

Firm	Does your firm have any enhanced parental leave payments above statutory minimum entitlements for primary carers? If so, how much does your firm top-up the employee and for how many weeks?	Are there any conditions associated with the enhanced payments?	Are there any clawback provisions associated with the enhanced payments?	What is the timing of enhanced payments and what salary is it calculated on?	Are there any minimum service requirements for enhanced payments? If so, what is the minimum tenure?	Are there any other benefits/support provided both during pregnancy, during parental leave, and on return to the workplace?	What percentage of legal staff returning to work after parental leave with flexible hours?	How is annual leave treated in relation to parental leave?	What is your approach to promotion, pay reviews, bonuses and the salary the employee will return to?	Do you offer any paid partners/secondary carers leave? If so, how much, for how many weeks and are there any conditions associated with the payment?	Are your enhanced entitlements contractual or discretionary in nature?	Is your information on parental entitlements readily accessible to all staff?
Anderson Lloyd	Yes. All employees with 12 months continuous service are topped up to 100% of salary for a total of 26 weeks.	Employee must have been a permanent employee of Anderson Lloyd for at least 12 months	Employees who are receiving the firm's additional paid parental leave Top Up Payment are bonded for a period of 12 months from the date they return date to work. If an employee's employment is terminated for any reason during this 12 month period, the firm may require the employee to repay a pro-rated portion of the Top Up Payment based on the proportion of service completed following return.	Payments based on employee's salary as at the commencement of parental leave. Top up Payments commence once they start leave. So they are paid continuously for 26 weeks.	12 months	Fully equipped and encouraged to WFH prior to leave. PT and Flexible working options upon return. Pay employer KiwiSaver contributions for up to a maximum of 52 weeks. Up to 10 days leave without pay can be taken by a pregnant person before their parental leave starts for reasons connected to the pregnancy.	87 % returned (calculated over last 24 months).	Annual leave accrued whilst on parental leave is paid at the greater of average weekly earnings and ordinary weekly pay. Essentially normal pay and not reduced at all due to time away on PL	romotions and pay reviews take place in January. Employees on PL are included in that process. Pay reviews consider all performance indicators and any staff changes are applied irrespective of PL. Staff may choose to continue on our Leadership program while on PL.	4 weeks paid partner leave	Discretionary - Parental leave policy.	Yes. Policy is on our intranet and HR reach out to all employees to talk them through the firm's policy when hearing of their pregnancy, adoption or partner's pregnancy.
AJ Park	Yes, permanent PT employees who have been with the firm for one year or more are entitled to enhanced payment of up to 18 weeks' full pay.	No.	Employees will be required to repay all or part of the gross amount of the AJ Park Parental Benefit or gross value of the paid leave if they do not return to work at the end of their parental leave, or if they choose to leave AJ Park within one year of returning to work from parental leave or taking paid partners/paternity leave. They will be required to reimburse AJ Park 1/12 for each full month worked since you returned from parental leave or taking paid partners/paternity leave.	Payment is made in the first pay cycle following the employee's official parental leave start date. It is calculated according to our policy and is pro-rated for those who work PT hours.	Permanent full time and PT employees are eligible after one year's service.	Keeping In Touch (KIT) days and Flexi/hybrid working arrangement.	Approx 100%	Annual leave accrues as normal.	Pay review occurs whilst the person is on leave. Bonuses, uplifts etc are paid irrespective.	Permanent full time and PT employees with one year or more of unbroken service can receive up to 3 weeks paid Secondary Caregiver leave.	Parental leave entitlements are stated in our parental leave policy rather than employees contracts, so are discretionary.	Yes. The policy is on our company-wide intranet.
Anthony Harper	Anthony Harper offers eligible Primary Carers 26 weeks of top-up payments to 100% of their normal salary. Anthony Harper offers eligible Secondary Carers / Partners 3 weeks of paid leave at 100% of their normal pay. KiwiSaver contributions for the duration of all parental leave (paid and unpaid portions).	No.	Primary carers will be bonded for a period of 12 months, starting from the date the primary carers parental leave ends and they return to mahi. The value of the bonded amount will diminish on a pro-rata basis over the 12-month period	Paid as part of the normal fortnightly payroll. Payments are at employees ordinary hourly rate, subject to tax.	To receive primary carer payments, the primary carer must have been employed by Anthony Harper on a permanent basis for at least 12 months on the expected date of birth or on the date when they begin caring for the child.	Flexible working: As an enhancement to legislative requirements Anthony Harper pays annual leave at an employee's full rate on return from parental leave; Anthony Harper will continue to pay the full KiwiSaver employer contributions for up to 52 weeks whilst the primary carer is on parental leave; Keeping in touch hours.	80%	As an enhancement to legislative requirements Anthony Harper pays annual leave at an employee's full rate on return from parental leave.	Promotions, pay reviews and bonuses are assessed and awarded in the same way as if the employee was working for the duration of their parental leave	Yes, partners who meet the 6-month government eligibility criteria will receive 1 weeks paid leave and those who meet the 12 month government eligibility criteria may take up to 3 weeks paid leave at the employee's ordinary hourly rate, subject to tax.	Parental leave entitlements are outlined within our Parental Leave Policy , not individual employment agreements.	Yes. Policy is on our company wide intranet

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Bell Gully	Yes. If a permanent employee is eligible for parental leave under NZ employment legislation, primary carers are eligible to receive up to 26 weeks top up to full salary.	They must have worked continuously with the firm for six months or more prior to the expected delivery date or date they will assume care of the child	If an employee resigns from Bell Gully within 12 months of their return following parental leave, they are required to reimburse the firm on a pro rated basis the total value of the salary top ups	Top ups are part of the normal fortnightly payroll in conjunction with the government parental leave payments so they receive their normal salary for 26 weeks	A minimum of 6 months continuous service or 6 months continuous service since returning from a previous period of parental leave.	Flexible working options	23% of legal staff returned to work with a flexible working arrangement in place	We pay annual leave at the higher of the ordinary or average weekly pay, to ensure there is no impact on these payments	Promotions, pay reviews and bonuses are assessed and awarded in the same way as if the employee was working for the duration of their parental leave	We offer 4 weeks paid parental leave for secondary caregivers after 6 months of continuous service.	They are set out in the policy and are not discretionary.	Yes is it readily available to staff on our firm intranet.
