

# Family Leave & Pay Provisions\*

Maternity/Adoption Leave	13 weeks full pay 26 weeks Statutory Maternity Pay (SMP) 13 weeks nil pay
Paternity Leave	Two weeks' full pay which can be taken in one or two week blocks
Shared Parental Leave	Depending on amount of maternity leave curtailed: up to 50 weeks leave, 37 weeks Statutory Shared Parental Pay, 13 weeks nil pay
Statutory Parental Leave	18 weeks unpaid leave per child
Surrogacy	See Maternity/Adoption/Paternity Leave above Paid time off for antenatal appointments
IVF / Fertility Treatment	Paid time off for treatment/appointments
Emergency Leave	Reasonable amount of paid time off work to deal with the emergency
Compassionate Leave	10 days paid leave in any 12-month period
Annual Leave	34 days – from 1 January 2024

*\*You must have worked for the Company for six months by the time you are 15 weeks pregnant/your partner/surrogate partner is 15 weeks pregnant or 15 weeks before you are matched with your child in cases of adoption. This does not affect your statutory rights.*