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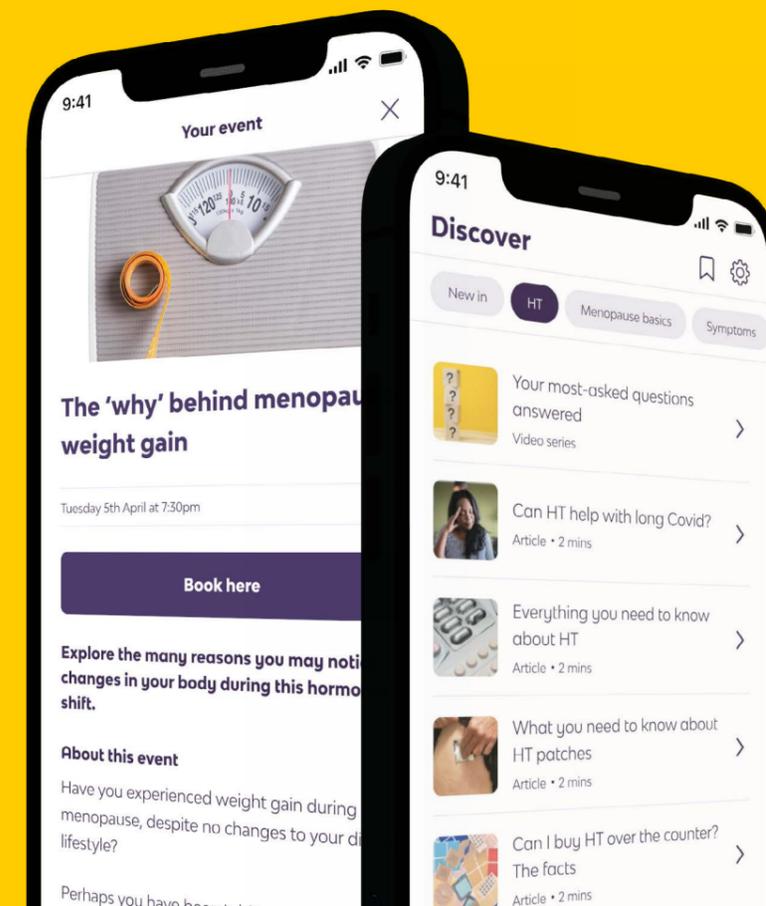
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What are leading employers already doing?



Menopause at work

An expert's guide



Why do employers need to provide menopause support?

What is menopause?

Though menopause is defined as just 1 day in a woman's life that marks a full 12 months without a period, there can be many more years with symptoms.

Perimenopause, the time leading up to the final period, can last for 3 to 7 years (sometimes more) and can carry with it many disruptive symptoms that impact everyone who goes through menopause, both at home and at work. The night sweats, exhaustion and heavy or irregular periods are just a few of the symptoms that women are challenged with.



100%
of women will experience menopause

90%
of working or retired women said menopause symptoms interfere (or have interfered) with their work¹

20%
of the US working population is made up of women of menopausal age²

1 in 3
will consider reducing hours, not taking a promotion, or quitting work because of their menopause symptoms³

¹ <https://www.aarp.org/research/topics/health/info-2020/menopause-symptoms-technology-related-solutions.html>

² <https://www.fastcompany.com/3056703/how-menopause-silently-affects-27-million-women-at-work-every-day>

³ Survey of 1,132 women from Newson Health Menopause and Wellbeing Centre, 2019



Every experience of menopause is different. Symptoms may include:



Heart palpitations



Difficulty concentrating



Exhaustion



Hot flashes and night sweats



Mood changes



Brain fog

About the author

Barb Dehn is a leading menopause expert and Vice President of Women's Health at Peppy, where she and her team deliver specialist menopause support to employees via Peppy's digital health app.



Nurse Barb



5 ways menopause is impacting your business

(And how to fix them)

Health and wellbeing

34

different symptoms of menopause have been identified. You should understand them all, including hot flashes, disrupted sleep, difficulty concentrating, and brain fog.¹

Tip: Train supervisors on menopause symptoms so they can identify them and spot the warning signs. Encourage them to have open judgment-free conversations with team members about what they might be experiencing.

Team productivity

90%

feel that their menopausal symptoms have a negative impact on their work.

Tip: Menopause is still a topic many people don't feel comfortable talking about. For a true picture of how your colleagues are feeling, share an anonymous survey.



