



Wellbeing Statement from CEO

Eric Born, Group Chief Executive Officer:

"At Grafton, we believe that positively managing colleague health and wellbeing underpins colleague engagement and is to the benefit of our business and all our stakeholders. As Chief Executive I put great emphasis on health and wellbeing, for me it is important that we all show care and respect for each other, support work-life balance and that our businesses provide the tools and resources to support our colleagues".

Why Mental Wellbeing matters to us at Grafton

Our colleagues are at the heart of everything we do.

The last few years have been tough for colleagues – a global pandemic and a cost-of-living crisis, which is why we want to be there for them because mental health is just as important as physical health. So, we have worked hard to increase our focus on helping colleagues improve their mental, emotional, physical and financial wellbeing – from creating an inclusive culture where everyone feels welcome and fulfils their potential, to encouraging colleagues to speak up if they're struggling so we can support them to seek the help they need.

This isn't just the right thing to do; it's essential to the long-term success of our business. Valuing our people and ensuring that we create an environment where everyone is welcome, is at the heart of our core values. Our colleagues are the key to providing a brilliant service to our customers, and we know that having happy, healthy, and engaged colleagues is critical to the long-term success of our business.

Engaging with our colleagues

Our regular business colleague committees provide an opportunity for colleagues to share how they are feeling, provide feedback and shape actions at a local level. These insights are considered when making decisions on key business matters, when developing our local and overall wellbeing strategies and when designing and developing wellbeing initiatives. Colleague committees at country level provide the opportunity for our Group Non-Executive Directors to engage with colleagues and for colleagues' views to be heard at management and Board level.

We also make sure that all our businesses focus on colleagues' wellbeing using specific questions within our colleague engagement surveys and develop action plans to address any issues raised.

What we are doing to support our colleagues

We want to create a workplace environment for people to flourish. It is important for all our colleagues to enjoy working here because their job has the right level of purpose, the right level of challenge and the right level of support. To help us achieve this goal we are committed to:

- Providing resources, tools, and benefits to help people access the right support when they need it and in a way that works for them.
- Ensuring that health and wellbeing is part of everything we do and embracing 'good work' principles.
- Maintaining an open dialogue with colleagues and providing multiple channels for feedback and communication.

We believe in looking after all aspects of our colleagues' wellbeing - mental, physical, and financial. In our businesses we focus on raising awareness, education, and support, providing tools and resources that enable our colleagues to make positive and proactive choices to thrive in all aspects of work and life. These include access to confidential counselling services, mental health awareness training, and resources such as online self-help tools.

We monitor risks such as absence trends and colleague engagement scores across the business. We also regularly communicate the importance of wellbeing through our internal social media channels to ensure we keep our wellbeing conversations alive. Our businesses hold wellbeing campaigns throughout the year that raise awareness of key topics, and the tools and resources available. The campaigns focus on all areas of wellbeing, and we collaborate closely with external partners and benefits providers to leverage their expertise.

In 2022 and 2023 we have also given support to colleagues during the cost-of-living crisis. In addition to reinforcing and signposting the existing support available we helped ease the financial pressure many colleagues were facing with additional payments.

We believe that by supporting our colleagues' mental health and wellbeing, we can create a happier, healthier, and more productive workplace. We are committed to collaborating with our colleagues to ensure that they have the support they need to thrive both at work and in their personal lives.

Eric Born
Group CEO
Grafton Group plc