



## BEREAVEMENT LEAVE POLICY

The purpose for the Bereavement Leave Policy is to support employees of Vontier in the event of the death of an employee's immediate or extended family member or household member.

To be eligible under this Policy, the employee must be:

- a full-time, employee (working at least 20 hours per week); and
- actively employed or on an approved leave of absence (excluding any leave where the employee is receiving Workers Compensation or Long-Term Disability payment) when the death of an Immediate Family Member or Extended Family Member, occurs.

Eligible employees approved to take Bereavement Leave are eligible for the number of days of paid leave set forth below ("**Bereavement Leave**").

**Immediate Family Members:** For the death of an Immediate Family Member, eligible employees **may request up to 5 days (not to exceed 40 hours) of paid Bereavement Leave** following the death of the Immediate Family Member. Immediate Family Members are defined as:

- Spouse or Domestic Partner
- Child (including child of Domestic Partner)
- Mother or Father
- Brother or Sister
- Step-Parent
- Step-Child

**Extended Family Members:** For the death of an Extended Family Member, employees **may request up to 3 days of paid Bereavement Leave** following the death of the Extended Family Member. Extended Family Members are defined as:

- Grandparent (including those of Spouse/Domestic Partner)
- Grandchild (including those of Spouse/Domestic Partner)
- Brother or Sister-In-Law (including those of Spouse/Domestic Partner)
- Mother or Father-In-Law (including those of Spouse/Domestic Partner)
- Aunt (including those of Spouse/Domestic Partner)
- Uncle (including those of Spouse/Domestic Partner)
- Cousin
- Niece/Nephew

Vontier will maintain all benefits for employees during the bereavement leave period as if they were actively at work, and applicable benefit deductions will be withheld from employee's bereavement leave payments.

Employees who take paid bereavement leave will continue to accrue paid time off while on bereavement leave.

Upon return from Bereavement Leave, employees are generally entitled to return to their position or to an equivalent position with equal benefits, pay and other terms and conditions of employment, subject to any applicable exceptions.

Unless otherwise provided by applicable law, a Bereavement Leave will run concurrently with, and will be integrated with and offset by, any other applicable leave or benefits for which the employee may be eligible under any



programs mandated by federal, state or local law, and any benefits provided by Vontier or pursuant to a Vontier-sponsored disability program or any state or local disability program.

#### **Requests for Bereavement Leave**

**Employees must contact Unum at 866-860-2063.** In addition, employees must notify their manager of Bereavement Leave as soon as practicable under the facts and circumstances, generally the same day or the next business day after the employee learns of the need for Bereavement Leave. Failure to provide notice within the timeframes specified in this Policy may be grounds for delay or denial of Bereavement Leave and may result in adverse employment actions, unless otherwise provided by applicable law.

Vontier will comply with all federal, state and/or local laws as they pertain to the Bereavement Leave benefit.



## **ADDENDUM — ILLINOIS CHILD BEREAVEMENT LEAVE**

Illinois employees may take unpaid leave under the Child Bereavement Leave Act in the event of the death of the employee's son or daughter (including biological, step, foster, or adopted child, a legal ward, or where the employee has standing of in loco parentis). To be eligible, the employee must (i) have worked at the Company for at least one year (need not be consecutive), (ii) worked at least 1250 hours during the 12 months immediately prior to the beginning of the leave, and (iii) work at a location with 50 or more employees at the facility or within a 75-mile radius. Employees are eligible to take up to 2 weeks (10 working days) of unpaid child bereavement leave to (i) attend the funeral or alternative to a funeral of a child, (ii) make arrangements necessitated by the death of a child, or (iii) grieve the death of a child. The leave must be completed within 60 days after the date on which the employee receives notice of the death of the child.

In the event of the death of more than one child in a twelve (12) month period, an employee will be provided additional unpaid leave. However, the total unpaid leave period for leave under this policy and leave under the Family and Medical Leave Act cannot exceed twelve (12) weeks of leave in a twelve (12) month period.

An employee must provide at least 48 hours notice of the need for leave under this policy, unless it is not reasonable or practical to do so.

An employee may choose to substitute available paid time off for any unpaid leave under this policy but is not required to substitute available paid time off.