



THE BANK OF NOVA SCOTIA GUYANA

MEDIA RELEASE

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Scotiabank expands parental leave benefit for employees.

Scotiabank Guyana has implemented an expanded parental leave policy, resulting in increases in maternity and paternity leave for employees.

The enhanced benefit was introduced in August 2022 includes the following major changes, making Scotiabank the first in the local industry to introduce these:

- Maternity Leave has moved from 13 weeks to 16 weeks
- Paternity Leave has moved from 5 days to 4 weeks
- Eligibility for Adoption & Gestational Surrogacy

“Our people are our most important asset. We believe that for our people to bring their very best selves to work, we have an important role to play in supporting employee physical, mental, and financial health – including when employees are growing their families” commented Nafeeza Gaffoor - Country Manager, Scotiabank Guyana.

“This change has come about as a result of a new global standard for parental leave across all Scotiabank’s markets provides a consistent vision on how employees should be supported when welcoming a new child, regardless of which country they are located” she continued.

Some of the other recent actions Scotiabank Guyana has implemented as part of its commitment to employees:

- LifeSpeak Total Wellbeing Platform was launched, aimed at providing employees with easily accessible tools to increase the wellbeing support available to both employees and their immediate families. LifeSpeak is a fully virtual 24/7 platform.
- Leadership Development through iLEAD - Scotiabank’s global leadership development programme, helping to enhance the skills of our people leaders.
- Advancing gender equality in the workplace – we are committed to being an inclusive employer, an advocate for women and to removing barriers to succeeding at work. Women make up 72% of our employee base and 66% of our leadership team are women.

About Scotiabank

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