Buddle Findlay	Yes. All permanent employees are entitled to receive 26 weeks of paid Buddle Findlay parental leave based on their ordinary salary at the time of leave being taken. For an employee who is eligible for Government paid parental leave, the firm paid leave is by way of a topup to the Government paid parental leave. For an employee who is not eligible for Government paid parental leave, Buddle Findlay paid leave is at their full salary.	Leave must be taken within the first 24 months of the birth or the date on which the employee or their spouse/partner becomes the primary carer of the child. For the non-primary carer, the 26 weeks paid leave is dependent on them becoming the primary carer for that period.	No.	Paid parental leave will be paid fortnightly for the 26 weeks, at the rate of the salary the employee receives immediately prior to the commencement of their parental leave (or top up to this amount).	No minimum service required for Buddle Findlay paid parental leave.	Tailored and specialised sessions with an independent coach for the employee and their supervisor (given separately) to provide support and insights around the transitions experienced through the parental leave life cycle. These sessions occur prior to, during and after returning from parental leave; Access to externally provided platform that includes resources, webinars, and general support for parents; Budget relief for our legal staff on their return to help ease the transition back to work; Employer KiwiSaver contributions will continue to be paid for the duration of the paid and unpaid parental leave; Annual leave paid at full rate on return from parental leave; Full cover of the employee's Southern Cross health insurance will continue while on paid parental leave and any additional contribution/ top-up the employee makes can be covered by the firm during the unpaid portion of leave (and will be repaid by the employee upon their return); Refresher systems and technology training; Creation of a leaving and returning to work plan with the supervisor and the People and Culture team; Any employee who has additional benefits will retain these while on parental leave; Parent network (BF Whanau Connect) to help foster connections in the workplace for parents.	Of the legal employees who returned from parental leave in the last two years (since the last survey), approximately 58% returned with formal flexible hours however we also have a flexible work policy that applies to all employees and may have been utilised without a formal arrangement in place.	Employees are paid their annual leave at the full rate on their return from parental leave.	Promotions, pay reviews, and bonuses are evaluated in line with the rest of the firm. They are treated as if the employee was working for the duration of their parental leave.	Yes. Partners may take four weeks' Buddle Findlay paid partner's leave during the first 24 months of a child being born (or adopted, as applicable). If the partner then assumes the role of primary caregiver within the first 24 months, they may take the remaining 22 weeks of paid parental leave. If both parents are employed by Buddle Findlay, both are eligible for Buddle Findlay paid parental leave at the time they assume the primary care of the child (this would be at separate times).	Parental leave policies are formal and not discretionary.	Yes. Policy is accessible on our firm intranet and externally on the Crayon register.

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Chapman Tripp	Yes, all permanent employees are eligible to receive top-up payments with the option to be either: topped-up to full pay for 26 weeks; or topped-up to half-pay for 52 weeks or; an alternative arrangement in discussion with People & Culture.	No, the top-up payments are available whether an employee is: 'pregnant, pregnant via surrogacy or assuming the responsibility for the care, developing and upbringing on a child under 6. Employees are also eligible for parental leave benefits for subsequent children, and there is no minimum period required between each period of parental leave. Employees are eligible from day one of their employment with Chapman Tripp.	If a primary carer leaves Chapman Tripp's employment within 12 months of returning to work, they are required to reimburse the top-up payments on a pro-rata basis. After each subsequent three-month service increment following parental leave, the value of the repayment required is reduced by 25%. If a primary carer does not return to work, the full value of the top-up payments is to be repaid.	Calculated on the salary at the time of commencing parental leave. Any changes to an employee's salary while on parental leave will be reflected in the value of subsequent top-up or KIT hour payments.	No – eligible from day one of employment at Chapman Tripp.	A one-off KiwiSaver contribution that would have otherwise been received during the extended leave period of parental leave. Paid on return to work. Continued access to staff benefits including health insurance, wellbeing allowance, EAP, staying connected through emails, systems, team and firm activities and events (if the employee wishes). Support from People & Culture to discuss any questions around parental leave. A dedicated employee and manager guide to support the transition to and from work. Dedicated parent rooms for breastfeeding or expressing with cleaning facilities, changing tables and storage. Enhanced Keeping in Touch Hours programme – receive payment for KIT hours after week 27. Up to 5 days paid leave for fertility treatment (for primary and secondary carers). Additional 5 days bereavement leave in the event of a miscarriage or stillbirth.	We do not actively track this metric.	Annual leave continues to accrue while on parental leave and is paid at full value following return to work.	Parental leave does not impact eligibility to be considered for promotion, performance and/or remuneration reviews whilst on leave or following return to work.	Yes, 4 consecutive weeks of paid leave. Up to 5 days paid fertility leave. Up to 5 days bereavement leave in the event of a miscarriage or stillbirth.	Outlined in our parental leave policy.	Yes – available on our policies site through our Intranet. The People & Culture team are also available to discuss any questions.
Denham Bramwell	No.	NA	NA	NA	NA	NA	100%	Accumulates.	Same as all other staff.	No.	NA	Yes.

