

Hargreaves Lansdown recognises the importance of balancing work life with family responsibilities. We encourage our colleagues to spend time with their families and want to give parents flexibility in considering how to best care for their children. A summary of what we offer is below and full detail is available on request.

Parenting leave

We offer an enhanced level of pay to employees who meet the length of service requirements¹ during the various types of parenting leave. The entitlements are set out below and are inclusive of statutory provisions.

MATERNITY AND ADOPTION LEAVE

All mothers and primary adopters are entitled to 52 weeks maternity or adoption leave, regardless of their length of service.

Mothers and primary adopters who meet the length of service requirements will receive enhanced Maternity or Adoption pay of:

- 100% of salary for the first six weeks
- 50% of salary for the next 18 weeks
- Statutory Maternity or Adoption pay for the following 15 weeks

PATERNITY LEAVE

All fathers and secondary adopters are entitled to up to two weeks' Paternity leave.

Those who meet the length of service requirements will receive 100% of their salary for the maximum two weeks' leave. Those who do not meet the length of service requirements will be entitled to two weeks' unpaid Paternity leave.

SHARED PARENTAL LEAVE

Employees who want to share the care of their child during the first year of birth or adoption are able to take Shared Parental leave. Our enhanced pay for Shared Parental leave is equal to the enhanced pay we offer at the equivalent point during Maternity and Adoption leave.

FOSTERING POLICY

We appreciate the important contribution our colleagues who foster make to the lives of children living in care and understand that special obligations may apply. We're now proud to say that we've been approved as a Fostering Friendly organisation and can offer appropriate support to our employees who are, or intend to be, foster carers.



Supporting families

FLEXIBLE WORKING

We understand that all people will have different commitments, whether it's the morning school run or needing to leave early to let the plumber in to fix the boiler. As part of our commitment to supporting our employees to achieve a balance between work and other life commitments, we accommodate flexible working arrangements wherever possible. Not all roles are suited, but we'll also consider part-time working, job-sharing, and homeworking where possible.

COMPASSIONATE LEAVE

Supporting families isn't just about family leave for parents. We understand that there may be difficult periods that colleagues experience throughout their time with us. We offer paid Compassionate leave to allow employees time to be with their family following a bereavement.

INCOME PROTECTION

This benefit provides regular income to protect colleagues and their loved ones in the event that they're unable to work due to illness or injury. If an employee is off sick for more than 13 weeks, they're automatically entitled to up to 50% of their salary.

MENTAL WELLBEING

We realise that sometimes people need a bit of extra support when times are tough. Our Mental Fitness group aims to build awareness and remove stigma around mental health issues, promote wellbeing and offer support to employees. We also have other external resources and services available to those who need it.

¹ Colleagues that have been employed by HL for a continuous period of at least 26 weeks, as at the 15th week before the expected week of childbirth or matching date.