

Parental Leave

Global Renewables Lancashire Operations Limited (GRLOL) recognises that many of its employees have a dual responsibility for both their jobs and their family commitments and that this can sometimes create conflicting pressures.

An employee is entitled to up to 18 weeks' unpaid parental leave to provide care for a child if he or she:

- Is the parent of a child under 18 years of age;
- Has adopted a child under the age of 18; or
- Has acquired formal responsibility (i.e. parental responsibility) for a child who is under the age of 18.

To qualify for parental leave, an employee must have at least 12 months' continuous service with the Company.

The Company may seek to see reasonable evidence of entitlement to parental leave before a period of leave can be granted in respect of a child (e.g. a child's birth certificate or evidence of parental responsibility).

Notes:

- The above arrangements apply on a pro rata basis to part time employees.
- Where an employee's working pattern normally varies from week to week or over a longer period, or if the employee is normally required to work some weeks and not others, a "week" is the total of all periods in which he or she works during the year divided by 52.
- The right to take parental leave is in addition to the statutory right to take paternity leave, immediately following the birth of a child or placement for adoption, and Shared Parental Leave (SPL) in the first year of a child's birth or placement for adoption, which are both subject to separate qualifying criteria.
- Please refer to the procedure for more information: [SOP-TL-HR-000-6003 Parental Leave](#)