



HELLA introduces new parental leave policy for its US locations

New policy for parents allows more time and flexibility for all family types including childbirth and adoption

Northville, 10 September 2021. Automotive supplier HELLA has launched new parental leave policies for its US-based locations, inclusive for parents of all kinds. These new policies give parents the freedom to spend more time with their newborn and focus on their personal health. Previously, HELLA did not have a defined parental leave policy, and any time away from work was covered under the Family and Medical Leave Act (FMLA) which states that a company is only required to hold the position for twelve weeks. Now, after the birth or adoption of a child, HELLA's new policy allows up to 14 weeks of paid leave to new mothers and an additional twelve weeks for part-time working capacity with 50 percent pay. For new fathers, a Paternal leave policy was created, allowing two weeks of paid leave after the birth or adoption of a child. With the new policy, HELLA is one of the very few automotive companies in the United States with such an extensive policy.

“We are excited to share the policy with our new and future parents. HELLA cares about its employees and we want to approach this topic with a flexible attitude, understanding that new parents are facing many challenges when welcoming a child into their life” said Luis Vidal, Vice President of Human Resources for North and South America at HELLA. “HELLA is positioning themselves as an employer of choice with this policy and pulling them away from just an industry standard company”

It is rare to have 14 weeks of full pay for maternity leave in the United States. In addition to the comfort of 14 weeks, mothers have the option to return to work at a comfortable, part time pace, allowing for a slow adjustment, keeping physical and mental health a high priority. First time mother Carissa Silas said “This new policy is just one example of how HELLA puts its employees first, they truly saw the stress of a working mom and did what they could to support being stress free while having a new baby.”

PRESS RELEASE



Along with the favorable policy, new mothers are surrounded by support in our building as well. Mothers have full time access to a safe and private room for self-care needs including breastfeeding. This room is complete with a fridge for storage and a chair, so that mothers stay safe and comfortable when they return to work.

Please note: This text and corresponding photo material can also be found in our press database at: www.hella.com/press

HELLA GmbH & Co. KGaA, Lippstadt: HELLA is a global, family-owned company listed on the stock exchange, with over 125 locations in some 35 countries. With preliminary currency and portfolio-adjusted sales of € 6.5 billion in fiscal year 2020/2021 and more than 36,000 employees, HELLA is one of the world's leading automotive suppliers. HELLA specialises in innovative lighting systems and vehicle electronics and has been an important partner to the automotive industry and aftermarket for more than a century. Furthermore, in its Special Applications segment, HELLA develops, manufactures and sells lighting and electronic products for specialist vehicles.

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