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Dentons Kensington Swan	Employees are eligible for primary carer leave (continuous 26 week period) if they are the "primary carer" and have employed as an employee for an average of at least 10 hours a week in the six or more months immediately before the baby's expected due date or the date they take over permanent primary responsibility for a child under six. At Dentons Kensington Swan, all eligible primary carers are entitled to the Firm's Parental leave payments (top-up payments). The Firm will make Top-up payments of an amount equal to the difference between the employees' base salary (at the time they commence parental leave) and the gross amount paid to them under the Government's parental leave payment scheme. Dentons Kensington Swan will make Top-up payments for a continuous period of up to 26 weeks at commencement of parental leave, paid in monthly instalments in accordance with the Firm's usual pay cycle. Any work performed during the 26 week period (such as Keeping in Touch days, which is time used for the employee and the firm to connect) will be paid in addition to the top up payments. In addition, Part-time employees will receive the same parental leave payments, pro-rated according to their hours of work prior to going on parental leave. Payments will be reduced proportionately if less than 26 weeks' parental leave is taken.	One of the conditions is the tenure of employee with the Firm. The employee must be employed for an average of 10 hours a week in the 12 months before the baby's expected due date or the date they assume the responsibility of the carer of a child under six.	Dentons makes top-up payments of an amount equal to the difference between the employees' base salary (at the time they commence parental leave) and the gross amount paid to them under the Government's parental leave payment scheme. The Firm will make top-up payments for a continuous period of up to 26 weeks at commencement of parental leave, paid in monthly instalments in accordance with the Firm's usual pay cycle which is processed on the 15th of every month.	Employees are required to be employed for an average of a minimum of 10 hours a week in the 12 months immediately before the baby's expected due date or the date they assume responsibility of the carer of a child under six.	During pregnancy: Provided with a carpark when visiting the office, check-ins scheduled between the employee and HR to discuss what support they may require leading up to parental leave and to discuss and confirm the leave types (primary leave, annual leave and extended leave) that will be taken over the duration. Following the birth, the employee will be couriered a meal hamper delivery from the Firm. During parental leave: There are scheduled check-ins between the employees' Partner/Manager and the employee. Prior to returning from parental leave, employees can nominate how they want to work for the first two months with the support of their Supervising Partner/Manager and the Firm. This goes both for the primary carer and the partner. Prior to returning to work, HR will meet the employee to discuss hours, days and working from home option to provide flexibility. Return to the workplace: Budget relief: On return from primary carer leave, Lawyers are provided with one month budget relief to allow them to find their feet as they transition back into the workplace. There is an orientation schedule arranged for the returning employee, which includes refresher trainings on IT, recording time on the relative programmes to their duties and any additional sessions that may be of use to the employee to refamiliarize themselves with their work. Upon the first week of the employee returning, a member of the HR team will meet with the employee to discuss their transition back into the workplace. At this point, the employee can raise what additional training or support would be useful to get back onto their feet. In addition to the above, employees have the option to choose from a list of diverse mentors at Dentons (usually employees that are parents) they will have the opportunity to meet and discuss their return. There are also facilities in the office for employees who wish to breastfeed and employees are entitled to breaks in which to carry this out in addition to standard rest and meal breaks. An external coach is available to support the return to work.	82% return initially part time. When returning from parental leave, employees can choose how they want to work for the first two months with the support of their Supervising Partner/Manager and the Firm. This goes both for the primary carer and the partner. Prior to returning to work, HR will meet the employee to discuss hours, days and working from home option to provide flexibility.	Annual leave will accrue during the period of parental leave. After returning from parental leave, annual leave entitlements for primary carers will be paid at their ordinary weekly pay (which takes into account the employee's gross earnings in the four weeks prior - see section 8 of the Holidays Act 2003).	Employees on parental leave will still be considered for promotions and pay reviews while on parental leave. Bonuses are assessed based on the employee's work prior to going on parental leave (provided they worked for a minimum of six months of the relevant financial year (i.e., 1 January – 31 December) and meet the criteria set out in the Bonus policy. Any bonus payments for the employee are prorated for the time worked during that period.	Dentons recognise the importance for all parents to bond with the child following the birth or adoption and to provide support to the primary carer. Therefore, partners of primary carers are eligible for five weeks paid leave, which can be taken up to 21 days before or up to one year following the expected birth of the child or adoption date. Employees can choose to take the leave in parts or in one consecutive period. Paid Partner's Leave is instead of an not in addition to any statutory entitlement.	Discretionary, however detailed and in our parental leave policy.	Yes, new joiners are able to access our parental leave entitlements via Crayon, New Zealand Parental leave Register https://www.gocrayon.com/register . Internally there is a section on our intranet used as a sole hub for information on the Firm's policy. This is referred to the "Parental Leave Toolkit" internally and it includes details on the policy and eligibility, applying, a top-up payment calculator and additional information that is useful for the employee to guide them through the process.	

