



**Our commitment**

Prysmian Group is strongly committed to Diversity & Inclusion and aims at creating tools and conditions that allow all the employees to better manage their unique life and work.

Prysmian Group also recognizes the high value of parenthood for the personal and professional development of its people.

**Our objectives**

This Global Maternity Policy promotes practices that can help new mothers, biological and adoptive, to:

- have a healthy start in the life of their children or during the very first months after an adoptive child becomes part of their family;
- preserve their well-being and ensure a smooth and successful transition back to work.

**Our principles**

1. Compliance with local legislation and alignment with the local agreements with employees and work councils.
2. Protection against discriminatory and inappropriate behaviors towards new mothers;
3. Gender equality
4. Treatment of all female employees across the globe with fairness and caring.

**Important dates**

The Global Policy goes live on May 20, 2020.

Countries must integrate the Policy into local policy documentation, thus making it effective and operative at the local level by December 31, 2021. Countries will have the freedom to offer more generous solutions wherever appropriate and when allowed by local regulations. No retroactive action is allowed.

**12 weeks**  
of full paid maternity leave

for both birth biological mothers and legally adoptive mothers

**Support & back-to-work program**

as actions that can ensure a smooth re-integration process into the workplace for the new mothers (to be defined at Country level)

**Enablers for Managers**

1. When female employees go on maternity leave, managers should evaluate if a replacement is needed and for how long, especially if, in accordance with the local legislation, the maternity leave lasts more than 12 weeks.
2. Managers must plan for the time, the head count and cost for female employees on maternity leave considering the local rules.
3. New mothers have the right to assume a role in the same job Band when they return to work. If local legislation allows a maternity leave of more than 12 months, managers can discuss with HR the possibility to change the role in alignment with the organization.
4. Managers must complete an employee review 3 months after the employee's return and update HR.
5. Managers will play a crucial role in supporting and facilitating new mothers' successful and smooth integration back into the workplace.



**Enablers for HRs**

1. Female employees who choose to leave the company during or up to the first 12 months following maternity leave must receive an exit interview, facilitated by HR and the Group Diversity & Inclusion Director.
2. When female employees that go on maternity leave have a P4 evaluation already assigned, HR has the ability to freeze the assessment when they go on leave.
3. If female desk workers that go on maternity:
  - are included in the P4 pool or;
  - have been evaluated with a high P3 performance (in case of low seniority in the company);
 Regions/Countries/BUs must be committed to consider them within the pool of internal candidates for a promotion (vertical or horizontal) within 12 months after they return to work. In implementing this practice, specific attention must be deserved to female employees whose job role is in Job Band D/D+ and that are eligible to grow as Executives, since this is aligned with one of the gender balance targets Prysmian Group has set for 2022.
4. If female non-desk workers that go on maternity:
  - are considered as high-performers;
  - have always shown high motivation and learning agility;
 Plants must be committed to consider them within the pool of internal candidates for a promotion (vertical or horizontal) within 12 months after they return to work.
5. The development opportunity described at points 3 and 4 here above must be pursued if and when aligned with the expectations and desires of the new mother. Therefore, this can be discussed during the one-to-one interview she will have with her manager and HR upon returning to work.

**Inclusion**

**Fairness**

**Equity**

**Caring**

**People**