

Maternity Leave Policy

We have developed a Maternity Leave Policy which exceeds some statutory requirements for female employees wishing to combine their careers with having a family. Coupled with our Flexible Working Policy, this encourages employees to return to work after maternity leave to continue and develop their career with us. Maternity leave and pay will be in line with prevailing legislation.

Details

Maternity Leave: Employees are entitled to take Maternity Leave irrespective of length of service at Inmarsat. This includes two weeks of compulsory maternity leave directly after the birth.

Notification and confirmation requirements: We encourage people to let their manager know they are pregnant as soon as they feel ready to, and discuss maternity leave with them.

Antenatal care: Time off to attend antenatal appointments will be paid in full.

Starting maternity leave: Maternity leave generally starts before the baby is born. How long before the birth will vary from country to country.

During maternity leave: How employees keep in touch while they are on maternity leave is up to them. Your manager will not contact you unless you have agreed that they can, or if circumstances dictate that they should. In many jurisdictions, paid 'keeping in touch' days are encouraged.

Maternity pay: The amount of statutory maternity pay and the number of weeks it is available will vary in different territories. We will top it up to full pay for part of this time.

Employment terms and benefits:

- Maternity leave is not a break in service
 - Employees are eligible to receive bonus payments for the period that they were at work plus the period of maternity leave for which they receive pay
 - If applicable, salary increases can be made during maternity leave
 - All benefits will continue as normal during the entire period of maternity leave
 - Employees will continue to accrue annual leave throughout maternity leave
 - For members of the Inmarsat pension scheme, contributions will continue during the full pay period of maternity leave. During the rest of the maternity leave period, employees can choose to make contributions
 - Employees have the right to return to their job at the end of maternity leave
 - Employees are entitled to share their maternity leave with their partner, where supported by legislation
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