



CHUBB®

Family Friendly  
at Chubb



We appreciate that families come in all shapes and sizes, and that transitioning to the role of parent or carer is a significant change.

Working in collaboration with Working Families and Stonewall, we have refined and developed our policies and practices to best support you as you move through this change.

Our family friendly offerings are listed below:

### Maternity Leave

- 26 weeks' paid leave (13 weeks at 100% of basic salary followed by 13 weeks at 50% of basic salary)
- The remaining 13 weeks paid at Statutory
- Enhanced pay is regardless of the number of hours worked or length of service
- Up to four sessions of paid emergency back-up care per year provided
- Quiet room available in our London office with fridge, which can be used for expressing
- Parents and Carers Network and Parent Buddy scheme

### Paternity Leave

- 2 weeks' paid leave at 100% of basic salary
- Enhanced pay is regardless of the number of hours worked or length of service
- Up to four sessions of paid emergency back-up care per year provided
- Parents and Carers Network and Parent Buddy scheme



## Adoption Leave

- 26 weeks' paid leave (13 weeks at 100% of basic salary followed by 13 weeks at 50% of basic salary)
- The remaining 13 weeks paid at Statutory
- Enhanced pay is regardless of the number of hours worked or length of service
- Up to four sessions of paid emergency back-up care per year provided
- Parents and Carers Network and Parent Buddy scheme

## Shared Parental Leave

- 26 weeks' paid leave (13 weeks at 100% of basic salary followed by 13 weeks at 50% of basic salary)
- Enhanced pay is regardless of the number of hours worked or length of service
- Up to four sessions of paid emergency back-up care per year provided
- Parents and Carers Network and Parent Buddy scheme



## Parental Leave

- Up to 18 weeks' unpaid parental leave (up to 4 weeks per year), which can be taken any time up to the child's 18th birthday.





We also offer:

### Carer's Leave

- Up to 5 days' dedicated paid carer's leave
- Carer passport
- Up to four sessions of paid emergency back-up care per year provided
- Parents and Carers Network

### Marriage and Civil Partnership Leave

- 1 day's paid leave

### Career Break

- Up to 3 months' unpaid leave

### Employee Assistance Programme

At Chubb we offer all employees and their families a confidential secure service that offers support and guidance covering multiple topics such as Mental and physical health, personal life, financial support, work related matters for employees and managers and many other related areas of support.

### Private Medical Coverage

Chubb offers a private medical benefit for its employees and their immediate families.