

# Leave policy overview

At Royal London, we value the balance between home and work life. Our enhanced holiday entitlement and other types of leave are there to support your health and wellbeing. We encourage all colleagues to take regular breaks and holidays.

We can also support you with reasonable time off work to deal with other situations which may arise.

## Who it's for

This policy is for colleagues wishing to explore their leave options to help promote a healthy work-life balance.

## What you need to know

Our leave policy covers various types of leave, including holidays, bank holidays and special types of leave to support your work-life balance and personal circumstances.

The leave types in our policy can be either paid or unpaid, depending on the specific type of leave.

Leave entitlements are pro-rated for new joiners and colleagues who work part-time.

## Works for you

### Holiday entitlement

You're entitled to 28 days of annual leave and ten public holidays, with the option to buy or sell up to five extra days per year. You can also carry over up to five days.

### Extra leave to support you

Other types of leave like bereavement, special support and grandparent's leave are available.

### Life goals and public duties

We offer sabbatical leave and time off for sustainability activities and leave for colleagues representing their country in sporting events.

