



24th April 2023

AIB expands the range of supports for colleagues experiencing domestic violence

- **Offers ten days fully paid domestic violence leave**
- **Provides five days paid emergency hotel accommodation**
- **Makes AIB security services available to affected employees**

In line with the bank's commitment to provide a work environment that is safe and supportive for all its employees, AIB has expanded the range of practical supports it offers colleagues experiencing domestic violence and abuse including ten days' fully paid leave per year.

The bank also offers affected employees five days paid emergency hotel accommodation; security assistance to ensure their personal safety on the way to, from and at work; counselling services and the option of a salary advance to assist financially where required. Colleagues can also avail of in-house vulnerable customer supports to help ensure their financial independence.

Minister for Children, Equality, Disability, Integration and Youth, Roderic O'Gorman said: "I'm delighted to see AIB taking positive steps to support employees experiencing domestic violence. The Government has made tackling domestic, sexual and gender-based violence a priority, and last month the Oireachtas passed the Work Life Balance Act, which will provide statutory entitlement to paid domestic violence leave.

"We know that the response to domestic violence needs to be an all-of-society approach and that is why it is so encouraging to see large employers like AIB taking the initiative and providing such strong support to their employees."

AIB Chief People Officer Geraldine Casey said: "We welcome the Work Life Balance legislation. As one of Ireland's largest employers, we want to show our commitment to stand with colleagues experiencing domestic violence and to ensure that we are creating a culture that keeps the wellbeing of our people to the forefront. The enhancements to our policy provide important practical supports and build on the resources that we already have in place. Our policy has been informed by the experience of a staff member who was a victim of domestic violence and is now working to improve supports for vulnerable customers. We are committed to continue to play our part to support both colleagues and customers impacted by this sensitive societal issue."

AIB's expanding range of policies for its c. 9,590 colleagues also include several enhancements to our family leave offering over the past year to improve work life balance for our working parents. These include seven weeks fully paid parents' leave, 10 days fertility leave per year for employees undergoing treatment and two days for colleagues whose partners are having treatment, surrogacy leave and compassionate leave for colleagues who experience loss of pregnancy at any stage, regardless of whether it occurs to them, their partner or a surrogate.

Domestic Abuse Support for Customers

AIB also has a range of supports in place for our customers experiencing domestic abuse and has partnered with Women's Aid and the BPFi to heighten awareness around financial abuse. This includes training to enable our customer facing colleagues to recognise the signs and assist customers who may be subject to financial abuse and coercive control. AIB also operates a dedicated Additional Support Helpline which can be contacted Monday to Friday 9am- 5pm by calling 0818 227 056.

Other External helplines / supports include:

- Women's Aid: 1800 341 900 or <https://www.womensaid.ie/>
- Men's Aid Ireland: 01- 5543811 <https://www.mensaid.ie/>
- Safe Ireland: 1800 341 900 <https://www.safeireland.ie/>