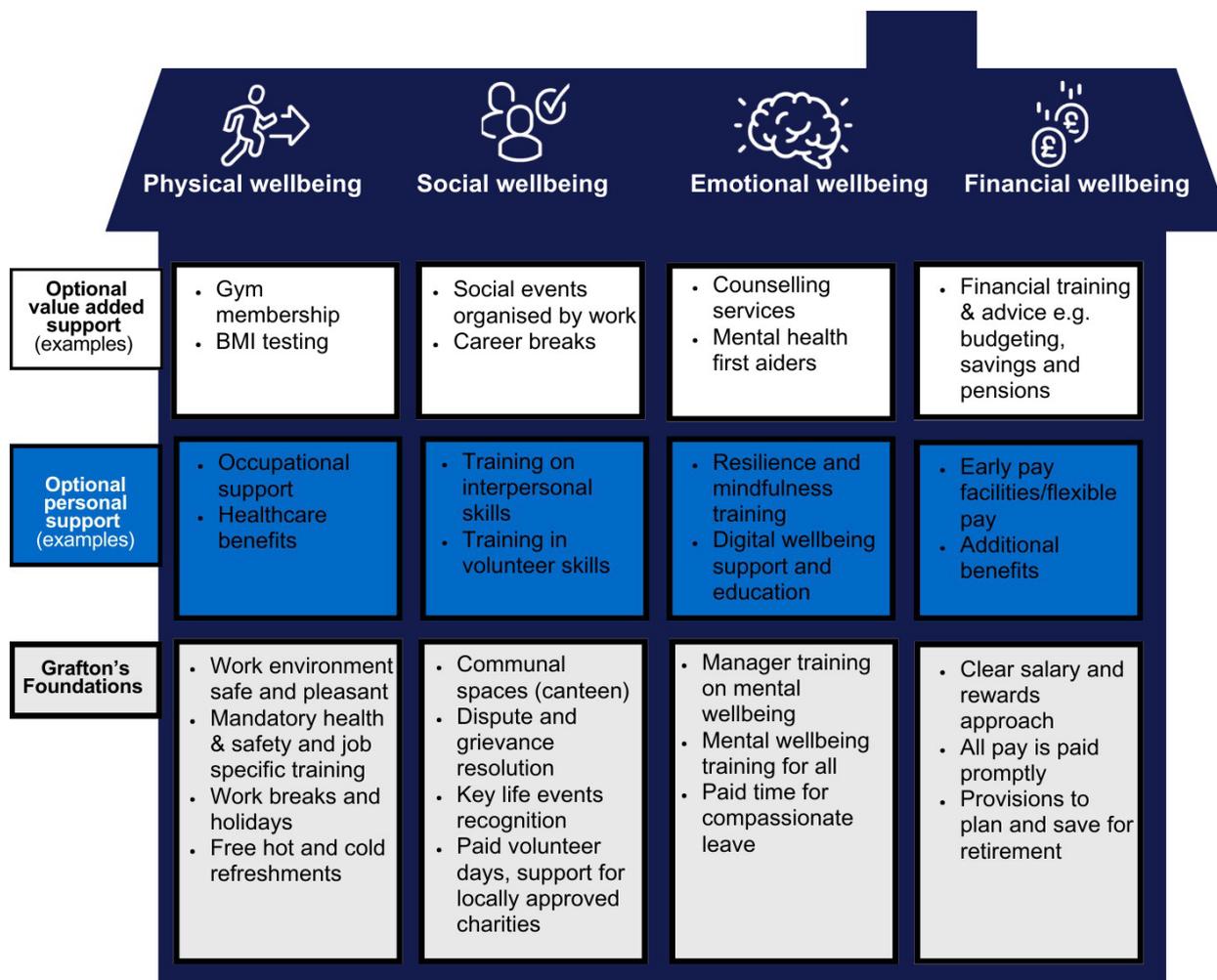
Wellness is a holistic approach to health that encourages balance in all aspects of life to achieve a state of optimal wellbeing. Unlike merely focusing on the absence of illness or injury, wellness is proactive and aims to improve the quality of life by fostering health in multiple dimensions. It generally includes the following key components:

2. The four pillars of wellness



3. Wellbeing hierarchy

Creating a shared ownership of wellbeing with colleagues to ensure we partner with and support them to manage and improve their own wellbeing.



Grafton's baseline standards

All our businesses provide the foundation level of support.

Value added support

Some of our businesses will go beyond personal support providing additional services and initiatives to enhance the overall colleague wellness experience where appropriate.

4. Designed and implemented locally

Each of our businesses provide local resources and programmes to support our colleague's wellness at work. These wellness resources and programmes are designed to meet the local colleague needs and to be in keeping with the local culture and compliant with the relevant legislation and regulations.

Many of our businesses offer flexible scheduling and hybrid working arrangements where appropriate to business needs, supporting work-life balance and contributing to colleague wellbeing. These practices align with our commitment to good work principles that promote mental health, openness, and inclusion.

We encourage all our businesses to view wellness, including mental health, through a diversity, equality and inclusion lens to ensure we are being equitable and fair with support that can affect colleagues' health and financial outcomes.

5. Measuring our wellness programmes

Each of our businesses develop and review a wellness plan as part of their annual people plan.

Each business monitors their progress against the Group wellness scorecard, where wellness measures are tracked and monitored every quarter.

6. How colleagues can support safety and wellness

At Grafton we recognise that everyone must take personal responsibility for their own safety and wellbeing. We believe in supporting them to ensure they are safe and well at work.

- All our colleagues can support wellness at work by ensuring they follow all the health and safety guidance given, by taking part in the training provided and by reporting all hazards or concerns they have to their line manager
- All our colleagues can take part in colleague committees and work councils and have a say in decision-making and express their opinions
- Individuals can do a great deal to promote a good attendance culture, supporting the business and their fellow employees
- All our colleagues should be encouraged to keep fit, take regular exercise, and have a good balanced diet to help support wellness
- All our colleagues should be encouraged to use their full holiday entitlement
- All our colleagues should be encouraged to take proper rest breaks
- All our colleagues should be encouraged to take advantage of health screenings and check-ups provided by their organisation
- All colleagues can talk to their line manager or HR representative about areas where they need wellness support

In summary, Grafton's wellness policy is designed to provide consistent, culturally responsive support for our colleagues, with shared ownership and proactive engagement in safety and wellness across all levels of the organisation. Through this approach, we aim to maintain a productive, inclusive, safe and supportive workplace where everyone's wellbeing is valued.