

# Early Pregnancy Loss

At Bank of Ireland, we recognise that miscarriage or pregnancy loss at any stage is difficult and we seek to support you during this difficult personal time.

## Where do I find the information on Early Pregnancy Loss Supports?

All of the Early Pregnancy Loss documentation can be found on Insite, please [click here](#)

## What is Early Pregnancy Loss Supports?

The Group's Bereavement Leave Policy specifically provides for Early Pregnancy Loss.

Bereavement Leave as a result of Early Pregnancy Loss is available to all expectant parents:

- Five days standard Bereavement Leave
- Up to 10 additional days to be taken at the time of bereavement or within 12 months.

The Early Pregnancy Loss Support applies to all colleagues of the Group. The Support applies to all expectant parents who suffer a miscarriage or pregnancy loss before the 24th week of pregnancy. In the event of a miscarriage or pregnancy loss post the 24th week, the expecting parent is entitled to Maternity Leave.

## Am I paid during Early Pregnancy Loss leave?

Yes, you retain all employment rights including pay during Early Pregnancy Loss Leave.

## How will this leave be recorded?

Your People Manager will record your leave as Bereavement Leave through the [Absence Recording Tool](#).



## What supports are available to me?

- [Here For You 24/7](#)
- [My Financial Wellbeing](#)
- For People Manager queries, please contact [employeerelations@boi.com](mailto:employeerelations@boi.com)
- For colleague queries, please submit your query on the [People Portal](#), or contact the [Family Network](#)
- For all other Family Matters related policies please visit the [Family Matters Hub](#)