

EQUAL PARENTAL LEAVE PROGRAMME

Removing the barriers to career progression

Aviva Investors fully supports The Diversity Project's efforts to create a more inclusive culture across the investment industry. That's why we do everything in our power to create a progressive and positive environment for our people.

We believe that unconscious bias in hiring and promotions is inevitable in any system that treats men and women differently when they become parents. We also know that parenting is seen as equally important no matter people's gender.

That's why in late 2017, the Aviva Group decided it was time to equalise parental leave. We knew this had the potential to transform the first year of parenthood for many families, giving them the opportunity to spend precious time together.

This had the potential to transform the first year of parenthood for many families, giving them the opportunity to spend precious time together.

Just as critically, it would create a level playing field for men and women who want to take time out from their career to spend with their family — moving us closer to ensuring that the only criteria for success is someone's talent.

The current entitlement includes:

- Equal amount of paid and unpaid parental leave when a new child arrives
- All eligible, regardless of gender, sexual orientation or how they become a parent
- Open to full and part-time employees across all levels, globally
- No minimum length of service or earnings threshold to qualify
- Flexible working when they return to work

This remains a ground-breaking policy and implementation has not been without its challenges. But it has also driven many unforeseen positives. We have seen teams galvanised and individuals given fresh opportunities as they step up to support a greater mix of individuals on leave. The policy is regularly cited as a key draw by fresh talent joining our organisation at all levels from graduate up.

And at the end of the day, whoever our employees are, however they're choosing to become a parent and whatever their gender, we are proud that they no longer have to choose between caring and career.