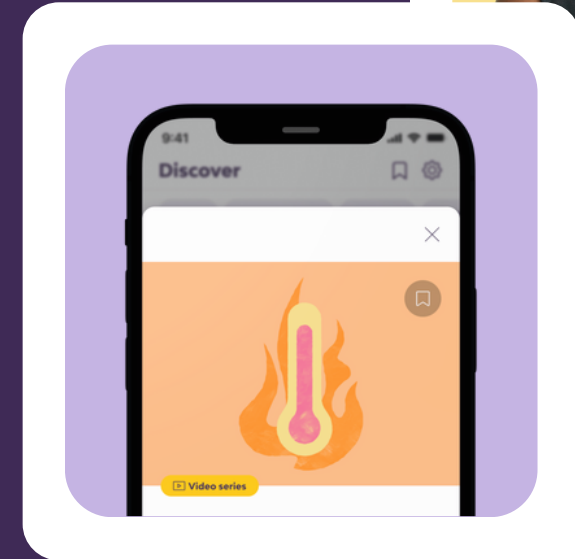


Santander support their people through menopause

90% felt more positive about Santander as an employer as a result of receiving menopause support with Peppy



Menopause is a workplace issue

Women of menopausal age make up the fastest-growing demographic of the US workforce. And menopause can have a major impact on businesses.

Sickness and absence:

30%

of women going through menopause took sick leave because of their symptoms

Engagement and productivity:

90%

said they feel menopause symptoms are affecting their performance at work

Attrition and retention:

1 in 4

menopausal women considered quitting their jobs due to their menopause symptoms

Santander launched a pilot to 130 employees offering Peppy Menopause support, giving the pilot participants access to:

One-to-one virtual consultations

Group chat and support

Mental wellbeing support

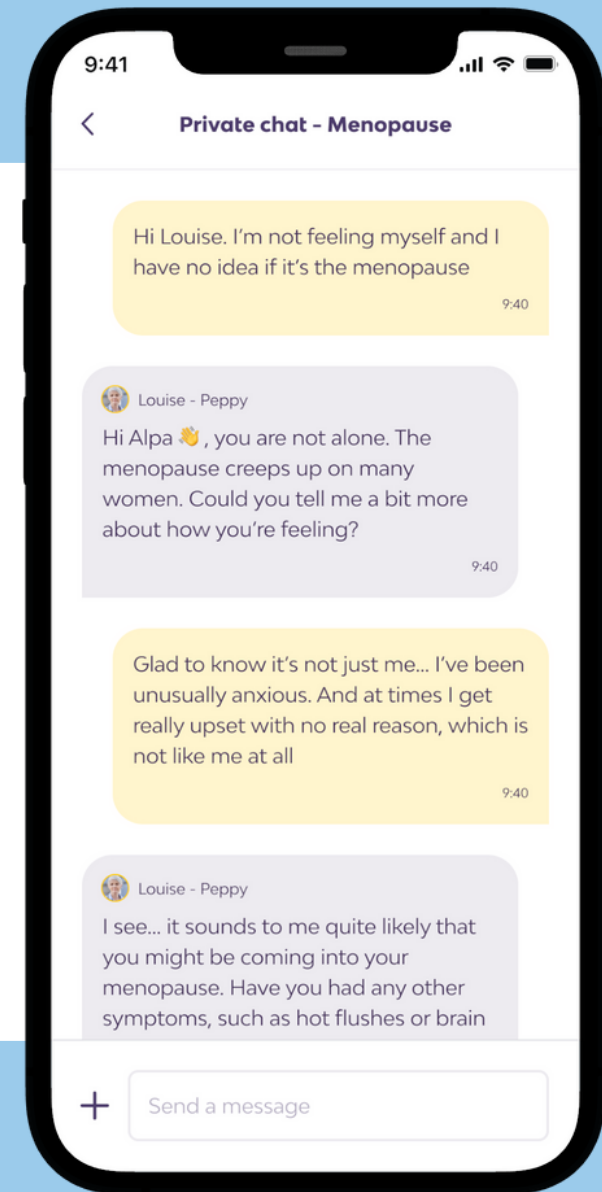
Videos, articles, and audios

Quick answers and explanations

Events with expert speakers

Guidance for symptoms and treatment

One-to-one chat with an expert



**130 of Santander's female employees
took part in the 4-week Peppy
Menopause pilot in 2019**

Before the pilot

53%

felt they had very little support as they went through their menopause journey

After the pilot

90%

felt more positive about Santander as an employer as a result of receiving menopause support with Peppy

76%

said their menopause symptoms had improved and that they felt more confident on their menopause journey

**Following the success of this pilot,
Santander rolled out Peppy Menopause
support for all employees**

"Just over half of Santander's workforce is female, and around 25% are of menopausal age. I knew that supporting our people through this chapter was important, not just to retain our top talent, but because it felt like the "right" thing to do as a business.

