

# Building Families at Ferring

At Ferring we are committed to building families of every shape and size

As part of this commitment we want to support our employees in their own family building journeys

**Building Families at Ferring** is an inclusive, global approach that will enhance existing local initiatives. It will ensure a global standard for financial support and leave policies, as well as ensure support and awareness at work – irrespective of location or role

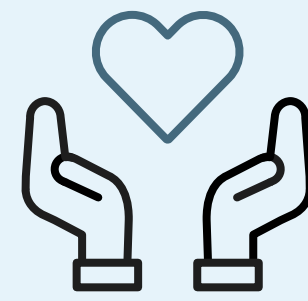


## Family building benefits



**Financial support for employees** so they can access fertility treatments, surrogacy programmes, adoption, egg freezing, counselling and related services

This supports our belief that **everyone has the right to a family, no matter who they are, where they live, or who they love.** Building Families at Ferring makes no assumptions about gender, orientation or relationship status



## Parental leave

**Building Families at Ferring** also makes no assumptions about parental roles or responsibilities in the early stages of childcare. We will be introducing an inclusive global minimum standard of **equal** paid parental leave:

### 26 weeks

for birthing and non-birthing parents, available over an extended time frame

**Additional**

### 4 weeks

**per child**

in the case of multiple births/adoption

Additional paid leave will be available to enable our employees to make time in their lives for fertility treatment, IVF cycles and adoption procedures

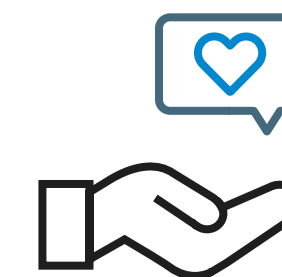
Our leave policy will recognise the complexities of building a family and will provide additional, equal parental leave for premature births or loss

## Awareness and support at work



We are committed to creating a **'fertility and family friendly'** experience in the workplace

Building Families at Ferring will **increase awareness about the experiences of family building journeys** and foster support, respect and understanding



We will provide **access to practical advice** about options for building a family

**Enhanced support for returning to work** will follow, including increased flexibility to smooth the transition back to work after a period of parental leave

