

**FOR IMMEDIATE RELEASE**

**DIAGEO ROLLS-OUT NEW GLOBAL MATERNITY AND PATERNITY LEAVE POLICY**

**22<sup>nd</sup> May 2019, India:** Diageo today announce its new family leave policy applicable to employees across its business, as part of its leading work to create a fully inclusive and diverse workforce. The new global policy offers women employees a minimum of 26 weeks of fully paid maternity leave and a minimum standard of four weeks paternity leave on full rate of pay in all markets. **In India this means 26 weeks of fully paid maternity leave which is also mandated by local laws and an enhanced 4 weeks of fully paid paternity leave.**

The business hopes the policy will support employees to focus on the joy of raising a young family, while continuing to thrive at work, and ensuring women and men are supported to have time with their new baby regardless of where they live and work.

While Diageo is setting a global minimum standard of four weeks paternity leave on full rate of pay in all markets, a significant number of Diageo's businesses will move to 26 weeks fully paid paternity leave including North America, Thailand, Philippines, Singapore, Spain, Netherlands, Ireland, Italy, Russia, Colombia, Venezuela, and Australia amongst others.

The announcement was made by Ivan Menezes, Diageo's Chief Executive at Diageo's investor conference in New York today. The news follows the announcement last month that all parents employed by Diageo in the UK are now eligible for the same fully-paid 26 weeks, retaining benefits and bonuses regardless of gender.

Mairéad Nayager, Chief HR Officer at Diageo said: *"We are committed to creating a fully inclusive and diverse workforce and we strongly believe that businesses play a significant role in shaping the future of society. Global businesses like Diageo must make bold moves on policies and the environments in which their employees work to ensure that the progress people deserve happens."*

Aarif Aziz, Chief HR Officer at Diageo India said: *"Our aim is to make Diageo a great place to work in India, one that is inclusive and progressive. We know that flexibility at work is proven to create happier, more loyal and more productive workforces. Today's announcement is about matching ambition with action and supporting all of our colleagues to experience the joys of parenthood, while continuing to thrive at work and achieve their true potential."*

The new policy will go live in most countries at the start of Diageo's new financial year i.e. from the 1<sup>st</sup> July 2019, with further countries to implement the policy over the course of the year.

Diageo's commitment to creating an inclusive and diverse working environment has been recognised by the Bloomberg Gender Equality Index in 2019. In 2018 Diageo was named by Thomson Reuters as the 4th most inclusive and diverse company in the world. 40% of Diageo's Executive Committee and 44% of Diageo's Board are women.

To watch a video about one of our employees sharing his experience of paternity leave, click [here](#).

**\*\*ENDS\*\***

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## **NOTES TO EDITOR**

### **DIAGEO INDIA**

Diageo India is the country's leading beverage alcohol company and a subsidiary of global leader Diageo plc. The company manufactures, sells and distributes an outstanding portfolio of premium brands such as Johnnie Walker, Black Dog, Black & White, VAT 69, Antiquity, Signature, Royal Challenge, McDowell's No.1, Smirnoff and Captain Morgan.

Headquartered in Bengaluru, our wide footprint is supported by a committed team of 3500 employees, 51 manufacturing facilities across states and union territories in India, a strong distribution network and a state-of-the-art Technical Centre.

Incorporated in India as United Spirits Limited (USL), the company is listed on both the National Stock Exchange (NSE) and Bombay Stock Exchange (BSE) in India. For more information about Diageo India, our people, our brands, and performance, visit us at [www.diageoindia.com](http://www.diageoindia.com). Promoting responsible consumption of alcohol is at the core of our business.

Visit Diageo's global responsible drinking resource, [www.DRINKiQ.com](http://www.DRINKiQ.com), for information, initiatives, and ways to share best practices.

Celebrating life, every day, everywhere.