

Our Code of Conduct



Positioning tRiIO
to deliver outperformance

Welcome!

Our code of conduct sets out

The principles by which we operate as a business

The behaviours we expect from our employees

The actions we seek from our supply chain partners

It provides clear standards of behaviour that we all need to take personal responsibility for in our day-to-day working lives as part of the process of securing our long-term success as a business.

The code is structured around six core constituents

Our vision and values

Acting with integrity

Customers and communities

Employees and partners

Health and safety

Environment

Where we don't explicitly discuss specific issues or eventualities, we work on the basis that everyone will uphold the spirit and intent of our code - to be honest, respectful, courteous and safe.



Our vision and values

Our vision and values are clear, straightforward and transferrable across tRIIO and our supply chain partners.

Through discussion and personal discovery, and by acknowledging exemplars and leading by example, our aim is to encourage everyone to bring them to life in their own particular way.

Our vision and values and the wider content of our code are mutually dependent, and we are committed to ensuring they remain central to how we do business.

Our vision
Deliver the exceptional

Our values
Care, courage, leadership

Acting with integrity



As a minimum we act in accordance with the Bribery Act 2010. Corruption, bribery and unfair, anti-competitive actions distort markets and hamper economic, social and democratic development. We do not tolerate such activities.

We conduct ourselves in an ethical manner at all times.

We do not offer or give, directly or indirectly, payment or other consideration to any person or entity to induce them to act contrary to prescribed duties in order to obtain, retain or direct business, or to secure any other improper advantage in the conduct of tRIIO business.

We do not solicit or accept, directly or indirectly, payment or other consideration for the purpose of inducing us to act contrary to prescribed duties.

We comply with all legal requirements.

We have a process in place for employees and supply chain partners to discuss and report, in confidence, any concerns they may have about perceived or actual breaches of the law and our own ethical standards. This includes the provision of independently run help lines:

- For Skanska employees
0800 169 3502
- For Morrison employees
0800 374 199
- For supply chain partners
0800 374 199
(Morrison number)



Customers and communities

We encourage, support and reward 'doing the right thing' for our customers and the communities in which we work.

We consider the impact of our work on people's lives and keep disruption to a minimum.

We keep people properly informed and up to date with the progress of our work.

We are friendly, approachable and respectful of diversity.

We engage with our customers and communities and actively seek to understand and respond positively to their views and concerns.

We are mindful of people's property, safety and personal space.

We take responsibility if something doesn't go according to plan and will always see it through.

Our teams are courteous and maintain a professional public image at all times.

We welcome feedback, responding in a timely manner and always looking to find 'win-win' solutions to problems.

We work hard to leave a positive lasting impression.

Employees and partners



We commit to strong, consistent and inclusive relationships based on honesty, respect and good communication.

We provide learning and development for employees that support their current and future work plans, and which keep them up to date and at an appropriate level of competency with respect to the codes, standards and legal issues which govern their fields of activity.

We offer employment conditions that, at the very least, meet minimum requirements under national legislation.

We provide equal opportunities to people without regard to race, colour, gender, nationality, religion, ethnic affiliation or any other distinguishing characteristics.

We do not discriminate or tolerate harassment.

We recognise individuals' rights to form or join trade unions in accordance with the law and its principles.

We provide a clear means for people to report, without retaliation, legitimate concerns and grievances. We also provide a robust process for their proper review and action.

We do not allow any practice that restricts free movement of employees.



Health and safety

We provide a safe and healthy working environment and commit to continual improvement.

We do not accept unsafe behaviour, and abide by our ethos of 'working safely or not at all'.

We communicate health and safety widely and regularly to employees and partners, both as a matter of course and when specific issues arise.

Where safety concerns are raised, they are addressed promptly and with rigour.

We operate and manage our sites in a safe manner so there is no risk to the people delivering the work, to our customers and to the wider community.

Every employee is actively encouraged to raise any safety concerns they have, either locally or by calling National Grid's enquiry line:

- 0845 835 1111

Where they believe there is ongoing risk, they are empowered to stop the delivery of work until the risk is eliminated.

Where sites have to be left unmanned, we ensure they are safe, with all the appropriate signing, lighting and guarding in place.



Environment

We commit to proactive environmental management and development at all levels in the business in recognition that progressive thinking and behaviour in this field can make a major positive contribution to a more sustainable world.

We have organisational structures, management systems, procedures and training plans that, as a minimum, ensure compliance with all relevant laws, regulations and standards.

In a spirit of continual improvement, we involve our workforce, subcontractors, partners and other interested parties in the process of environmental management.

We look for ways to reduce any negative environmental impacts of our work and seek to continually improve our environmental credentials.

We hold sustainability central to our business and are committed to integrating our environmental management system into our core business processes and plans.



In conclusion

Set aside some time to reflect on our code of conduct.

Share it with others.

Discuss it.

But above all, use it to help guide your actions.

It's only by taking personal ownership that we'll bring our code to life and give it real meaning.



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