

Parental Leave Policy

Introduction

A new child brings excitement, changes, and new responsibilities, so Chemours offers eligible U.S. employees a Parental Leave benefit. This benefit gives eligible employees up to one hundred sixty (160) hours* of paid time off to bond with their new child within the first twelve (12) months following birth or adoption.

The birth or adoption of the child must take place on or after January 1, 2019.

** In cases where the employee's regular work week is less than 40 hours, the number of hours of paid time off shall be prorated to the number of hours in his/her regular workweek.*

Section 1 – Scope

All regular U.S. Chemours employees are eligible for Parental Leave benefits beginning with employee's first day of employment.

Section 2 – Definitions

Parent – An eligible parent is defined as a birth mother, father, spouse, or a new adoptive parent who is the primary caregiver. An individual who adopts a spouse's child(ren) is not eligible for the Parental Leave benefit.

Primary Caregiver – A primary caregiver is defined as someone who has primary responsibility for the care of a child through birth or adoption. Note: If both parents work for Chemours, both are eligible for this benefit, however, the paid leave must be taken at a different time from one another because only one parent can be designated as a primary caregiver at a time.

Section 3 – Responsibility and Authority

Not Applicable

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Section 4 – Policy

Beginning January 1, 2019 Chemours will provide up to one hundred sixty (160) hours* of 100% paid parental leave to the eligible parent who is the primary caregiver of the child born or adopted on or after January 1, 2019. Parents who experience multiple births or adoptions in a single event are not eligible for an increase in the duration of leave.

- The amount of the benefit will be based on current base salary rate and determined by standard hours/full-time equivalent of the position.
- The leave can be taken all at once or in increments, with manager approval.
- Paid parental leave is available to employees in addition to their vacation and any other paid time off.
- The parental leave of absence is separate from disability leave of absence. Birth mothers who are on an approved disability leave can take parental leave after disability leave ends.
- Parental leave will run concurrently with unpaid leave under FMLA.
- Payment for parental leave will be paid through Chemours payroll on regular payroll dates.
- Upon termination of employment, employees are not eligible for payment of any unused parental leave.

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Eligibility

The employee must also meet one of the following criteria:

- Has given birth to a child
- Be a spouse of a woman who has given birth to a child
- Has adopted a child who is 17 years old or younger

Process

Employees must discuss the need for parental leave with their managers and record the absences in the applicable timekeeping system.