

Press release

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Birth, care, bereavement: Siemens Energy grants up to 14 weeks of paid special leave worldwide

Siemens Energy will support employees worldwide to take additional paid leave for certain personal life events. These include the birth, adoption or fostering of a child, as well as the care or death of a partner or close relative, unless the respective country provides comparable or more favourable regulations. When granting special leave, no distinction is made between genders and every legally permissible constellation of parenthood or partnership in the respective country is included, which also applies to same-sex couples and single parents.

Specifically, the regulation provides 14 weeks of paid leave for the first caregiver and a further two weeks for a second caregiver in the event of the birth, adoption or fostering of a child. In the event of the death of a partner or child, up to five paid days may be taken; three days are granted for the death of a parent. Those caring for family members can also receive five paid days off per year from the company, provided that no comparable legal standards exist in the respective country.

Tim Holt, Labour Director and member of the Executive Board of Siemens Energy: "There are personal events in life that make everyday working life take a back seat. In such situations, we want to fulfil our responsibility as an employer and support each individual employee in reconciling family and career, even in special life circumstances, without having to fear financial losses or even losing their job. Our new global guideline sets standards, especially where it goes beyond the legal standards."

With this guideline, Siemens Energy is specifically promoting equal treatment and breaking down traditional stereotypes for family constellations or caring responsibilities. The company is sending a clear signal to support diversity and inclusion worldwide.

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Siemens Energy employees especially benefit in countries where the paid leave by the company exceeds the national legal standards. This is the case for the birth or adoption of a child in around 40 of the 90 countries in which Siemens Energy is present; employees in more than 50 countries will benefit from the new company regulations in terms of bereavement. For employees in Brazil, for example, this means that as well as paid leave for the birth, adoption or fostering of a child, for the first time they can take more days off if they are caring for or have lost a close relative than is provided by the state. In the UK, Siemens Energy employees can now take paid days off as carers for the first time. In Germany, employees will be granted five paid days off instead of the previous two in the event of the bereavement of a partner or child. In the USA and in the Middle East, the paid leave available to parents is extended. In addition, there is currently no special paid leave for caring for close relatives; here too, Siemens Energy employees benefit from the company's offer.

With this new policy, Siemens Energy is once again significantly expanding existing company regulations, which already go beyond the legal standards in many countries. The new policy will be introduced in more than 90 countries where Siemens Energy is present by the end of the next fiscal year (30 September 2025). Central and South America and the Middle East will be the first regions to implement the changes.

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