

RSA enhances its family friendly policies

RSA Insurance is pleased to announce enhancements to its suite of family friendly policies. From January 2022, the Maternity & Adoption, Paternity and Shared Parental Leave policies will be improved to provide additional support to its 4,500 people. The policy enhancements follow the introduction of IVF & Fertility Leave, Neonatal Leave and Miscarriage Leave policies that were introduced in April.

RSA also recently revealed its commitment to becoming an accredited menopause friendly employer, an employer who cares about the wellbeing of its colleagues and has a clear understanding of how menopause can have an effect at work.

The positive changes to Maternity & Adoption, Paternity Leave and Shared Parental Leave policies are:

- **Maternity & Adoption:** Full pay increased from 18 to 26 weeks and a reduction in qualifying period from 12 to 6 months.
- **Paternity Leave:** Increase paternity leave to 6 weeks on full pay, from 2 weeks previously.
- **Shared Parental Leave:** Full pay up to 26 weeks. Currently statutory provision if shared parental leave is taken.

Other family friendly policies introduced this year include:

- **IVF & Fertility Leave:** Up to 16 days' paid leave per annum.
- **Neonatal Leave:** Extend maternity/shared parental leave for up to 4 weeks if the baby needs to remain in hospital.
- **Miscarriage Leave:** 2 weeks compassionate leave – for all parents

Karen Caddick, UK & International, HR Director at RSA said: "Insurance is a people business and employees have always been our greatest asset. Anything we can do that helps colleagues to feel more comfortable and supported in their roles is something we will always look at. Enhancing our policies we have in place was the natural next step and the right thing to do.

"Nothing in any of our lives stands still, people's needs evolve and circumstances alter. From an employer's perspective, this means we have a responsibility to constantly look at the policies we do have, the policies we don't have and understand where we need to provide greater support and focus. We regularly listen to our colleagues, and will continue to do so, as this is one of several ways we can offer a working environment that is truly employee centric."

-ENDS-

Notes to editors

About RSA Insurance

RSA Insurance is a multinational insurance group. We are one of the world's oldest general insurers, providing peace of mind to individuals and protecting small businesses and large organisations from uncertainty. We use our capabilities to anticipate and improve outcomes for customers via our direct channel, our broker relationships or partner organisations. We have established businesses in the UK, Ireland continental Europe and in the Middle East.

In 2021, the former RSA Group Plc came under new ownership and is now a wholly-owned subsidiary of Intact Financial Corporation.

For more information about RSA Insurance, please visit <https://www.rsagroup.com/>