



DIAGEO INDIA ANNOUNCES EQUAL PARENTAL LEAVE FOR ALL EMPLOYEES: INTRODUCES 26-WEEK PATERNITY LEAVE

The "Family Leave Policy" which encompasses surrogacy, adoption, and biological conception, is applicable to all eligible employees, irrespective of gender or sexual orientation.

National, 2nd August 2021: Diageo India announced a "Family Leave Policy", as part of its commitment to build a diverse and inclusive workplace culture. The "Family Leave Policy" offers all eligible employees a 26-week parental leave, comprising all benefits and bonuses, irrespective of gender or sexual orientation. This policy takes into consideration surrogacy, adoption, and biological conception. The Family Leave Policy is yet another step by Diageo India in fulfilling its ambition of supporting gender equality and creating a fully inclusive and diverse workforce. It aims to eliminate any perceived hurdles to career progression.

Effective 30th July 2021, this policy is applicable to all new parents, and can be availed by new fathers anytime within 12 months of the birth/ adoption of the child, thereby allowing the mother to better manage her career as well as other priorities. Through this comprehensive and flexible policy, Diageo India intends to challenge conventional norms associated with motherhood, such as the "primary-caregiver". Every employee is encouraged to equally focus on the joy of raising a new family; while continuing to thrive at work, ensuring that they can spend quality time and bond with their child.

Commenting on the new policy, **Aarif Aziz, Chief Human Resources Officer, Diageo India** said, *"At Diageo India, championing inclusion and diversity is central to our purpose of celebrating life, every day, everywhere. Our new "Family Leave Policy" is testament to this purpose. With the introduction of this policy, we recognize that all employees, regardless of gender or sexual orientation deserve an equal opportunity to avail of paid parental leave to cherish time with their new family. We believe that this will pave the way to greater equality, and talent is retained and nurtured. We take immense pride in being one of the few companies in India to introduce such a policy, and hope it soon becomes an industry norm."*

In addition to parental leave, the "Family Leave Policy" offers Diageo India employees a host of other benefits and opportunities to enable them to optimize their career goals and ambitions, as well as personal lives. This includes 26-weeks maternity leave, flexible working hours, creche allowance, maternity, and surrogacy coverage, up to 10-weeks leave in the unfortunate event of miscarriage, and many more benefits.

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ABOUT DIAGEO INDIA

Diageo India is the country's leading beverage alcohol company and a subsidiary of global leader Diageo plc. The company manufactures, sells, and distributes an outstanding portfolio of premium brands such as Johnnie Walker,

Black Dog, Black & White, VAT 69, Antiquity, Signature, Royal Challenge, McDowell's No.1, Smirnoff and Captain Morgan.

Headquartered in Bengaluru, our wide footprint is supported by a committed team of over 3500 employees, 49 manufacturing facilities across states and union territories in India, a strong distribution network and a state-of-the-art Technical Centre.

Incorporated in India as United Spirits Limited (USL), the company is listed on both the National Stock Exchange (NSE) and Bombay Stock Exchange (BSE) in India. For more information about Diageo India, our people, our brands, and performance, visit us a www.diageoindia.com. Promoting responsible consumption of alcohol is at the core of our business.

Visit Diageo's global responsible drinking resource, <http://www.DRINKiQ.com>, for information, initiatives, and ways to share best practices.

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