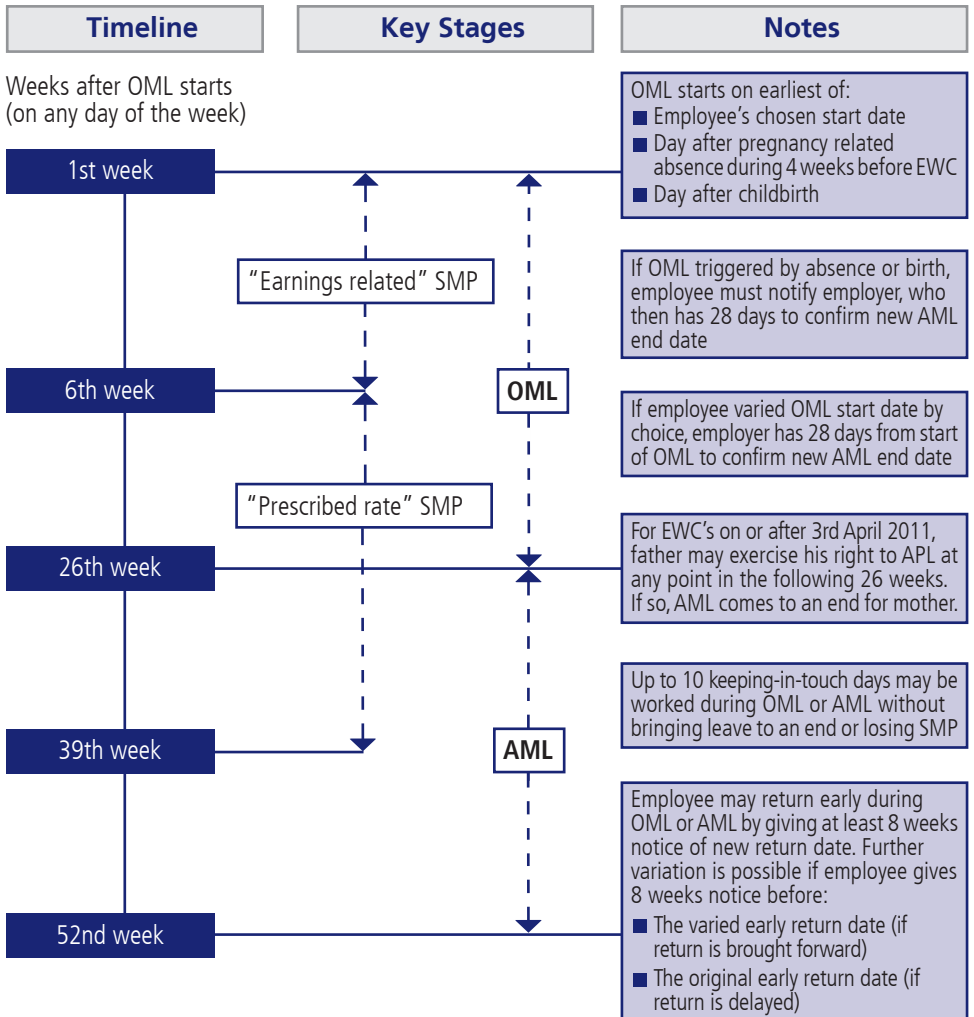


Maternity Timeline



Family Friendly Rights

Abbreviations

OML = Ordinary Maternity Leave

AML = Additional Maternity Leave

SMP = Statutory Maternity Pay

EWC = Expected Week of Childbirth

OPL = Ordinary Paternity Leave

APL = Additional Paternity Leave

SPP = Statutory Paternity Pay