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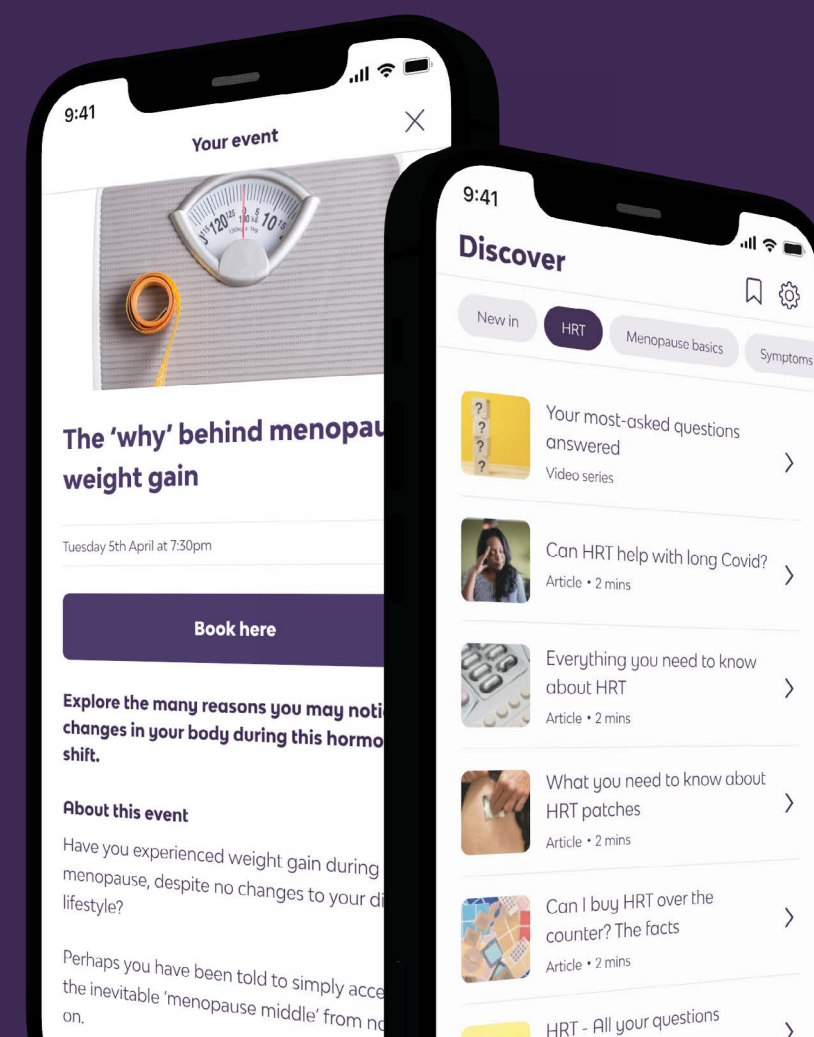
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Menopause at work A buyer's guide



Why is everyone talking about **menopause**?

An estimated 14 million working days are lost every year due to time taken off to alleviate menopause symptoms¹

According to a 2021 survey by Peppy:

77%

of HR departments believe that menopause support should be available to everyone that needs it

and yet 23%

of HR decision-makers do not currently have a menopause policy in place, and are not considering it²



¹ Research conducted among over 1,000 women by Censuwide, online in June 2019

² Research conducted among 504 UK HR decision-makers by Peppy in September 2021

How is menopause impacting your people?

100%

of women will experience menopause

60%

feel symptoms of menopause are affecting their performance at work³

22%

of employees have spoken about menopause in their workplace⁴

1 in 4

will consider reducing hours or leaving work because of their menopause symptoms³

3/4 of those going through menopause experience symptoms, including...



Heart palpitations



Difficulty concentrating



Tiredness



Hot flushes



Mood changes, anxiety



Poor memory, brain fog

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

⁴ Study of 2,000 UK employees by Peppy in September 2021

Why should employers offer menopause support?



"It's important for us to be an employer of choice, not just ticking those boxes."

Caroline Jordan

Benefits Director for UK & Ireland, Marsh McLennan
(launched Peppy for employees in 2021)

Giving your people specialist menopause support can help you achieve your cultural and commercial goals:



**Diversity,
equality and
inclusion**



**Health and
wellbeing**



**Employer
brand**

What is the impact of offering menopause support?

Wellbeing

60%

said menopause symptoms improved after 2 months with Peppy menopause support¹



Sickness and Absenteeism

90%

felt more positive about their employer with access to Peppy menopause support²



¹Two month pilot of Peppy Menopause with NHS England employees, January 2020

²Four week pilot of Peppy Menopause with 130 Santander UK employees, 2019

What menopause support solutions are available?



Menopause policy

Accessibility
■■■■■

Affordability
■■■■■

Quality of support
■

Personalisation
■

Prevention focus
■

Lifestyle focus
■



Employee assistance programme (EAP)

Accessibility
■■■■■

Affordability
■■■■■

Quality of support
■■■

Personalisation
■■■

Prevention focus
■

Lifestyle focus
■■■



Private medical insurance

Accessibility
■■■

Affordability
■■■

Quality of support
■■■■■

Personalisation
■■■■■

Prevention focus
■■■

Lifestyle focus
■■■



Peppy menopause support

Accessibility
■■■■■

Affordability
■■■■■

Quality of support
■■■■■

Personalisation
■■■■■

Prevention focus
■■■■■

Lifestyle focus
■■■■■

Support with Peppy includes:

Understanding your body
Perimenopause
Menopause
Managing symptoms
Treatment options

