

[27.04.20] **PRESS RELEASE**

THE TF1 GROUP IS COMMITTED TO PARENTALITY AND DURATION OF WELCOME LEAVE

Because it is a fervent defender of equality between women and men in the workplace, the TF1 Group is working beyond the law to reduce professional inequalities concerning parenthood.

The TF1 Group is proud to announce the harmonization of the duration of childcare leave to allow all parents, women or men, heterosexual or homosexual, to benefit from leave to care for their biological, adoptive, AHR or gestational surrogacy born child.

This decision is part of a strong desire to promote the company as the place of equity in the treatment of women and men; and it starts with the arrival of a child.

In plain terms,

- Initially set at 11 calendar days, **the paternity leave, renamed "second parent's leave"**, is extended to 4 weeks (i.e. 20 working days). It includes the days granted for the birth, regardless of the gender of the second parent.
- **The leave of the parent with primary responsibility for the child** (including the one born by AHR or GS) is set at 16 weeks. This applies to any biological or adoptive parent, of different or same sex as his/her spouse, and to single parents.
- **Adoption leave** is extended by a further 6 weeks which can be taken to prepare for the child's arrival at home.



Arnaud BOSOM, Executive Vice President HR and CSR says : *"The most important thing is to offer a child the best possible conditions in his or her home, whatever the context of his or her birth, arrival and family background. The company wishes to provide the best possible support to all parents with the greatest possible fairness. This is my wish, our duty, and our social responsibility. »*

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