



## Paid Parental Leave Policy

### Policy Summary

Newell Brands, Inc. and its subsidiaries (the “Company”) supports its employees and their families by providing paid leave for new parents.

### Eligibility

All U.S. full-time employees who, on or after their 90<sup>th</sup> day of service:

- have given birth to a child
- are the non-birth parent of a newborn child
- have adopted a child under the age of 18

### Policy Specifics

#### Types and Amount of Leave

##### **Maternity Leave**

When you give birth to a child, you are entitled to 8 weeks of leave for birth and related recovery and 4 weeks of leave for bonding with the newborn child, for a total of 12 consecutive weeks of 100% paid maternity leave.

##### **Parental/Adoption Leave**

If you are the non-birth parent of a newborn child or a newly adoptive parent, you are entitled to 4 weeks of 100% paid parental/adoption leave for bonding with the newborn or newly adopted child.

In cases where both parents are employees of the Company and both are eligible for leave under this Policy, each parent will be entitled to take their full leave under this Policy.

#### Use of Time

Maternity leave must be taken at the time of the birth of the child.

Parental/adoption leave must be taken within 12 months of the date of birth or adoption of a child.

All paid parental leave must be taken consecutively, unless otherwise approved by Human Resources.

If a designated Company holiday falls within your paid parental leave, that holiday will be counted as parental leave rather than holiday pay. Holidays do not extend the duration of the parental leave period.

#### Pay and Benefits

Leave under this Policy will be paid based on your standard, current rate of pay. Shift differentials will be included, but other forms of premium pay or overtime will not affect or be included in paid leave under this Policy.

Leave under this Policy does not count as “hours worked” for purposes of calculating overtime pay.



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The Company will maintain your health coverage and other benefits (generally speaking, subject to the terms of the benefit plans themselves) while you are on leave under this Policy as if you are actively working. Your share of the premium will be collected via payroll deduction.

### State Leave Laws

Some states may have laws that require greater employer-paid benefits than those set forth in this Policy, and the Company will comply with state law where it is more generous than this Policy.

Some states have paid disability and/or paid family bonding leave programs, administered by the state itself, that employees and/or the Company contribute to. In those states, **employees are required to file for benefits through the state in addition to filing for paid parental leave benefits with Newell. To the extent permitted by law, this Policy is not intended to result in duplicative paid time off after the birth or adoption of a child.**

**Your parental leave benefits under this Policy will be offset by any amount you receive or are entitled to receive under a state disability/paid leave plan.** State benefits must run concurrent to your Newell parental leave and in some cases, you may be eligible for state leave benefits that extend beyond the Newell parental leave. State benefit amounts vary by state but are based upon a percentage of your earnings. You must file directly with the state. Failure to comply with the required employee actions may result in a delay in the processing of your pay during your leave period.

***When applying for benefits with a state, you must indicate that your employer only pays for parental leave over and above the state provided benefits or that you are only receiving pay that represents the difference between regular wages and state leave benefits. Do not indicate that you receive 100% of pay from your employer or you will be denied benefits from the state.***

### FMLA

If you are eligible for leave under the Family and Medical Leave Act (FMLA), paid leave under this Policy will run concurrently with leave under the FMLA. If you are eligible for parental/adoption leave under this Policy, as well as FMLA leave, you may take additional, unpaid leave under the FMLA after using your 4 weeks' paid leave. Refer to the FMLA Policy for details regarding eligibility and processes for obtaining FMLA leave.

### Scheduling Leave

You should notify your supervisor in writing 30 days in advance of your need to use leave under this Policy. You also should contact the Company's Leave Administrator by phone or online. Follow the instructions provided for the applicable system.

The Company may request that you submit supporting documentation to take leave under this Policy.



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### Key Terms and Definitions:

Term	Definition
Non-birth parent	The parent who did not give birth to the child for whom leave is sought; may include spouses, Domestic Partners, or adoptive parents
Domestic Partner	A domestic partner of the same or opposite sex as the employee who either (1) is registered under the state or municipal domestic partner registry as the domestic partner of the employee, or (2) meets the following criteria: (a) is 18 years of age or older and mentally competent to enter into a legal contract, (b) not related by blood closer than would bar marriage under applicable law where the domestic partner and employee reside, (c) is not married to, or the domestic partner of, another person under federal, state, or common law, (d) resides together in the same permanent residence as the employee and shares the common necessities of life, has done so for at least six months, and intends to do so indefinitely, and (e) is jointly responsible with the employee for the financial obligations and welfare of the household.

### Process for Exceptions

The Company expects no exceptions will be needed to the Paid Parental Leave Policy. Exceptions to this Policy will only be considered in extreme and exceptional cases. A request for an exception should be documented in writing and state a reasonable, justifiable and legitimate business need. Such request for an exception should be made to your Vice President of Human Resources. Routine exception requests are discouraged.

### Corrective Action for Non-Compliance

Failure to comply may result in corrective action and enforcement subject to local legal requirements.

Questions about this Policy should be directed to the Company's Leave Administrator.

The Company's intent is to comply with all controlling national, federal, state, and local laws, rules, regulations and ordinances. If any portion of this Policy conflicts with any such law, the controlling law applies. Newell may modify, revise, amend or delete its policies and procedures in whole or in part, with or without notice, as it deems necessary or appropriate and/or to comply with changes in the law. This Policy is not intended, nor should it be construed, as a guarantee or promise of employment for any specific length of time, or to create a contract of employment or other contractual rights.



## Paid Parental Leave Policy

A handwritten signature in black ink, appearing to read "Tracy Platt", written over a horizontal line.

Tracy Platt  
Chief Human Resources Officer

**Effective Date:** January 1, 2025; previous effective date January 1, 2023

**Policy Owner:** Director, Benefits

**Executive Sponsor:** Chief Human Resources Officer