



## BREASTFEEDING POLICY

*Applicable to Curlew Capital, all its subsidiaries and funds managed*

*Applies To: All employees, interns, and contractors*

### 1. Purpose

Curlew Capital is committed to supporting the health and wellbeing of all employees. This policy outlines our commitment to supporting breastfeeding mothers returning to work, ensuring compliance with UK legislation and promoting an inclusive and family-friendly workplace.

### 2. Legal Framework

This policy complies with:

- **The Equality Act 2010** (protects against discrimination related to breastfeeding)
- **Health and Safety at Work etc. Act 1974**
- **Management of Health and Safety at Work Regulations 1999**
- **ACAS Guidance on Supporting Parents**

### 3. Notification

Employees who intend to continue breastfeeding or expressing milk upon returning to work should notify their line manager or HR at least **two weeks** prior to their return. This allows the company to make necessary arrangements to support their needs.

### 4. Risk Assessment

Upon notification, a **workplace risk assessment** will be conducted to:

- Ensure the employee's role does not pose risks to breastfeeding
- Identify and mitigate any environmental risks (e.g., exposure to chemicals, long hours without breaks)

### 5. Breaks and Facilities

Employees who are breastfeeding or expressing milk are entitled to:

- **Reasonable rest breaks** during the day to express milk or breastfeed, these are to be agreed with the employee's line manager.
- **Access to a private, clean, and comfortable room** (not a toilet) for breastfeeding or expressing
- **Secure storage** (e.g. fridge) for expressed milk



Curlew Capital will ensure appropriate facilities are available and maintained for this purpose. Employees working at the **91 Wimpole Street office** are able to use a suitable space in the changing rooms to express or request an available meeting room free of charge from the FORA building team for more privacy. Expressed milk can be stored in the fridges in each floor's kitchen area.

## **6. Flexibility and Support**

Where feasible, flexible working arrangements will be considered, including:

- Phased return to work
- Remote working
- Adjusted start and finish times

Managers will maintain open, supportive communication to accommodate individual needs while balancing operational requirements.

## **7. Confidentiality**

All personal information regarding an employee's breastfeeding status will be treated **confidentially** and in accordance with our Data Protection Policy.

## **8. Awareness and Training**

Managers and HR staff will receive appropriate guidance to support breastfeeding employees respectfully and in line with legal obligations.

## **9. Policy Review**

This policy will be reviewed annually or in response to legal or organisational changes.

**Paul Oliver**  
CEO