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DLA Piper	<p>Individuals are eligible for Firm primary carer paid parental leave if they:</p> <ul style="list-style-type: none"> • are a full time or PT employee of DLA Piper New Zealand; and • are attending to the needs of the child more than any other person. Individual's normal salary during the period of paid parental leave is topped up to 100% of salary for 26 weeks of primary carer paid parental leave. Primary carer paid parental leave has the option to be taken flexibly. Individuals can elect to have this top up payment: • to full pay for 26 weeks; or • to half pay for 52 weeks; or • speak with HR to discuss another arrangement. 	<p>Individuals are eligible for Firm primary carer paid parental leave if they:</p> <ul style="list-style-type: none"> • are a full time or PT employee of DLA Piper New Zealand; and • are attending to the needs of the child more than any other person. Individuals are eligible for paid co-parent leave if they: • are a full time or PT employee of DLA Piper New Zealand. • are a parent to the child. In the case of the birth of the child, you must not have been the person to give birth. In the case of adoption, surrogacy, foster care and kinship care, you must not be the primary carer of the child. 	No.	<p>Primary carer paid parental leave has the option to be taken flexibly. Individuals can elect to have the top up payment:</p> <ul style="list-style-type: none"> • to full pay for 26 weeks; or • to half pay for 52 weeks; or • speak with HR to discuss another arrangement. 	No.	<p>We have developed a framework to:</p> <ul style="list-style-type: none"> • Support people in transitioning on leave. • Ensure that any payments received in relation to leave are processed in a flexible manner. • Keep in touch with individuals and keep individuals engaged with their team and the business whilst they are away. • Facilitate return to work following leave. <p>KiwiSaver will be paid during unpaid parental leave up to 26 weeks.</p> <p>We have a Keep in Touch program designed to equip both the employee and their supervisor with the resources to assist with a smooth transition both during and when returning from parental leave.</p> <p>We offer a parental leave coaching program run by an external provider.</p> <p>All employees returning from parental leave have the option to join the firm's mentoring program.</p>	The Firm recognises the importance of accommodating flexible work arrangements for employees returning to work, after a period of parental leave. The Firm will consider any application on a case-by-case basis.	During the period of unpaid parental leave an individual may take any annual leave and long service leave that they have available; however, the total period of parental leave (paid and unpaid) cannot exceed 52 weeks and must not extend beyond the child's first birthday.	The top up payment, in combination with the government entitlement, totals the rate of the individual's salary at the time they commence the period of parental leave. Should a review or promotion occur during the parental leave absence, the rate of pay will be adjusted accordingly.	<p>The policy is inclusive of all parenting forms (inc birth, surrogacy, adoption, foster care and kinship care.), and all family types (inc. those who identify as LGBTIQ).</p> <p>4 weeks of co-parent leave (which counts towards your paid primary carer parental leave if this is taken at a later date)</p> <p>Individuals can take co-parent leave anytime from 1 week prior to the arrival of the child up to any time before the child reaches 24 months (or within 24 months of their adoption, surrogacy, foster care or kinship care placement).</p> <p>Comment: We offer co-parent leave up to 24 months, as the time of birth is not the only time where it is helpful to have extra support.</p> <p>If you join the firm, post the birth of your child and are the co-parent, you will be entitled to a pro-rated amount of paid leave, dependent on the child's age at the time you commence employment</p>	Our Parental Leave policy applies to all employees at DLA Piper New Zealand, and does not form part of employment nor does it create contractual rights or obligations.	Yes, the policy is available on our Intranet.

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Duncan Cotterill	Duncan Cotterill offers eligible Primary Carers up to 26 weeks of top-up payments to 100% of their base salary depending on tenure.	To receive paid Primary Carer leave from Duncan Cotterill, employees must meet the following conditions: They are permanent full-time or permanent part-time; They have worked at Duncan Cotterill for 12 months or more continuously before their child's expected arrival date; and They must be the Primary Carer as defined in the Parental Leave and Employment Protection Act or have primary responsibility for the day-to-day care of the child in the child's first 12 months of life when the child's other parent has returned to work. This covers a child welcomed by: Birth; or Taking permanent responsibility for a child under the age of six (e.g., adoption, surrogacy, permanent care through Oranga Tamariki and whāngai).	If employees do not return from parental leave or leave within 12 months of returning, they are required to pay back the salary top-up.	Under this policy DC's top up parental leave payments will be based on your base salary immediately prior to commencing leave and will be paid at normal pay periods.	12-23 months of service: 12 weeks top up of salary; 24-35 months of service: 18 weeks top up of salary; 36 months or more of service: 26 weeks top up of salary.	Employees who are entitled to Duncan Cotterill-paid Primary Carer leave receive a self-selected care package for 2 weeks after their child's arrival and for 2 weeks upon their return to work from parental leave. Options include: Supply of nappies, Paid cleaner, Supply of prepared meals.	Flexible working arrangements are available at Duncan Cotterill, depending on the role and individual needs. The majority of parents who have returned have elected to come back on reduced hours/days. Work-from-home options are also available.	Upon return from PL DC will top up the value of your annual leave that became entitled whilst on parental leave to be paid at the higher of their average weekly earnings or ordinary weekly pay rate.	We review all employees' salaries annually including those on parental leave. We do not discount salary or bonuses for an employee while on parental leave. In terms of promotions, in some circumstances if the legal staff member is within their first few years of working as a solicitor, given the steep learning curve, we do look at that as part of our process and consider promotion the following year. Typically though, for promotions to associate and above, we would not approach any differently for those who have been on parental leave against those who have not. For any employee on parental leave, we consider and review their salary equally to their peers and measure their performance for the time that they were at work.	Duncan Cotterill offers eligible Partners up to 4 weeks of paid leave at 100% of their normal salary, depending on tenure: 12-23 months of service: 2 weeks 24-35 months of service: 4 weeks; Payments are made in line with regular payroll. Employees must take this leave in 1 block unless otherwise agreed with their manager. To receive paid Partner leave from Duncan Cotterill, employees must meet the following conditions: They are permanent full-time or permanent part-time; They have worked at Duncan Cotterill for 12 months or more before their child's expected arrival date; and They are the Partner of a Primary Carer.	The enhanced entitlements sit within our parental leave policy on the firmwide intranet for all employees to access. We also publish our policy information on Go Crayon, a publicly accessible parental leave register.	
