



9. Time Off For Dependents

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Employees are entitled to take reasonable unpaid time off to deal with sudden or unexpected problems with a dependant. A dependant is a partner, child or parent who lives with the employee as part of his or her family or any other person who reasonably relies on the employee for assistance. Reasonable time off will be granted in the following circumstances:

- For the birth, sickness, injury or death of a dependant;
- To make arrangements for the care of a sick or injured dependant or to make arrangements to deal with an unexpected disruption to care arrangements; and
- To deal with an unexpected incident involving the employee's child during school hours.

The right is only to deal with emergencies and to put care arrangements in place. This means that in the case of a dependant's illness, for example, the employee is not entitled to time off for the duration of the dependant's illness.

Employees are required to inform the Company as soon as practicable of their absence, the reason for it and how long they expect to be away from work. There is no minimum service period for an employee to qualify for this right