

Parental Leave Policy: Denmark

Introduction

In Denmark, parental leave is regulated by the Danish Parental Leave Act, which establishes employees' statutory rights in connection with pregnancy, birth, and adoption. In addition to statutory rights, companies may offer supplementary benefits.

This policy outlines the parental leave terms applicable at JOE & THE JUICE A/S and applies to all employees who are not covered by the current collective agreement between JOE & THE JUICE and 3F.

Employees are encouraged to review their statutory rights under the [Danish Parental Leave Act](#).

Employees with 12 months of seniority

To be eligible for parental leave with full salary under this policy, an employee must have commenced their 12th month of continuous employment at the expected date of birth of the child.

Payment of salary during parental leave is conditional upon JOE & THE JUICE being entitled to reimbursement under the applicable parental benefits scheme.

Primary Parent (Birth-giving parent)

- Pregnancy leave can begin up to **4 weeks before the expected due date** and is paid at full salary. If the baby is born earlier than expected, any remaining pregnancy leave will end at the time of birth. If the baby is born after the due date, pregnancy leave cannot be extended beyond the 4 weeks before birth. Any additional time beyond the due date will be paid according to the rules of Udbetaling Danmark
- Following birth, the primary parent is entitled to **up to 21 weeks** of leave with full salary. The 21 weeks must be used within the baby's first year (52 weeks after birth).

Secondary Parent (Co-parent)

- The secondary parent is entitled to 2 weeks of earmarked "Fædreorlov" with full salary.
- And up to 13 weeks of additional leave with full salary.

Additional leave as defined in the Danish Parental Leave Act is not covered by this company policy. During the additional leave, the employee may apply for parental leave benefits from Udbetaling Danmark. When salary payments from JOE & THE JUICE end, the company will notify the municipality. The employee will then receive further instructions via e-Boks regarding the continuation of parental leave benefits.

Employees with less than 12 months of seniority

Primary Parent (Birth -giving parent)

As the birth-giving salaried employee, you are entitled to:

- Half pay for 4 weeks before the expected due date
- Half pay for 14 weeks after birth

If half pay from the company is lower than the maternity benefits to which you are entitled, you may receive supplementary maternity benefits from Udbetaling Danmark. Contact them through Borger.dk (Maternity and Parental leave).

Secondary Parent (Co-parent)

As a salaried employee who is a father or co-mother, you are not entitled to salary during parental leave from JOE & THE JUICE under the Danish Salaried Employees Act. However, you may be entitled to parental benefits from Udbetaling Danmark.

When do you need to notify us?

Primary Parent (Birth-giving parent)

3 months before expected birth:

The birth-giving parent must notify their manager of the pregnancy and expected date of birth, and whether she wishes to make use of the right to 4 weeks of leave before birth.

4 weeks before expected birth:

The birth-giving parent must notify if up to 8 weeks of leave should be transferred to the co-parent. If leave is transferred, we need information when the birth-giving parent returns to the workplace during this period.

6 weeks after birth:

The birth-giving parent must notify the employer when they plan to resume work. The birth-giving parent must also inform the employer if they wish to postpone up to 5 weeks of leave (statutory postponed leave).

Secondary parent (co-parent)

4 weeks before expected birth:

The co-parent must notify whether they will take the two weeks of earmarked leave and whether they will take additional leave following the two weeks of "fædreorlov", as well as which periods they will be present at the workplace.

6 weeks after birth:

The co-parent must notify when co-parent will take leave from week 11 onwards, and thus which periods the employee will be present at the workplace. The co-parent must also notify if they wish to postpone up to 5 weeks of leave (statutory postponed leave).

Parental leave plan

- To enable appropriate workforce planning, the employee must submit a parental leave plan to their manager and HR in accordance with the deadlines stated above.
- The parental leave plan must be submitted by email to the employee's manager, with Peopleexperience@joejuice.com in copy.
- The parental leave template must be used, which can be found [here](#).
- Leave must be taken in full weeks.
- The agreed leave plan may be interrupted by a maximum of two times during the leave period.
- Once approved, the leave plan cannot be changed.

Special cases

If you are expecting more than one child, are adopting, are a single parent, or wish to make use of the rules on transferring leave to social parents, special rules may apply to you that are not described in this policy. In such cases, please contact HR for a more detailed discussion of your rights and obligations.

Pregnancy-related illness

Pregnancy is not an illness; however, in some cases, pregnant employees may need to be fully or partially signed off sick. If your doctor places you on sick leave due to your pregnancy, you must inform your manager with a copy to Peopleexperience@joejuice.com.

You will continue to receive your salary as usual during your sick leave.

In Denmark, any type of sick leave must be reported to the municipality. You will therefore be contacted via e-Boks by the municipality's sickness benefit office with instructions on any actions you need to take. This may include, for example, confirming the information we have reported regarding your illness or submitting a medical certificate.

It is important that you carefully follow the instructions from the municipality and respond within the given deadlines. Failure to do so may result in the company not receiving reimbursement from the authorities. In such cases, the company may suspend payment of salary until the matter has been resolved.