Fee Langstone	Yes, the firm will pay a top-up of the difference between the Government paid parental leave and the primary caregiver's usual weekly salary for the first 12 weeks of the leave period. If the employee who wishes to take leave is the partner of a primary caregiver, the firm will pay the partner's usual weekly salary for 6 weeks.	If the employee leaves the firm within 12 months of their return we may ask them to re-pay the second part of their top-up payment. The top-up payment to the primary caregiver will be paid in two equal payments, the first at the beginning of the parental leave, the second upon return.	If the employee leaves the firm within 12 months of their return we may ask them to re-pay the second part of their top-up payment.	If the employee leaves the firm within 12 months of their return we may ask them to re-pay the second part of their top-up payment. The top-up calculation is based on the salary of the caregiver at the time they take leave.	If the primary caregiver has been with the firm for less than three years, the top-up payment will be discretionary. If the employee is the partner of the primary caregiver and has been at the firm for less than three years then the firm will pay their usual weekly salary for 4 weeks.	Caregivers are invited to firm-wide social events. Check-ins. EAP for all employees. Mentor support on return. Part time and flexible work options may be arranged on return.	The majority, with most building up their hours with time.	Annual leave is accrued whilst the caregiver is on leave and is paid out at full rate on return.	Promotions and pay reviews are considered while employees are on parental leave and depend largely at which point in the review process parental leave is taken. If the employee has missed an annual review whilst on parental leave, they will be reviewed on return to the office.	We offer payment of their usual weekly salary for 6 weeks should they wish to take leave, provided they have been with the firm for 3 years or more. We will pay their usual weekly salary for 4 weeks if they wish to take leave, otherwise.	Discretionary. Parental leave entitlements are outlined in our Parental Leave Policy not in individual employment agreements.	Yes, the policy is on our firm-wide intranet.

Firm	Does your firm have any enhanced parental leave payments above statutory minimum entitlements for primary carers? If so, how much does your firm top-up the employee and for how many weeks?	Are there any conditions associated with the enhanced payments?	Are there any clawback provisions associated with the enhanced payments?	What is the timing of enhanced payments and what salary is it calculated on?	Are there any minimum service requirements for enhanced payments? If so, what is the minimum tenure?	Are there any other benefits/support provided both during pregnancy, during parental leave, and on return to the workplace?	What percentage of legal staff returning to work after parental leave with flexible hours?	How is annual leave treated in relation to parental leave?	What is your approach to promotion, pay reviews, bonuses and the salary the employee will return to?	Do you offer any paid partners/secondary carers leave? If so, how much, for how many weeks and are there any conditions associated with the payment?	Are your enhanced entitlements contractual or discretionary in nature?	Is your information on parental entitlements readily accessible to all staff?
Hesketh Henry	HH tops up the capped government payments to 100% of salary; for up to 18 weeks for qualifying staff, based on tenure with the firm: 1 years continuous service (12 – 23 months) – 8 weeks top-up of salary / 2 years continuous service (24 – 35 months) – 12 weeks top-up salary / 3 or more years of service (36 months or more) – 18 weeks top-up salary.	If the employee leaves employment with Hesketh Henry within a year of returning to work following parental leave, then the employee may be required to repay the top-up amount on a pro-rated basis.	If the employee leaves employment with Hesketh Henry within a year of returning to work following parental leave, then the employee may be required to repay the top-up amount on a pro-rated basis.	The parental leave payments will be made during the first 26 weeks of parental leave (the payments top up the government subsidy so the employee continues to received their usual full pay.	An employee must have been employed for a minimum of 12 months	Carpark is offered during pregnancy. Flexible working options	100%	Annual leave accrues as normal during parental leave and is calculated on the basis of an employee's average weekly earnings of their return from parental leave.	Promotions, pay reviews and bonuses are assessed as if the employee was working for the duration of their parental leave.		Parental leave entitlements are contained in our Workplace policy.	Yes, the policy is held on our intranet.
Hudson Gavin Martin	Top up to full salary for up to 18 weeks.	Minimum tenure requirements (as detailed below). Must have been at least 12 months since returned from last PL.	Yes. If the employee doesn't return from PL or leaves HGM within 12 months of returning from PL, then any top up payments must be repaid on a pro-rated basis (e.g., if the employee leaves after 6 months, then 50% of the total value of any top up must be repaid).	80% while on PL, 20% on return from PL. Calculated on salary applicable prior to going on PL.	Permanent employee with minimum 12 months continuous service.	Benefits (e.g., health insurance) continue throughout PL period. Continued access to work provided devices to be able to continue to keep in touch with the team and what's happening within the firm (optional). Included in all social events (optional). Return to work transitions (e.g., reduced hours during transition) are managed on a case by case basis.	Of those who have returned to work after PL in the last 3 years, 100% have returned with flexible hours.	Annual leave is paid at the full value (i.e., not the average earnings which may be lower than ordinary weekly pay).	Employees are eligible for consideration of promotion, pay reviews and bonuses while on PL.	Yes. Four weeks for permanent employees with minimum 12 months' continuous service	Discretionary	Yes.
James and Wells	We pay 18 weeks of top-up payments to 100% of base salary plus KiwiSaver contributions.	the policy applies to all staff who are employed on a permanent basis (full-time or part-time) and will have worked with us for 12 months or more before the expected due date. This is for staff who are expecting a child by birth or taking permanent responsibility for a child in line with legislative criteria.	Yes – staff receiving the top-up payments are bonded for 12 months from the date they return to work. Repayment is calculated as a pro-rata based on the length of service following their return.	Payments commence when staff start parental leave unless agreed otherwise. We top-up to full pay (including KiwiSaver contributions) for 18 weeks (this is pro-rated for part-time staff based on their standard hours of work).	Staff must have worked with us for 12 months or more before the expected due date.	es – they may attend pregnancy related appointments during working hours without loss of pay (up to 2 hours per appointment with prior approval) and may utilise sick leave or make time up if additional time is required. Continued access to email and our systems. May retain any work provided phone/laptop during parental leave, and any connectivity allowances/mobile phone plans will be maintained. May attend any firm and social events. KIT Days. Flexible working arrangement on return and they may apply for additional flexible working arrangements, reviewable after 12 months.	100% of legal staff.	Annual leave is accessible during periods of unpaid parental leave and is paid at the higher of Average Weekly Earnings or Ordinary Weekly Pay (during and after parental leave).	Staff are entitled to remuneration reviews and promotion opportunities during the usual review and promotion period.	Partners/secondary carers are entitled to two weeks of paid leave.	Discretionary - these are provided in a parental leave benefits policy, available to all permanent staff.	Yes, this is available on our Intranet, and provided to staff as part of discussions around future parental leave.
