



## Media Release

**31 January 2018**

### **KCGM announces increases to Parental Leave**

KCGM has announced that its Parental Leave Procedure has been changed, with employees now eligible to 14 weeks parental leave, a significant increase from the previous 6 week entitlement.

The changes align with Joint Venture Owner Newmont and have been driven by the Parental Support team within KCGM's Business Resource Group (BRG<sup>1</sup>). With a focus on inclusion and diversity, the BRG's Parental Support team Chairperson Tim Kirkland said the change was a great accomplishment for the group.

"The update in procedure will be instrumental in supporting and retaining current KCGM employees, as well as in attracting new employees to our business," Mr. Kirkland said.

"The Parental Support group's mission is to improve parental support for all employees. We also work with those currently on parental leave to assist them in keeping connected with the business and ensure a smooth transition back to work."

"This increase in parental leave entitlements marks a really positive step for KCGM."

The revised procedure will apply for parental leave where the birth or placement of the child occurs on or after January 1 2018. Partners are eligible for 5 days of spousal leave. KCGM and the BRG will mark the changes with site celebrations to be held in mid-February.

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<sup>1</sup> BRGs are employee led and executive sponsored groups that champion Inclusion and Diversity at Newmont.