Winner //

CADENT GAS

This award recognises initiatives that combine both financial and mental wellbeing.

As a regulated utility serving 11 million customers, Cadent is deeply committed to the wellbeing of its people, customers, and communities. When internal data revealed that financial stress had become the company's second leading cause of sickness absence, it was clear that greater action was needed. In response, Cadent launched a cross-functional Financial Wellbeing Group in 2021 – bringing together colleagues from Reward, Pensions, Wellbeing, and Communications to build long-term financial confidence across the workforce. Insights from the annual Safe and Well survey highlighted growing debt concerns, driving the company to create a proactive, compassionate approach to financial resilience that supports both mental health and social responsibility.

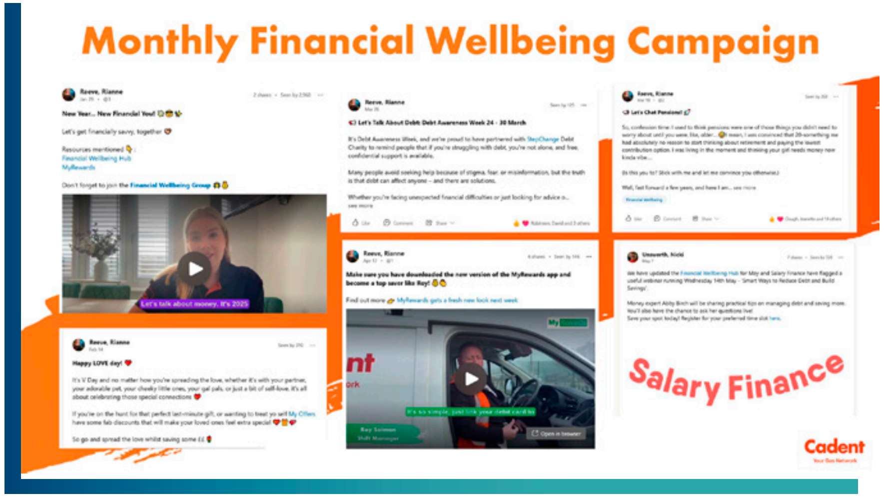
Building Financial Resilience Through Care and Connection

The Financial Wellbeing Programme was designed to reach every employee through accessible, relevant, and practical tools. Financial Wellbeing Champions were introduced across regions to offer peer support and share resources via the MyRewards app and local events.

> **Strategic partnerships with Standard Life, Salary Finance, TrinityBridge, and HSBC enabled a series of expert-led webinars.**

Strategic partnerships with Standard Life, Salary Finance, TrinityBridge, and HSBC enabled a series of expert-led webinars and workshops on budgeting, savings, debt management, and retirement planning, all available live or on-demand. Complementing this were broader wellbeing initiatives – company-funded access to gyms and wellbeing platforms via Wellhub, emergency grants of up to £1,000 for those in crisis, and inclusive benefits supporting flexible work, fertility, and bereavement needs.

To make information readily available, Cadent launched a dedicated Financial Wellbeing Hub and hosted regular on-site pop-ups, roadshows, and pension sessions.



Example posts from the Financial Wellbeing Hub

Impact & Measurable Change

The programme has already delivered significant results. The Emergency Support Scheme has provided urgent, non-repayable aid to 26 employees since its 2023 launch, while Wellhub participation reached an industry-leading 72%, saving staff over £380,000 in a single quarter. Pension engagement remains high, with 98% of employees contributing and nearly two-thirds doing so at the maximum rate. The introduction of a Workplace ISA has encouraged new saving habits, while Salary Finance loans have saved employees an average of £520 each. Across all schemes, financial literacy and confidence have improved in an 11% drop in debt-related concern and the company's highest-ever financial health score at 60%. ■

Judges' comments

- A bold, progressive, and employee-informed programme.
- Comprehensive and well-integrated, with a broad range of resources.

SHORTLISTED

→ Better with Money Ltd

→ FinWELL