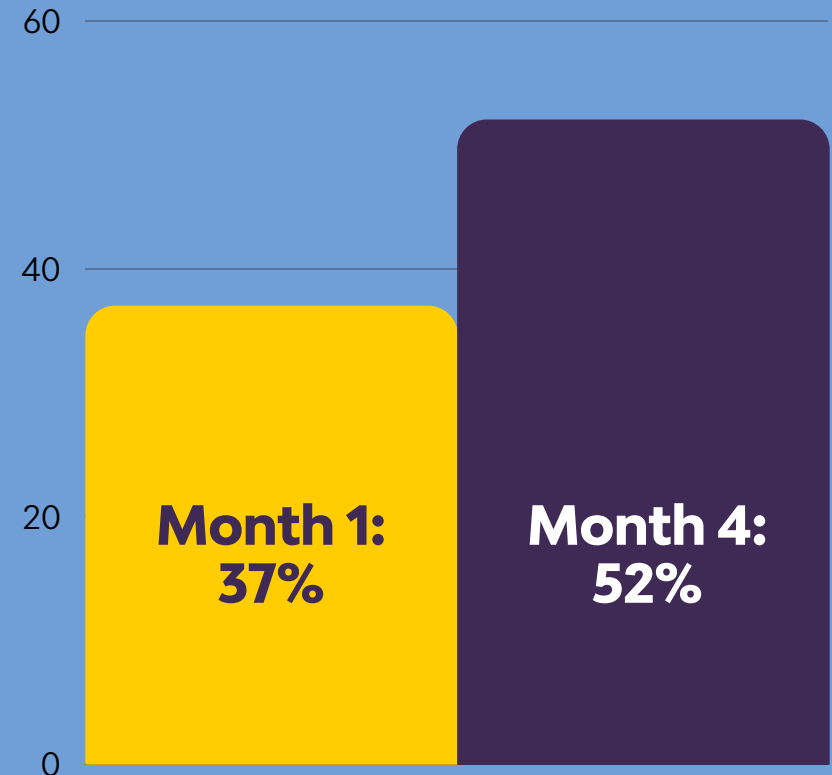
We were so delighted by the results of the pilot, that rolling out the service across all our employees was an easy decision."

Theresa Winters, Senior HR Manager,
Employee Experience Proposition Lead,
Santander

Excellent results were achieved in the first year of offering Peppy's Menopause support

A study on the impact of Peppy Menopause on Santander employees was run in collaboration with Prof Jo Brewis (Open University) over a 4.5-month period in 2020. These were some of the results...

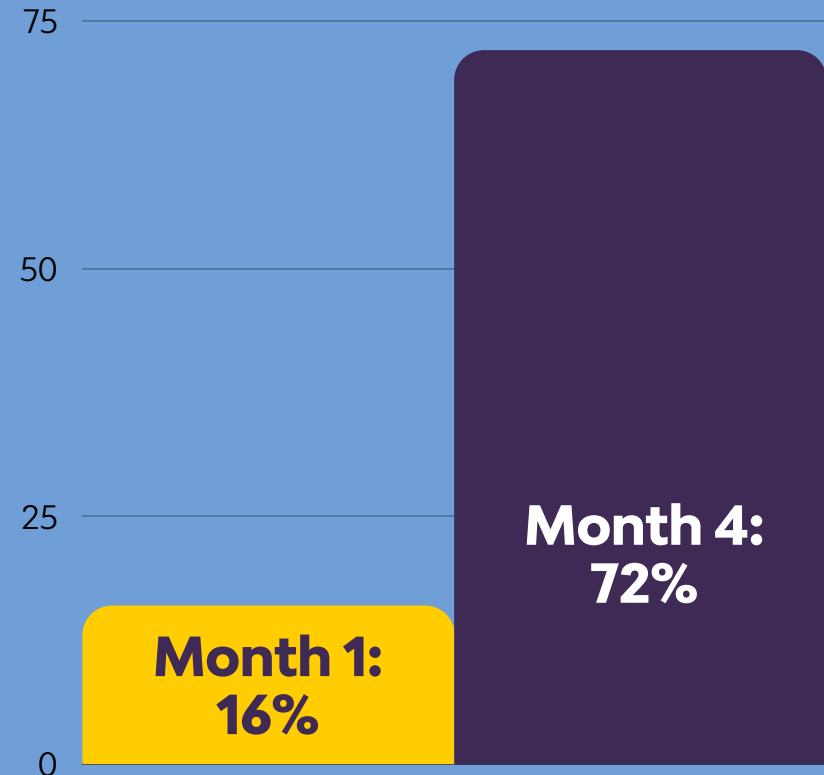
Employees felt more confident disclosing their menopause symptoms to their line manager



Excellent results were achieved in the first year of offering Peppy's Menopause support

A study on the impact of Peppy Menopause on Santander employees was run in collaboration with Prof Jo Brewis (Open University) over a 4.5-month period in 2020. These were some of the results...

