Maternity Leave Policy:

Objective: Support pregnant employees by guaranteeing them the right to leave work for childbirth without loss of employment and salary.

Duration: Maternity leave will last for 120 days and may be extended by an additional 60 days under the Citizen Company program.

Start: Leave can begin within the period of 28 days before delivery and up to the date of the child's birth.

Remuneration: During maternity leave, the employee will receive their full salary.

Return to Work: After the end of the leave, the employee has the right to return to their position or an equivalent one, with a guarantee of remuneration and benefits.