

Family Leave Guidance

At Inmarsat, we believe that time spent away from work is an essential component to a happy and harmonious work/life balance. For those employees who need time-off after the birth of a new child, or to adopt a child; or for those who have other carer responsibilities, we offer a range of policies aimed at making this essential time away from the office as meaningful and enjoyable as possible. Our aim here is to provide you with the extended support you need, when you need it most, to enable you to return and continue to develop your career at Inmarsat, when the time is right for you.

Our policies at a glance:

- Maternity leave is available to all Inmarsat female employees regardless of length of service or other eligibility criteria
- Time-off for adoption leave is the same as maternity leave and is available to the main carer for the adopted child
- In many countries, shared parental leave is available for either parent after birth or adoption and involves the sharing of maternity or adoption leave and associated pay between the two parents
- You are entitled to maternity or adoption leave and pay specific to your country of residence
- We offer paid time-off for antenatal appointments and for pre-adoption meetings
- New fathers and secondary carers can have 2 weeks paternity leave
- During family leave, agreed contact will be maintained between you and Inmarsat so you are up to date with developments. This may include paid keeping in touch days at work
- Family leave does not constitute a break in service
- All benefits will be maintained while you are on family leave, apart from Pension contributions

To find out more about how these work in your country, please refer to the 'Time Away from Work' guidance on Orbit.