Lane Neave	We provide the following salary top-ups for primary caregivers - 8 weeks after 1 years continuous service - 14 weeks after 24 months continuous service - 18 weeks after 36 months continuous service.	Not beyond the service condition.	No.	Paid as part of the normal fortnightly payroll. Payments are at employee's ordinary hourly rate, subject to tax.	Yes, refer to earlier answer.	Flexible working options before leave and on return, Carparking for pregnant employees if required, Kiwisaver continues during period of top-up, Continued remuneration review during period of leave, Continued promotion review during period of leave, Continued engagement and access during leave, as per employee's preference, Reduced budget expectations for three months after returning to work, Annual leave entitlements when returning from parental leave are paid at full ordinary value, Up to two weeks of additional paid "discretionary leave", Up to two weeks of paid "Whanau leave" to use in the first 24 months after returning to work – for Primary carers and Partners.	In the last 12 months: 100%	Annual leave entitlements when returning from parental leave are paid at full ordinary value,	Promotions, Pay reviews and bonuses are assessed as if the employee was working for the duration of their leave.	Yes, in addition to up to two weeks of unpaid leave (as per government criteria), they can also access up to two weeks of paid "Whanau leave" which they can use at the time of the birth, or anytime during the child's first 24 months.	Despite not being detailed in our IEA's, entitlements are set out in written policy, therefore effectively contractual. Payments made are also given contractual treatment through payroll.	Yes

Firm	Does your firm have any enhanced parental leave payments above statutory minimum entitlements for primary carers? If so, how much does your firm top-up the employee and for how many weeks?	Are there any conditions associated with the enhanced payments?	Are there any clawback provisions associated with the enhanced payments?	What is the timing of enhanced payments and what salary is it calculated on?	Are there any minimum service requirements for enhanced payments? If so, what is the minimum tenure?	Are there any other benefits/support provided both during pregnancy, during parental leave, and on return to the workplace?	What percentage of legal staff returning to work after parental leave with flexible hours?	How is annual leave treated in relation to parental leave?	What is your approach to promotion, pay reviews, bonuses and the salary the employee will return to?	Do you offer any paid partners/secondary carers leave? If so, how much, for how many weeks and are there any conditions associated with the payment?	Are your enhanced entitlements contractual or discretionary in nature?	Is your information on parental entitlements readily accessible to all staff?
Lee Salmon Long	LeeSalmonLong has introduced a parental leave policy which provides for enhanced parental leave payments above statutory minimum entitlements for primary carers, and a paid period of leave for secondary carers. The details of the policy are commercially sensitive.											
Lowndes Jordan	Did not respond.											
Martelli McKegg	No	N/A	N/A	N/A	No	No	100%	In accordance with statutory requirements	In accordance with the statutory requirements	No	N/A	No

Firm	Does your firm have any enhanced parental leave payments above statutory minimum entitlements for primary carers? If so, how much does your firm top-up the employee and for how many weeks?	Are there any conditions associated with the enhanced payments?	Are there any clawback provisions associated with the enhanced payments?	What is the timing of enhanced payments and what salary is it calculated on?	Are there any minimum service requirements for enhanced payments? If so, what is the minimum tenure?	Are there any other benefits/support provided both during pregnancy, during parental leave, and on return to the workplace?	What percentage of legal staff returning to work after parental leave with flexible hours?	How is annual leave treated in relation to parental leave?	What is your approach to promotion, pay reviews, bonuses and the salary the employee will return to?	Do you offer any paid partners/secondary carers leave? If so, how much, for how many weeks and are there any conditions associated with the payment?	Are your enhanced entitlements contractual or discretionary in nature?	Is your information on parental entitlements readily accessible to all staff?
Mayne Wetherell	Mayne Wetherell offers eligible Primary Carers: In respect of any period of parental leave taken as a Primary Carer during the first six months of becoming a parent: up to 26 weeks of top-up payments to 100% of their base salary In respect of any period of parental leave taken as a Primary Carer during the second six months of becoming a parent: up to 13 weeks of top-up payments to 100% of their base salary This means employees will receive the difference between the maximum government-paid parental leave of \$754.87 per week and their base salary from Mayne Wetherell.	Subject to minimum service requirements (see below), any employee of the firm who becomes a parent of a child less than 6 years old (whether by birth, adoption or otherwise) is eligible. Employees have 12 months from the arrival of their child to take this leave. Generally, parental leave should be taken in blocks rather than incrementally.	If employees do not return from parental leave, they are required to pay back the parental leave payments received from Mayne Wetherell. If employees choose to leave within 12 months of returning from parental leave, they are required to pay back a pro-rated amount	Payments are made in line with regular payroll. Mayne Wetherell will consider alternative arrangements on a case-by-case basis to suit the needs of each employee. Payments are based on the employee's base salary	The parental leave policy applies to employees who have worked at Mayne Wetherell for 24 months or more continuously before their child's expected arrival date.	Mayne Wetherell supports employees going on parental leave by providing: Parental leave policy documentation, General flexible working arrangements, in addition to other types of leave, and without taking anything away from its general flexible working policy, Mayne Wetherell: Extends the statutory entitlement of 10 days of unpaid special leave for pregnant employees to both parents and to adoption and surrogacy; and Up to 5 days unpaid leave for fertility treatment (regardless of gender). Up to 5 days paid bereavement leave for a miscarriage or still birth (regardless of gender). Support During Parental Leave: KiwiSaver - Mayne Wetherell makes KiwiSaver employer contributions equivalent to what the employee would have received during all parental leave (paid and unpaid). Benefits: Employees on parental leave also continue to receive: \$500 wellness benefit, Invites to attend social events and are otherwise encouraged to retain social contact with the firm (including at formal and informal firm events) while on parental leave. Continued access: If the employee wishes, they can have continued access to emails and systems, work phone and work laptop. Support Returning To Work: Return to work transition: Employees returning from parental leave to Mayne Wetherell will be supported by, and work with, the firm to determine appropriate reintegration arrangements. Specific arrangements will be determined on a case-by-case basis and may include a graduated return (ramping up from part-time to full-time) or other flexible working conditions in line with its general flexible working policy. Flexible working arrangements: As a general principle, employees at Mayne Wetherell are permitted to work from home on any day, provided that they regularly spend at least 3 days a week in the office. Formal flexible working arrangements will also be considered by the firm on a case-by-case basis with the relevant employee and may relate to hours or days of work and/or place of work. Annual leave: Mayne Wetherell pays employees the higher of their average weekly earnings and ordinary weekly pay when they take annual leave after returning from parental leave.	100%	Employees continue to accrue annual leave while on parental leave.	Parental leave does not affect eligibility to be considered for promotion, performance reviews, remuneration reviews and bonuses while they are on leave or on their return.	Mayne Wetherell offers eligible partners 4 weeks of paid leave at 100% of their base salary. This is in addition to any statutory unpaid partner leave, i.e. employees could take 4 weeks of paid partner leave and 2 weeks of unpaid partner leave if they meet the eligibility criteria. Employees have 3 months from the arrival of their child to take this leave, and generally, it should be taken in blocks rather than incrementally.	Parental leave entitlements are stated in Mayne Wetherell's parental leave policy rather than the employee's contracts, so are discretionary.	Yes, all staff can access the parental leave policy on Mayne Wetherell's intranet site. In addition, all staff are made aware of their general leave entitlements by way of updates at firm meetings.