Mental wellbeing
Weight management
Nutrition information
Lifestyle and exercise
Relationships

Access unlimited, confidential support from human experts



One-to-one virtual consultations



Group chat and support



Videos, articles and audios



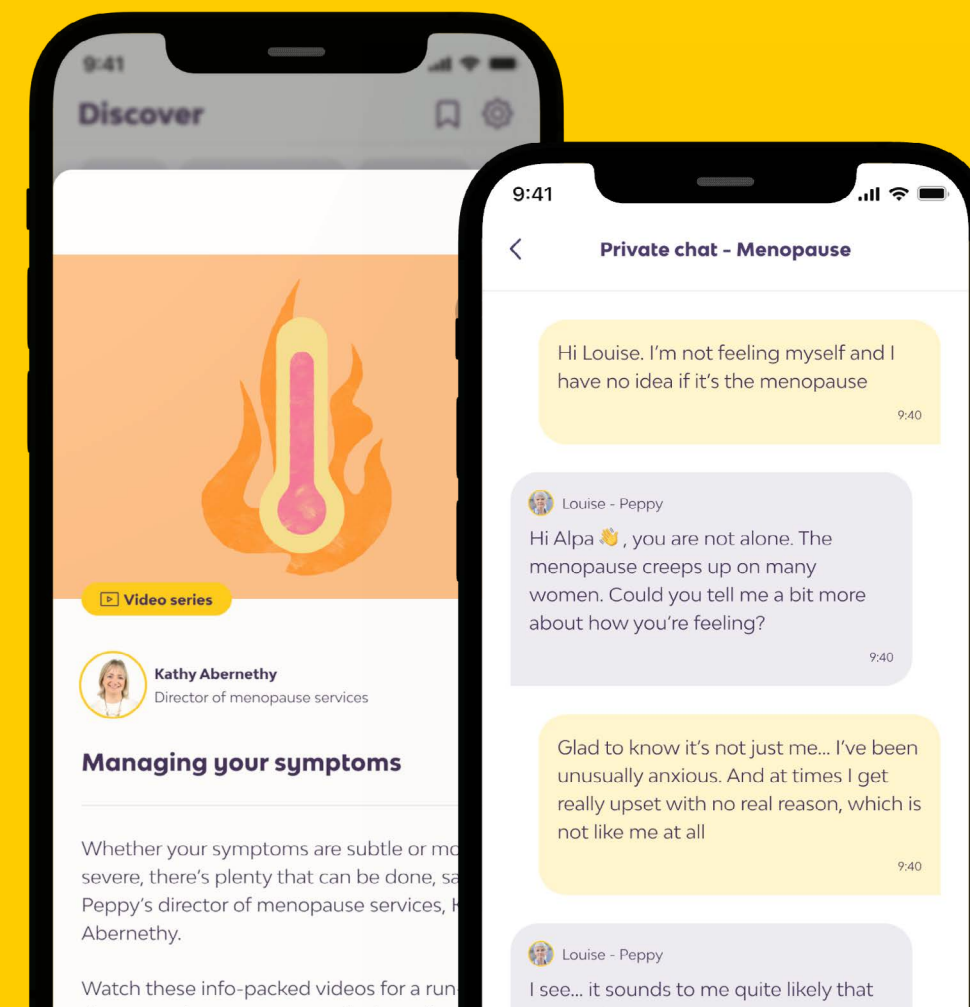
One-to-one chat with an expert



Events with expert speakers



Mental wellbeing support



What are other **leading employers** doing?



50%

of employers have a menopause policy in place¹

83%

of employers either already tie in diversity, equality and inclusion teams into their wellbeing strategy or plan to do so²



Theresa Winters

Employee Experience Proposition UK, Santander UK
(launched Peppy for employees in 2020)

"It says a lot about your brand as an employer if you're supporting menopause in the workplace."

¹Research conducted among 504 UK HR decision-makers by Peppy in September 2021

²Employee Wellbeing Research 2021 – REBA and AXA Health

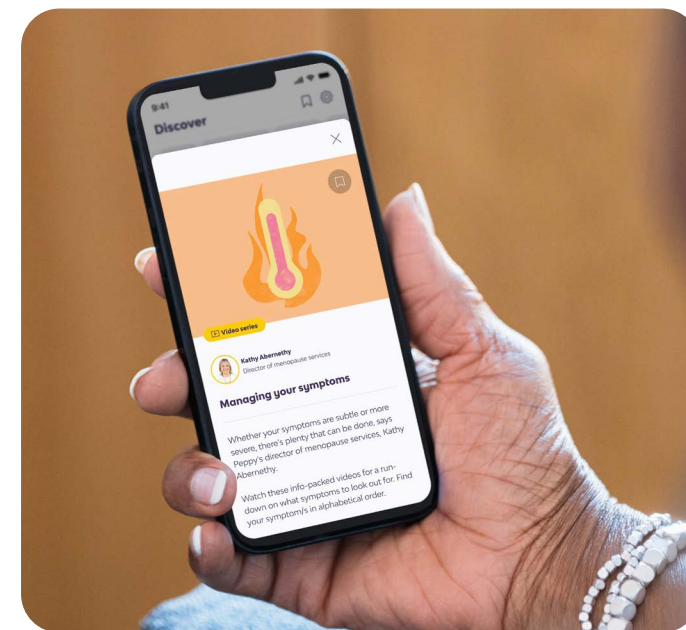
About Peppy

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

These include menopause, fertility, men's health, women's health and baby.

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.

Over 250 employers are transforming their business by giving their people the information and personalised support they need, with Peppy.



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

Book a call