

## Better Partner Leave – improving support for new parents



Shell believes that no matter who you are and how you became a parent, you deserve support.

This year, Shell UK enhanced its paid partner leave policy to 12 weeks for employees becoming parents who are not taking maternity, adoption, or surrogacy leave (eight weeks is the company’s global minimum standard). This applies regardless of gender identity, sexual orientation, or marital status, and whether the employee becomes a parent through birth, adoption, or surrogacy.

This is an exciting and important step forward on Shell’s journey to achieve its Powering Lives ambition – to become one of the most diverse and inclusive organisations in the world.

In the UK, partners legally have the right to take one or two weeks off, fully paid. But at Shell the possibilities are much more generous – 48 UK employees have booked partner leave so far this year.

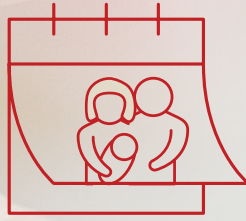
For Shell, this is all about giving employees the opportunity to spend more time caring for their new families. By making it easier to be an active caregiver, the organisation is empowering its employees to decide for themselves how best to welcome a child.



“I’m really happy that we’ve upgraded our approach to Partner Leave in the UK. Becoming a parent is a remarkable and special moment, and I’m incredibly proud that we’ve enhanced the paid leave we offer to our employees. This change means that new parents are better able to share in this special bonding time with their new child and adjust together as a growing family.”

David Bunch, UK Country Chair





# 12 weeks

Partner leave for new parents increased to 12 weeks

## Employee feedback has been very positive

*"Just after hearing that we were having a baby, we read the updated Shell policy increasing partner leave to 12 weeks; this made me feel really happy as though Shell was celebrating the news with us. I am so lucky to get the chance to be an integral part of my baby's early days; where I can give her and my wife my full attention and come back refreshed to work. Shell's understanding of how much the family time is needed for new parents increased my sense of belonging to my work."*

~ Mourad ~

*"I am very excited about getting to finally meet my baby girl for the first time and so happy that me and my husband can now share these precious moments with the flexible leave plans that Shell has offered us. We can now plan our flights home to see the family in due course."*

~Walaa~