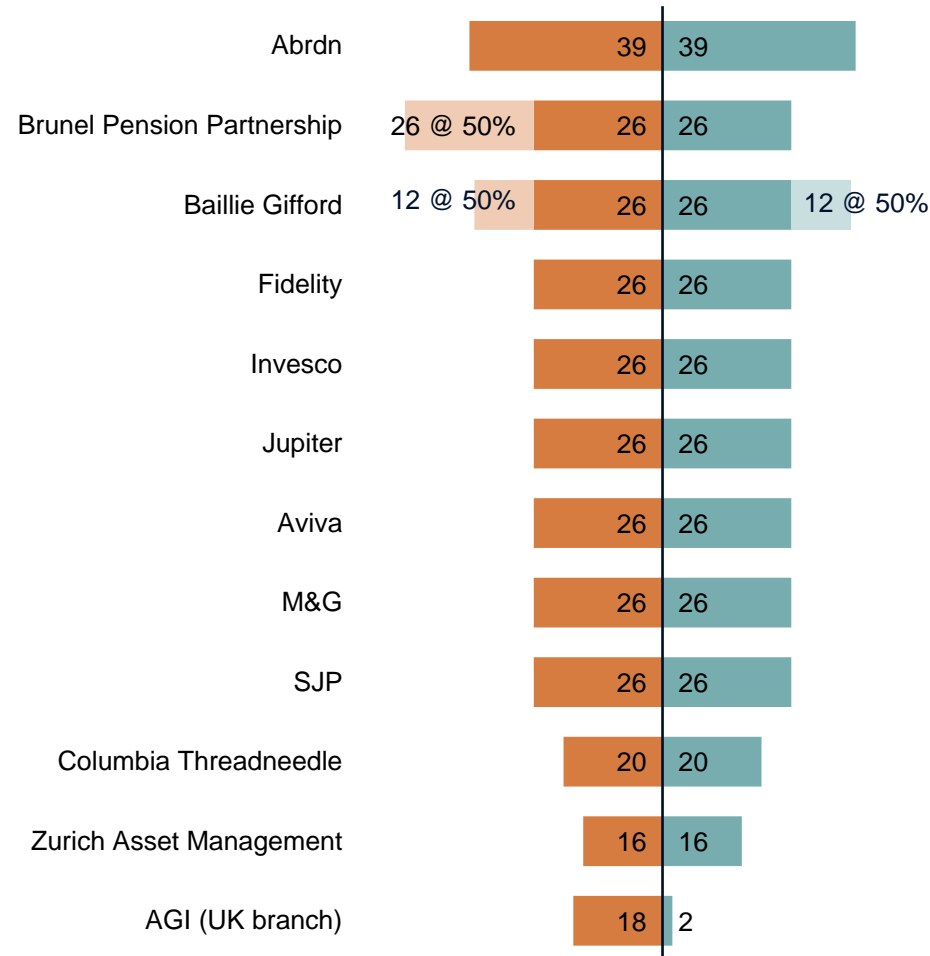


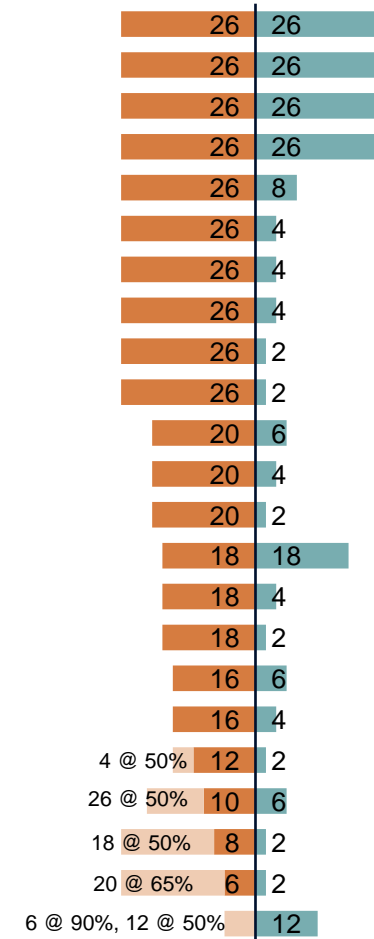
# Working families – maternity and paternity policies, 31.10.21



## Publicly disclosed



## Confidential\*



■ Maternity leave (weeks @ full pay) ■ Paternity leave (weeks @ full pay)

\* All Diversity Project member organisations

# Working families – maternity and paternity policies, 31.10.21



## Additional notes

### Bonus treatment

The treatment of bonuses varied with many companies not disclosing. The most common responses were:

- Paid in full for period of paid leave and pro-rated thereafter
- Discretionary
- Pro-rated

“With effect from the 2020 performance year, we have improved our policy with respect to bonus eligibility for those individuals on maternity or shared parental leave. Individuals now taking either of these types of leave will remain eligible for an annual bonus in respect of the first six months of their leave. This is aimed at further reducing the financial implications associated with taking time off to raise a family.”

Andrew Formica, Jupiter, Gender Pay Gap Report 2020

### Other company benefits offered

- Parental coaching with a third party specialist organisation for any employee going on, on, and returning from leave
- The managers of any employee taking leave is also offered one to one coaching at all three stages
- Group coaching sessions run throughout the year for both employees and managers on various topics relating to being a working parent
- All employees have access to 24 hour online digital parental support too
- Employees returning from parental leave can return on 80% of their contractual hours at full pay for their first 6 weeks back at work
- 35 hours per year carer leave paid – additional flexibility and unpaid leave available
- Back up Child, Adult & Elder of up to 15 days per annum
- Internal Maternity Buddy programme