

Paternity

Global Renewables Lancashire Operations Limited (GRLLOL) is committed to complying with all legislative guidelines in allowing fathers with parenting responsibilities time away from work when there is a new addition to the family, whether it is due to adoption or pregnancy.

Employees are entitled to Ordinary Paternity Leave if you meet all the following conditions:

You have been continuously employed by us for at least 26 weeks ending with:

- In birth cases, the week immediately before the 14th week before the expected week of childbirth.
- In adoption cases, the week in which you or your partner are notified by an adoption agency that you/they have been matched with a child.
- Are the biological father of the child
- Have been matched with a child by an adoption agency
- Are the spouse, civil partner or partner of the child's mother; or
- Are the spouse, civil partner or partner of someone who has been matched with a child by an adoption agency.
- Expect to have main responsibility (with the child's mother, co-adopter or adopter) for the child's upbringing; or
- Are the child's biological father and you expect to have some responsibility for the child's upbringing.
- Your intended leave is for the purpose of caring for the child, or supporting the child's mother, adopter or co-adopter in caring for the child.

Ordinary Paternal Leave must be taken as a period of either one week or two consecutive weeks. It cannot be taken in instalments. It can be taken from the date of the child's birth or adoption placement, but must end:

- In birth cases, within 56 days of the child's birth, or if they were born before the first day of the expected week of childbirth, within 56 days of the first day of the expected week of childbirth.
- In adoption cases, within 56 days of the child's placement.

Employees are entitled to Additional Paternity Leave if, in addition to the conditions above:

- You remain employed by us until the week before the first week of your Additional Paternity Leave
- The child's mother or your co-adopter, as the case may be, has been entitled to statutory leave
- In birth cases, the child's mother has been entitled to maternity leave, statutory maternity pay or maternity allowance in respect of her pregnancy, or
- In adoption cases, the child's adopter has been entitled to one or both of adoption leave or statutory adoption pay in respect of the child's adoption; and the child's mother or your co-adopter, as the case may be, had returned to work.

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Additional Paternity leave must be taken as multiples of complete weeks and as one period. The minimum amount of Additional Paternity Leave that can be taken is two weeks and the maximum is 26 weeks.

Please refer to the procedure for more information: [SOP-TL-HR-000-6003 Parental Leave](#)

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