



5th October 2023

AIB introduces ten days paid carers leave, expands leave offerings to support its people

- Up to ten days paid leave per annum for staff who provide critical care for a dependent.
- AIB partners with Family Carers Ireland to provide support and training to colleagues.
- Extends existing marriage leave offering of five days leave to significant life events such as moving home or birth of a grandchild.
- Offers up to four weeks paid compassionate leave for colleagues who experience loss of pregnancy at any stage, regardless of whether it occurs to them, their partner or a surrogate.

In keeping with the bank's commitment to provide our people with a supportive workplace environment, AIB is introducing ten days paid leave per annum for employees providing critical care to vulnerable loved ones. AIB is also broadening our five days paid Marriage Leave offering to encompass all significant life events and is offering up to four weeks paid compassionate leave for colleagues who experience loss of pregnancy at any stage, regardless of whether it occurs to them, their partner or a surrogate.

Providing critical care to a vulnerable loved one can bring significant challenges and pressures. AIB is introducing up to ten days paid leave per annum, available to those in a principal caring role providing medical care to a vulnerable dependent, with serious medical needs, be it a child, parent, close friend or neighbour. While the bank has always endeavoured to support its care giving colleagues, this additional measure gives further certainty and recognition to our people as they help those who are closest to them. In addition, AIB has partnered with national charity, Family Carers Ireland through their Caring Employers programme, offering practical supports such as training, webinars and one-to-one crisis support, striving to deliver a work-life-care balance.

Speaking ahead of European Carers Day on Friday 6 October 2023, Jennifer Carroll MacNeill TD, Minister of State for Financial Services, Credit Unions and Insurance, said: "I'm delighted to see AIB taking positive steps to support their employees who are providing essential care to their vulnerable loved ones. Family carers play a huge role in Ireland, and it's so important to see large employers, such as AIB, supporting their workers in what is no doubt a difficult time in their lives."

Catherine Cox, Head of Communications and Policy with Family Carers Ireland said: "Supporting family carers in the workplace has never been more important. The stress of juggling work and care can have a significant impact on a person's wellbeing and performance at work. At Family Carers Ireland, we want to keep family carers in paid employment where possible and to prevent the isolation and financial difficulties that arise when someone has to give up work. There are over 250,000 people balancing paid work with caring in Ireland today so we are delighted to see AIB becoming a Caring Employer member, as they future-proof their workforce and commit to supporting staff with caring current responsibilities alongside those who anticipate becoming family carers."

AIB's Deputy Chief People Officer, Dave McCormack said "We are delighted to further enhance our range of workplace supports to help our 9,500 colleagues manage their career at various life stages and through different life events. I am particularly proud that AIB is at the fore of Irish employers in introducing ten days paid carers leave, in recognition of the vital and valuable work of carers and the

contribution they make to society. We worked with Family Carers Ireland and the Financial Services Union in developing these supports, as we wanted to ensure that we give colleagues the right supports and flexibility to help them thrive in their careers.”

Today’s announcements follow the implementation of supports for 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.

AIB also offers seven weeks fully paid parents’ leave; ten days paid fertility leave per year for employees undergoing treatment; two days paid leave for colleagues whose partners are having treatment; and paid surrogacy leave that mirrors its maternity leave offering of 26 weeks.

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