

01 July 2019

POLICY DIRECTIVE IN RESPECT PATERNAL LEAVE BENEFITS (AM INVEST LEAVE POLICY version 2.00)

In line with the Labour law amendment bill/Government Gazette no. 42062, the organization has resolved on the following amendments to the Leave Policy:

1. Extension of Paternal Leave:

- An entitlement of 10 consecutive days per cycle.
- The employee will have to give at least one month's written notice of the date of the expected birth of the child, when the leave is due to commence and when the employee will return to work.

2. Addition of 'Adoption Leave' to the leave policy:

- A single adoptive parent of a child below the age of 2 years is entitled to 10 consecutive weeks leave.
- If there are two adoptive parents employed by the organization, then 10 consecutive leave days apply to one parent.
- Leave may commence on the date when the adoption order is granted.

The adoption leave applications will follow the same process as other types of leave applications as stipulated in the Leave policy.

The above directive is applicable upon date of approval.

SUPPORTED BY:



LINDA CELE
CHIEF EXECUTIVE OFFICER (AMCE)

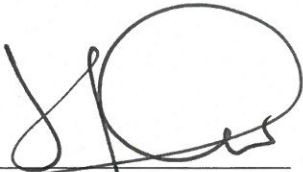
16/08/2019
DATE



PRUDENCE SIBUYI
CHIEF EXECUTIVE OFFICER (AM LUXURY)

20/08/2019
DATE

APPROVED BY:



AUSWELL MASHABA
EXECUTIVE CHAIRMAN

28/09/17
DATE