Employee engagement

70%

feel uncomfortable talking about menopause at work.²

Tip: Appoint a "Menopause Champion" who is happy to share their own experiences, talk to diversity and inclusion groups, and drive new initiatives to support people experiencing menopause.

Preventable attrition

1 in 4

will consider quitting their job because of menopause symptoms, it's been estimated.

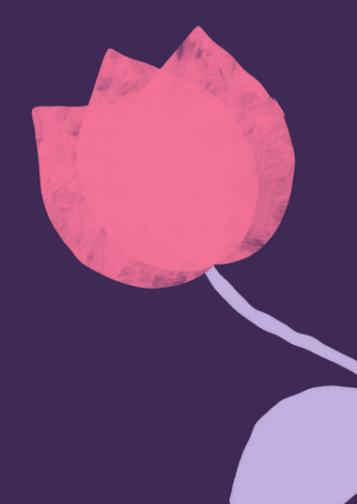
Tip: Give your colleagues free access to specialist menopause support. Ideally, choose an easy-to-access, confidential digital solution, like Peppy.

Employer brand

20%

of the US working population is made up of women of menopausal age.³

Tip: Once you have menopause support in place, shout about it! Position your organization as a gender-diverse, forward-thinking, inclusive employer to attract and retain top female talent.



¹ <https://www.medicalnewstoday.com/articles/what-are-the-34-symptoms-of-menopause>

² <https://www.unleash.ai/study-70-feel-uncomfortable-talking-about-menopause-at-work/>

³ <https://www.fastcompany.com/5056703/how-menopause-silently-affects-27-million-women-at-work-every-day>



6 simple steps for HR and benefits professionals

Take action today to support your colleagues and boost your employer brand

1 Start the conversation

Appoint a Menopause Champion

A Menopause Champion is someone who will help offer support to others and start the conversation about menopause in your workplace. We've worked with Santander and Wiley to successfully implement a Menopause Champion.

2 Ask your colleagues

Send out an anonymous survey

70% women say they wouldn't feel comfortable talking to their supervisor about menopause. Send out a short, anonymous staff survey to find out what they're struggling with, and ask how you can help.

[Click here for our free menopause survey template](#)

3 Be practical

Consider simple changes to your working culture

Changing someone's experience of menopause at work could be as simple as providing desk fans, having cold water dispensers, providing sanitary protection, or offering a more breathable uniform fabric option. Be open-minded and try to work together to make them feel valued and comfortable.

5 Build a business case

Arm yourself with the tools you need to speak to your C-Suite

Make sure your senior leadership team is aware of the impact menopause is having on their business. Use the stats on the previous page to proactively build a business case that opens their eyes to the productivity losses and preventable attrition that menopause causes (and the uncaptured opportunity for your business).

Top employers including Santander, Clifford Chance, Disney and Adobe already support their people through menopause—with more joining them every day.

4 Train supervisors

Empower your team with knowledge

It's important that all HR team members and supervisors understand what menopause is, how it can affect colleagues and how they can talk to team members about it. Once you have put menopause support in place, make sure supervisors know the pathway to support.

6 Get Peppy

Peppy is the health app that gives your people personalized menopause support

With Peppy, your people can connect to information and real, human menopause experts at the touch of a button.

Peppy is a high-impact tool to improve your employees' health and well-being and help your organization become a destination employer.



What menopause solutions are available?



Menopause policy

Accessibility

Affordability

Quality of support

Personalization

Prevention focus

Lifestyle focus



Employee assistance program (EAP)

