



Energizing sustainable change

# Spotlight on Progress

## Deploying our Global Parental Leave policy

### Business need

Working across several geographies requires us to take into consideration many aspects of our total reward strategies. Not all countries we operate in offer fully paid time off for new parents. Our commitment to offering inclusive time off policies led us to the decision to establish a global parental leave policy paid at full base pay regardless of gender identity in 2022.

### Impact

We approved a minimum parental leave of 18 weeks for a primary parent and two weeks for a secondary parent at full base pay in all countries where we have employees in 2022. In 2023 we began the phased implementation of our Global Parental Leave policy and the systems to enable those policies. As of the end of 2023, we had completed implementation in 42 countries, providing new coverage to more than 50% of employees. These expanded global coverage and leave benefits improved protections and ease of utilization for our employees at a pivotal moment in their lives.

### Project team

Total Rewards team

### Strategic outcome

Increase women and people of color representation; retention parity of under-represented groups

### Supporting the UN's Sustainable Development Goals (SDGs)



In support of UN SDG target 3.1: By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births. In support of UN SDG target 5.c: Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.