

# Policy for Supporting Breastfeeding at Warwick (Page 1 of 2)

The following **World Health Organisation (WHO)** definition guides this document:

“Breastfeeding is the normal way of providing young infants with the nutrients they need for healthy growth and development. Virtually all mothers can breastfeed, provided they have accurate information, and the support of their family, the health care system and society at large. Colostrum, the yellowish, sticky breast milk produced at the end of pregnancy, is recommended by WHO as the perfect food for the newborn, and feeding should be initiated within the first hour after birth. Exclusive breastfeeding is recommended up to 6 months of age, with continued breastfeeding along with appropriate complementary foods up to two years of age or beyond.”

## The Warwick Pledge

The Warwick Team undertake to protect, support and promote breastfeeding mothers that are in the employ of the company as well as those that visit as guests. Warwick commits to educating staff on the importance of breastfeeding and sustainably implementing this pledge. We will make available our policy to other companies as we believe that together we have the power to change the social norm.

### WARWICK RESPONSIBILITIES

Warwick company policy is to provide a supportive environment to enable breastfeeding employees and guests to breastfeed and/or express their milk. This policy shall be communicated to all current employees and included in new employee orientation training through prominent inclusion in the company policy manual. This policy applies to all new mothers working at or visiting Warwick Wine Estate regardless of rank, status and position.

### EMPLOYEES

Breastfeeding employees who choose to continue providing their milk for their infants after returning to work shall receive:

### MILK EXPRESSION BREAKS

Warwick adheres for the Basic Conditions of Employment Act. Breastfeeding employees are allowed to breastfeed or express milk during work hours using their normal breaks and meal times. For time that may be needed beyond the usual break times, employees may make up the time as negotiated with their supervisors. Breaks could be in the region of two 30 minute breaks. For any additional and specific requirements, the above should be discussed on an individual basis with their manager.

The purpose of this policy is to accommodate the individual needs of the employee, while simultaneously providing clarity and ensuring that this policy is not taken advantage of.

## A Place to Breastfeed or Express Milk

### EMPLOYEES

A private space (not a toilet stall or restroom) shall be available for employees to breastfeed or express milk. The space will be private and sanitary, located near a sink with running water for washing hands and cleaning equipment, and have an electrical outlet. If employees prefer, they may also breastfeed or express milk in their own private offices, or in other comfortable locations agreed upon in consultation with the employee's manager. Expressed milk can be stored in a designated company refrigerator.



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## **GUESTS**

**Guests may breastfeed in any location on the estate.** Should they prefer a private space, we can provide a private and sanitary area (not a toilet stall or restroom), located near a sink with running water for washing hands and cleaning equipment - also fitted with an electrical outlet.

## **BREASTFEEDING EQUIPMENT**

Warwick will not provide expressing equipment other than basic sanitary supplies. Employees and guests are responsible for providing their own equipment and storage.

## **STAFF SUPPORT**

Managers are responsible for alerting pregnant and breastfeeding employees about this company's breastfeeding policy. It is expected that all employees will assist in providing a positive atmosphere of support for breastfeeding employees.

## **Employee Responsibilities**

### **COMMUNICATION WITH SUPERVISORS**

Employees who wish to express or breastfeed during the work period shall keep supervisors informed of their needs so that appropriate accommodations can be made to satisfy the needs of both the employee and the company.

### **MAINTENANCE OF MILK EXPRESSION AREAS**

Breastfeeding employees are responsible for keeping milk expression areas clean, using anti-microbial wipes to clean their equipment and the area around it. Employees are also responsible for keeping the general lactation space clean for the next user. This responsibility extends to both designated milk expression areas, as well as other areas where expressing milk or breastfeeding will occur.

### **MILK STORAGE**

Employees should label all milk expressed with their name and date collected so it is not inadvertently confused with another employee's milk. Each employee is responsible for proper storage of her milk. Employees will ensure that stored milk is removed at the end of every day. Milk left in the fridge for more than three days will be discarded based on health guidelines.

### **USE OF BREAK TIMES TO EXPRESS MILK**

When more than one breastfeeding employee needs to use the designated lactation space, employees will engage with the manager to find a suitable arrangement that suits all parties and based on mutual consent.

## **Guest Responsibilities**

Guests who requires assistance regarding our breastfeeding policy should preferably contact management prior to arrival, or on arrival to ensure that the breastfeeding space is available when they need it. Warwick is a multi-cultural environment and we ask guests to appreciate possible sensitivities of other guests and to accommodate their views and beliefs.

## **Conclusion**

Through the intelligent and sensitive application of the above policy, we believe that Warwick is able to accommodate and provide a safe and welcoming space for all breastfeeding mothers. We further believe that we have the power to change the social norm and improve acceptance and tolerance of breastfeeding as a natural and important process.



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