

## Parental leave

We will listen to different communities with a learning mindset to do what we can to contribute to building a world that is safer and more inclusive.

At Novartis, we celebrate life and recognize moments that matter. One of the most life changing moments our people experience is becoming a parent and welcoming new life into their lives.

All Novartis employees around the world can benefit from a minimum period of 14 weeks paid parental leave following the birth or adoption of a child, effective from their first day of employment.

By offering the same parental leave to all parents, regardless of gender or sexual orientation, we seek to give everyone the flexibility and opportunity to make the choices appropriate for their families.

Michael Wieser shares his experience of becoming a father for the second time, and how paid parental leave has helped him and his wife decide together how best to care for their growing family while being supported by his team in embracing these precious moments.

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