

# SUSTAINABLE DEVELOPMENT GOALS

## 5 GENDER EQUALITY



**5.6.9 Have a paternity policy that supports women's Participation by ensuring that fathers can participate in childcare duties.**

**Yes**

Yes, UBT supports gender equality and promotes a balanced approach to family responsibilities by offering paternal leave in accordance with Saudi Labor Law. Fathers are granted five days of paternity leave following the birth of a child, allowing them to support their spouses and participate in childcare duties during this important time. This policy reflects UBT's commitment to fostering an inclusive and supportive work environment that encourages active parental involvement from both mothers and fathers. By adhering to this standard, UBT helps ensure that childcare responsibilities can be more equally shared, promoting female workforce participation and contributing to a more balanced work-life dynamic for families ( See evidence No. 1 Maternal and Parental Policy .