Employees felt more supported on their menopause journey over time





Significant improvement in menopause symptoms

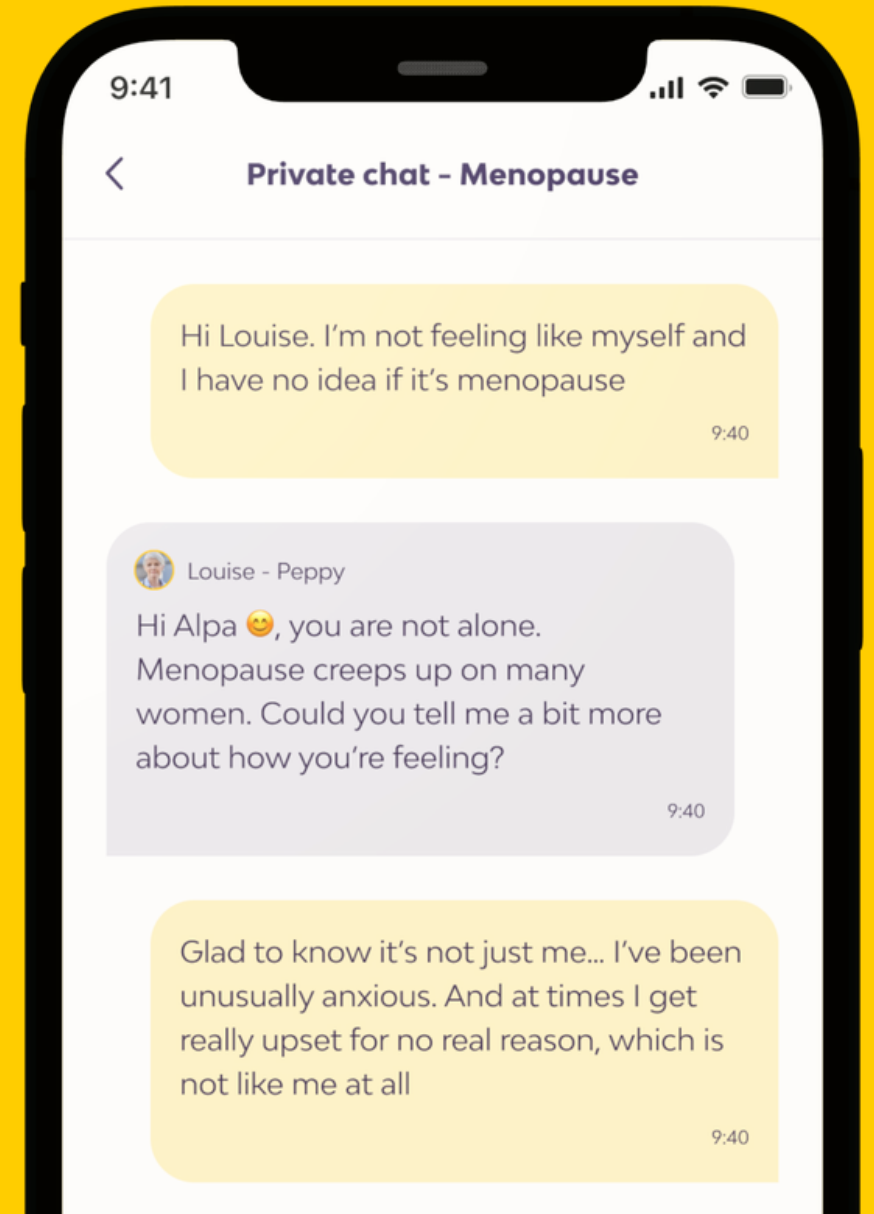
Employees' menopause symptoms reduced by

39%

after 90 days of using Peppy

Results were measured using the Menopause Rating Scale (MRS), a formally validated, internationally recognized scale used to assess symptoms of menopause

Peppy has continued to have a long-term impact at Santander



**Employee engagement levels
remain consistently high**

**72% of employees
remained active 90
days after registration**

**59% of employees
remained active 180
days after registration**

June 2022



Two years post-launch, and Santander employees still love Peppy

Peppy Survey June 2022

Since downloading Peppy...

75%

have reached out for treatment or further support based on advice given

88%

felt more comfortable discussing their menopause symptoms with their line manager

81%

experience less bothersome mental and/or physical symptoms related to their menopause

"Peppy has become an essential support tool for me to help me come to terms with my journey. There is no silver bullet to make the challenges go away, but Peppy gives me the answers I need to make sense of it all, manage my symptoms, and be kinder to myself."

Santander employee, 2022

Significant impact on Santander's employer brand

There was a 15%
uplift in response to the
question "Santander cares
about my wellbeing" from
female employees aged
45-55 in Santander's annual
engagement survey
(2021 vs pre-Peppy)



"I appreciate Santander more now as they are proving they take this seriously. It has a direct impact on the bottom line of business performance as well as employee wellbeing.

Thank you."

Santander employee, 2022

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Book a call:
www.peppy.health

