

ENDEAVOR

Global Pregnancy Loss Leave Policy

(Effective September 2021)

Purpose

Endeavor is committed to supporting all employees who may grievously suffer the loss of a pregnancy, whether this occurs with a direct pregnancy, surrogate, partner or any other related circumstances. Individuals will experience their loss differently and it's important to note that we are not making any assumptions about how an employee feels or how they wish to be treated.

This policy aims to outline the support and advice that is available from the company, should an employee need it. It does not form part of any contract of employment or change of terms of employment, and it may be amended at any time.

Definition of Pregnancy Loss

'Pregnancy loss' includes but is not limited to; miscarriage, stillbirth, abortion, ectopic pregnancy, molar pregnancy or neonatal loss. Endeavor understands that there are a range of pregnancy losses which may not be listed specifically in this policy, but all pregnancy loss matters.

Endeavor recognizes that there are local parental and sick leave policies in place in each country, so those policies may take precedent.

Eligibility

The pregnancy loss leave covers full time and part time employees (, their spouse's, registered domestic partner's, or the surrogate's loss of pregnancy. This policy also includes failed adoption matches, adoptions that do not finalize due to legal contestation or failed surrogacy arrangements.

Amount of Paid Leave

All eligible employees who have been affected by a pregnancy loss will receive up to a maximum of 10 days of paid leave. Pregnancy loss leave will with work in coordination with other country-specific bereavement leave benefits, if applicable. Paid leave will be paid at the employee's regular rate of pay.

Procedure for Requesting Paid Leave

Employees can input the time off in Workday as “Paid Bereavement Leave.”. Employees can self-certify, without the need for documentation. If you require a further period of absence, please refer to local sick leave policies that are listed on Workday. Endeavor understands that emotional and physical recovery from a pregnancy loss may differ from person to person, if you feel further time off is required please speak to your HR business partner and consult local Absence Policies.

Additional Support Resources

Employees suffering a pregnancy loss may find it most useful to speak to someone who is specially trained in their specific loss. Endeavor provides access to a confidential counselling service via TELUS Health, our EAP (Employee Assistance Program) partner. You may access services 24 hours 365 days a year by calling TELUS Health’s toll-free helpline. To take advantage of this valuable benefit, visit <https://one.telushealth.com> (username: endeavorUSA | password: endeavor). Or, call [\(844\) 886-8509](tel:8448868509) 24/7 for immediate assistance. You can also reach out to your HR representative or the Benefits team (for U.S., US_Benefits@endeavorco.com; for non-U.S., UK_Benefits@endeavorco.com), in confidence, to understand other support options (i.e., private insurance where available or local support groups).

Returning to Work

Returning to work after pregnancy loss can be incredibly challenging. Employees are encouraged to have an ongoing discussion with their HR business partner and direct manager about necessary adjustments (e.g., phased return to work; reduced working hours on a temporary basis; shift in scheduled time in the office). These should be reviewed on a regular basis to ensure these adjustments continue to meet the needs of the employee.