Firm	Does your firm have any enhanced parental leave payments above statutory minimum entitlements for primary carers? If so, how much does your firm top-up the employee and for how many weeks?	Are there any conditions associated with the enhanced payments?	Are there any clawback provisions associated with the enhanced payments?	What is the timing of enhanced payments and what salary is it calculated on?	Are there any minimum service requirements for enhanced payments? If so, what is the minimum tenure?	Are there any other benefits/support provided both during pregnancy, during parental leave, and on return to the workplace?	What percentage of legal staff returning to work after parental leave with flexible hours?	How is annual leave treated in relation to parental leave?	What is your approach to promotion, pay reviews, bonuses and the salary the employee will return to?	Do you offer any paid partners/secondary carers leave? If so, how much, for how many weeks and are there any conditions associated with the payment?	Are your enhanced entitlements contractual or discretionary in nature?	Is your information on parental entitlements readily accessible to all staff?
McVeagh Fleming	<p>Up to 2 years' continuous service before EDD: Primary carer leave - Statutory entitlement only Partner's leave - Statutory entitlement only</p> <p>2-5 years' continuous service before EDD: Primary carer leave - 6 weeks MF-paid salary ('top up' payment – bonded), Up to 52 weeks 3% Employer, KiwiSaver contribution paid as a lump sum on return (not bonded) Partner's leave - 2 weeks MF-paid salary, 2 weeks 3% KiwiSaver contribution</p> <p>5 years' plus continuous service before EDD: Primary carer leave - 12 weeks MF-paid salary ('top up' payment – bonded), Up to 52 weeks 3% Employer KiwiSaver contribution paid as a lump sum on return (not bonded) Partner's leave - 2 weeks MF-paid salary, 2 weeks 3% KiwiSaver contribution</p>	<p>Yes. The MF-paid element of the enhanced payment will be subject to a 1-year bonding agreement. The 'top up' payment is based on the employee's normal rate of pay as at their EDD (estimated due date). If an employee resigns or their employment is terminated by McVeagh Fleming for any reason except for redundancy within 12 months of their return from parental leave, they will be required to refund the firm 100% of the MF-paid enhanced contribution.</p> <p>All permanent employees are eligible and employees must have at least 2 years' continuous service at the date of the EDD or the date they or their partner becomes the permanent primary carer of the child under the age of 6.</p>	<p>Yes, if an employee resigns or their employment is terminated by McVeagh Fleming for any reason except for redundancy within 12 months of their return from parental leave, they will be required to refund the firm 100% of the MF-paid enhanced contribution.</p>	<p>From 6 weeks up to 12 weeks, depending on the years' of service. The 'top up' payment is based on the employee's normal rate of pay as at their EDD</p>	<p>The employee must have at least 2 years' continuous service on the date of the estimated due date (EDD) of the baby or the date they or their partner becomes the permanent primary carer of the child under the age of 6.</p>	<p>Yes.</p> <ul style="list-style-type: none"> • Up to ten days unpaid special leave for pregnancy-related reasons (e.g., for attending appointments related to the pregnancy). • Flexible working arrangements may be available to support the transition back to work. Any such arrangements will be discussed on a case-by-case basis. 	<p>We had two people on Parental leave last year, and both returned to their roles with flexible hours.</p>	<p>The normal calculation for annual holidays will apply following the rules for:</p> <ul style="list-style-type: none"> • Accrued leave before going on parental leave • Leave that becomes an entitlement during parental leave • Leave once the employee returns from parental leave (12 months following the employee's return) 	<p>We are committed to ensuring all employees are treated fairly and equitably, including those on maternity leave. Participation in our annual salary review cycle, eligibility for bonuses, and consideration for promotions are based on performance, contribution, and role expectations—not on physical presence in the workplace. Employees on maternity leave are:</p> <ul style="list-style-type: none"> • Included in the annual salary review process, with their pay reviewed in line with their peers. • Eligible for bonuses, where applicable, based on performance before leave and the firm's outcomes. • Considered for promotions in the same way as other staff, based on merit and potential. <p>We firmly believe that taking maternity leave should not disadvantage any employee's career progression or financial recognition.</p>	<p>Up to 2 years' continuous service before EDD: Statutory entitlement only</p> <p>2-5 years' continuous service before EDD: 2 weeks MF-paid salary 2 weeks 3% KiwiSaver contribution</p> <p>5 years' plus continuous service before EDD: 2 weeks MF-paid salary 2 weeks 3% KiwiSaver contribution</p> <p>Conditions: Yes, if an employee resigns or their employment is terminated by McVeagh Fleming for any reason except for redundancy within 12 months of their return from parental leave, they will be required to refund the firm 100% of the MF-paid enhanced contribution.</p>	<p>Discretionary.</p>	<p>Yes, it is available on the firm's intranet which all employees have access.</p>
