



We're family
friendly





Every family is unique.
We all have different family
situations and balancing our many
responsibilities is important to all
of us here at Zurich.

Our approach allows every parent to have the opportunity to spend quality time off with their new family from the point of birth or adoption. This means the same amount of paid time off for our employees regardless of gender, gender identity and sexual orientation.

Our family friendly policies offer:

Maternity/Birth Parent (inclusive of statutory provisions)	Paternity/Second Parent (inclusive of statutory provisions)	Primary Adopters (inclusive of statutory provisions)	Secondary Adopters (inclusive of statutory provisions)
<ul style="list-style-type: none">Up to 16 weeks' full pay after 26 weeks' serviceTwo weeks' full pay for those with less than 26 weeks serviceThe right to up to 52 weeks' leave and the relevant statutory maternity pay	<ul style="list-style-type: none">Up to 16 weeks' full pay after 26 weeks' serviceTwo weeks' full pay for those with less than 26 weeks service	<ul style="list-style-type: none">Up to 16 weeks' full pay after 26 weeks' serviceTwo weeks' full pay for those with less than 26 weeks serviceThe right to up to 52 weeks' leave and the relevant statutory adoption pay	<ul style="list-style-type: none">Up to 16 weeks' full pay after 26 weeks' serviceTwo weeks' full pay for those with less than 26 weeks service

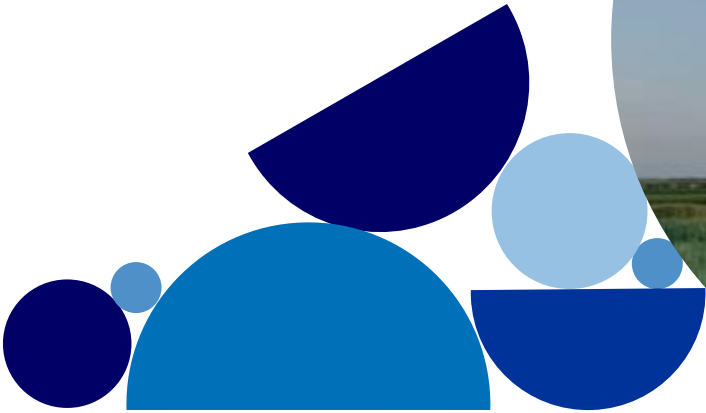
Surrogate Parent (inclusive of statutory provisions)	Surrogate Primary Adopters (inclusive of statutory provisions)	Surrogate Secondary (inclusive of statutory provisions)	Premature Babies / Neonatal Care
<ul style="list-style-type: none">Up to 16 weeks' full pay after 26 weeks' serviceTwo weeks' full pay for those with less than 26 weeks serviceThe right to up to 52 weeks' leave and the relevant statutory maternity pay	<ul style="list-style-type: none">Up to 16 weeks' full pay after 26 weeks' serviceTwo weeks' full pay for those with less than 26 weeks serviceThe right to up to 52 weeks' leave and the relevant statutory adoption pay	<ul style="list-style-type: none">Up to 16 weeks' full pay after 26 weeks' serviceTwo weeks' full pay for those with less than 26 weeks service	<ul style="list-style-type: none">Up to an additional 12 weeks' paid leave if your baby is born prematurely (before 37 weeks) and/or requires neonatal care within 28 days of the birth for a continuous period of 7 days or more.

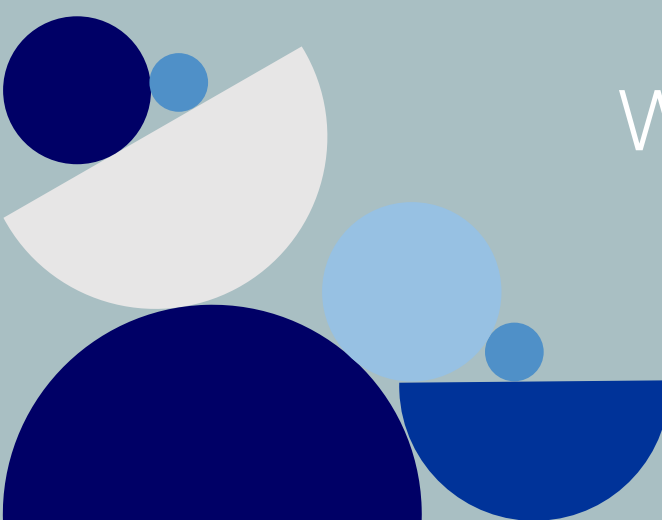
Family Friendly is not just about family leave for parents. We know that each family situation is different.

We also offer:

IVF	Miscarriage Policy	Bereavement & Compassionate Leave	Carers
Birth Parent <ul style="list-style-type: none">Up to 16 days* in total in any 12 month period – typically supporting two cycles of IVF (8 days per cycle) Second Parent <ul style="list-style-type: none">Support through FlexWork**	Birth Parent <ul style="list-style-type: none">Up to one week's leave plus FlexWork, where required Second Parent: <ul style="list-style-type: none">Support through FlexWork**	<ul style="list-style-type: none">Up to one month's leave for anyone who loses a parent, partner/spouse or child plus support through FlexWork**, where requiredUp to one week's leave for any other situations	<ul style="list-style-type: none">FlexWork** and/or formal changes to contractual working arrangements

*to be pro-rated for part-timers.
**FlexWork is the name for Zurich's approach to agile working.





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Last updated February 2025

