

## Maternity leave policy

LTIMindtree's Maternity leave policies is designed to provide time off from work for expecting and new mothers to take care of themselves and their newborns.

The Maternity leave policy is applicable to Pregnant employees who are eligible for maternity benefits. The eligibility is defined as per the Maternity Benefit Act – to be eligible for the benefits as per this Act, the expectant employee must have worked for at least 80 calendar days in the last 12 months preceding the expected date of delivery. As per the Maternity Benefit Act, the employee is eligible for 26 weeks (182 Calendar Days) – inclusive of all weekly offs and paid holidays, out of which not more than 8 weeks can precede the date of confinement.

Policy defines the leave eligibility in the event of a miscarriage, medical termination of pregnancy, Tubectomy, leave eligibility for a commissioning mother or a surrogate mother.

The policy also specifies the documents one needs to submit for availing the leaves.

### About LTIMindtree

LTIMindtree is a global technology consulting and digital solutions company that enables enterprises across industries to reimagine business models, accelerate innovation, and maximize growth by harnessing digital technologies. As a digital transformation partner to more than 700 clients, LTIMindtree brings extensive domain and technology expertise to help drive superior competitive differentiation, customer experiences, and business outcomes in a converging world. Powered by 84,000+ talented and entrepreneurial professionals across more than 30 countries, LTIMindtree — a Larsen & Toubro Group company — combines the industry-acclaimed strengths of erstwhile Larsen and Toubro Infotech and Mindtree in solving the most complex business challenges and delivering transformation at scale. For more information, please visit <https://www.ltimindtree.com/>