Accessibility

Affordability

Quality of support

Personalization

Prevention focus

Lifestyle focus



Medical insurance

Accessibility

Affordability

Quality of support

Personalization

Prevention focus

Lifestyle focus



Peppy menopause support

Accessibility

Affordability

Quality of support

Personalization

Prevention focus

Lifestyle focus



Provide unlimited, confidential support from human experts



One-to-one virtual consultations



Group chat and support



Videos, articles and audios



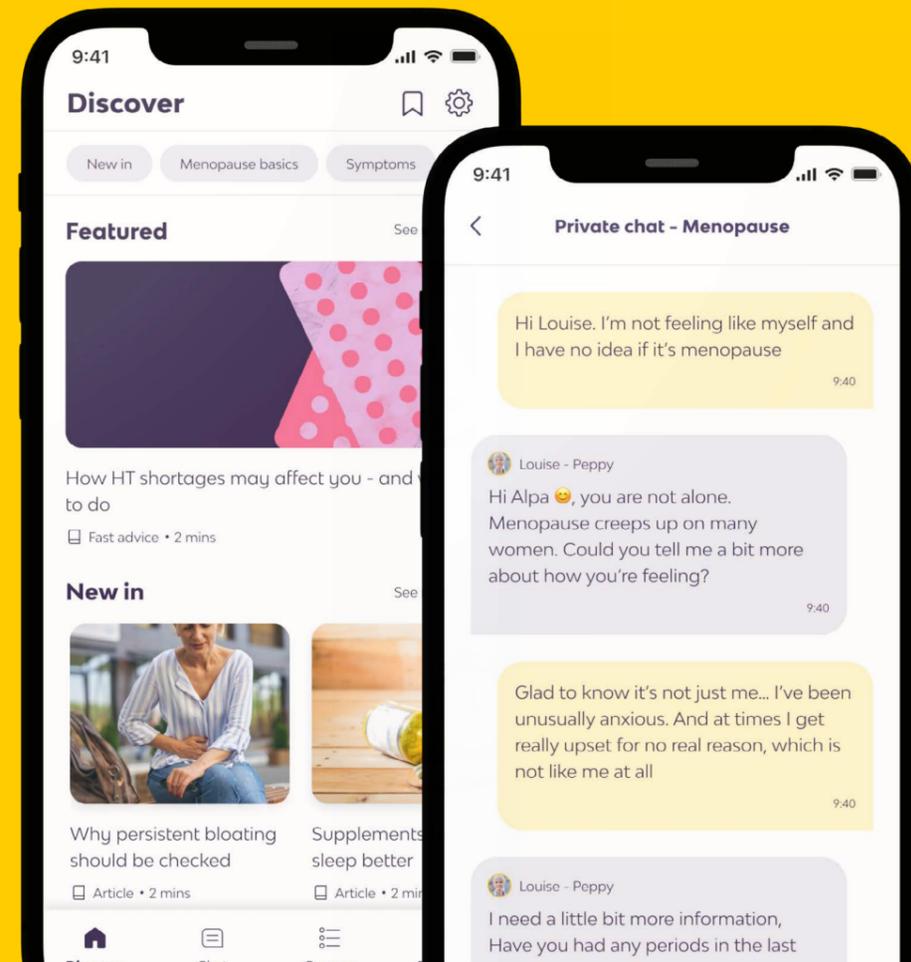
One-to-one chat with an expert



Events with expert speakers



Mental wellbeing support



Leading employers support their people with Peppy



NatWest Group



At Santander, **100%**

felt more positive about their employer after receiving specialist menopause support through Peppy



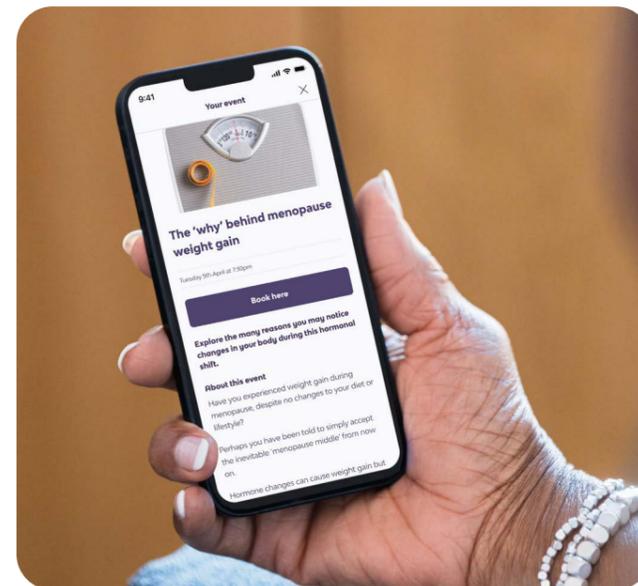
About Peppy

Peppy is a health app that supports underserved areas of healthcare by connecting employees to human experts.

These include menopause and period conditions like PCOS and endometriosis.

Through Peppy, employees can access one-to-one private chat and consultations with experts, plus a wealth of expert-created content including events, articles, videos, and audio toolkits.

With Peppy, over 250 employers are transforming their business by giving their people the information and personalized support they need.



Find out how Peppy can support your people and transform your business