Meredith Connell	<p>Yes, MC tops up the capped government payments to 100 per cent of salary for 26 weeks for employees who have worked at MC for 12 months or more.</p>	<p>Yes, employees must be eligible for and receiving the parental payments from the government. The top-up payments are also bonded.</p>	<p>Yes, if the employees do not return or return for a period of less than 12 months, they will be required to repay the amounts.</p>	<p>The enhanced payments are paid in line with the employee's government payments so that they can continue to receive their usual full pay for 26 weeks. The rate is as at the employee's salary before commencing parental leave</p>	<p>Employees must have completed 12 months of working at the firm.</p>	<p>We offer flexible working options including a phased approach to return to work (gradual increase of hours), return to work support/coaching services, emergency childcare services paid for by the firm, dedicated parents room, parents support group, ongoing employee benefits such as KiwiSaver, EAP/private counselling sessions covered by the firm, firm/team or training events, MC offers temporary carparks for the two months in the lead up to the expected due date before going on leave, and for two months when they return from leave to assist with the transition, and a gift on baby's arrival.</p>	<p>All staff are offered the opportunity for a gradual return to work. 100 per cent have returned with flexible hours.</p>	<p>Employees continue to accrue annual leave while on parental leave provided, they return to their job. Annual leave is paid at their ordinary rate once they have returned.</p>	<p>There is no change as they are still employees, they are assessed as though they re working.</p>	<p>Yes, three weeks paid partners leave. Employees must have completed 12 months of working at the firm.</p>	<p>The enhanced entitlements are outlined in our Parental Leave Policy and are therefore discretionary.</p>	<p>Yes, the policy is on our intranet which can be accessed by all employees.</p>

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Firm	Does your firm have any enhanced parental leave payments above statutory minimum entitlements for primary carers? If so, how much does your firm top-up the employee and for how many weeks?	Are there any conditions associated with the enhanced payments?	Are there any clawback provisions associated with the enhanced payments?	What is the timing of enhanced payments and what salary is it calculated on?	Are there any minimum service requirements for enhanced payments? If so, what is the minimum tenure?	Are there any other benefits/support provided both during pregnancy, during parental leave, and on return to the workplace?	What percentage of legal staff returning to work after parental leave with flexible hours?	How is annual leave treated in relation to parental leave?	What is your approach to promotion, pay reviews, bonuses and the salary the employee will return to?	Do you offer any paid partners/secondary carers leave? If so, how much, for how many weeks and are there any conditions associated with the payment?	Are your enhanced entitlements contractual or discretionary in nature?	Is your information on parental entitlements readily accessible to all staff?
Russell McVeagh	Yes. Primary caregivers paid enhanced payments of up to 26 weeks full pay (permanent staff, any gender, all circumstances eg. Birth, adoption, whāngi, surrogacy)	None	No	Paid as regular salary payments	No	Fertility leave (any gender, including for surrogacy) Paid leave for pregnancy related medical appointments (any parent, including for surrogacy) Parent Support Process acknowledges an individual's requirements at particular transition points External coach for transition going onto leave and coming back to work; Flexible work arrangements (varies by individual needs) Emergency nanny service Parents room Parents network and external speakers etc Continuation of benefits like mobile phone allowance and wellness allowance during parental leave.	Approximately 83%	Paid at full salary from day one of return	Promotions, pay reviews and bonuses all still take place regardless of the person being on parental leave.	Yes 4 weeks paid secondary carer leave; able to be taken flexibly in the 12 months after baby/child joins family. No service requirements.	Firm policy, applies to all permanent staff.	Yes, policy is on our intranet. HR Managers also make policy available when anyone announces they are expecting a new family member.
Simpson Grierson	Yes. Permanent employees are entitled to enhanced payments of up to 26 weeks' full pay top up of Govt pay to full salary. Primary carers taking parental leave after the first 26 weeks (ie sharing parental leave) are eligible to 12 weeks' full pay. Adoption/ Whāngai leave of three months' full pay is given to employees who give birth and whose child is adopted out or who enter into a Whāngai arrangement with whanau.	Bonded to the employer for a total of twelve months' service. If the employee does any work while receiving the enhanced payment, it is deemed payment for the work completed.	Employee will be required to re-pay a lump sum of net amount of any enhanced payment if they do not return to work after parental leave, or do not complete twelve months' continuous service.	Employees have three options of how and when they receive their payment: (a) 26 weeks' paid in the usual fortnightly cycle OR (b) 50% of the payment at the time the employee goes on parental leave, and 50% 3 months after they return to work OR (c) 100% of the payment 3 months after they return to work.	Permanent employees eligible on completion of 1 years' service. KiwiSaver employer contributions - no service requirements.	Flexible working options. Access to return-to-work coaching.	Estimate approx more than 80%.	Annual leave accrues at normal pay (ie greater of ordinary weekly pay or average weekly earnings).	Promotions, pay reviews and bonuses are assessed as if the employee was working for the duration of their parental leave.	Yes. Two weeks' paid partner's leave. Also see the first column with regards to the entitlement to primary carers taking parental leave after the first 26 weeks.	Contained in policy.	Yes. Policy is on our company-wide intranet.

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