

PARENT COACHING PROGRAMME

Supporting parents for a more diverse industry

Aviva Investors fully supports The Diversity Project's efforts to create a more diverse investment industry. That's why we do everything in our power to create a positive, supportive environment for our people.

We know how important it is for our employees to feel supported — especially when it comes to having a child. By being there for them through those critical first steps of parenting, we give them the support they need to balance home and working life, and to ultimately feel good about coming back to work. That's why in March 2016, Aviva Investors introduced the New Parent Coaching Programme.

'This is a great benefit for staff returning to work from maternity leave, and I hope they continue to offer it.'

Whichever way our employees are planning to become a parent, and whatever their gender, our personalised, confidential one-to-one coaching provides advice and support throughout all three stages of the maternity process: pre-maternity, maternity leave and returning to work.

We're by parents' sides in four key areas:

- Maintaining a happy home and working life balance
- Exploring childcare options
- Sustaining good relationships with relevant stakeholders while on leave
- Managing performance levels and focusing on career momentum

As part of this programme, we also coach line managers on how to support new parents through the maternity and paternity process.

Since its launch, 28 employees have enrolled and 31 line managers have chosen to become coaches. This is a programme that continuously drives positive results and allows us to attract new prospects, enable teams to thrive and talent to be nurtured.

Programmes such as this help to encourage women to return to work and continue to be well-represented across all levels. By implementing these changes to support our employees, we are also building a more inclusive and diverse investment industry — and an Aviva Investors we can all be proud of.