F4S: Enhanced Maternity Policy

Eligibility for enhanced maternity package

Employees who have been continuously employed for at least 26 weeks before the start of the 15th week prior to their expected due date.

Enhanced maternity pay provision.

- 6 weeks full pay (in excess of the statutory rate, which is 90% of earnings).
- 12 weeks at half pay plus lower rate Statutory Maternity Pay (SMP) (*from 6 April 2025, this is set to increase to £187.18 per week*).
- 21 weeks at lower rate SMP only or 90% of earnings, whichever is lower.

Return to work following maternity leave

Employees are required to return to work for F4S for a minimum period of six months but a phased return to work can be arranged. If an employee chooses not to return or leaves before completing this period, F4S is able to request repayment of a proportionate amount of the enhanced maternity pay received.

Worked Example for an Employee on £40,000 per Annum

An employee earning £40,000 per year has a weekly salary of £769.23.

Period	Payment Details	Weekly Amount	Total Amount
Weeks 1–6	Full pay (100% of salary)	£769.23	£4,615.38
Weeks 7–18	Half pay (£384.62) + SMP (£187.18)	£571.80	£6,861.60
Weeks 19–39	SMP only (£187.18)	£187.18	£3,930.78
Total	Total maternity pay over 39 weeks		£15,407.76

This policy applies to all eligible employees and is subject to periodic review by the Remuneration Committee.