



# Menopause policy overview

At Royal London, we're committed to fostering an inclusive, respectful and supportive workplace. We recognise that perimenopause and menopause can affect colleagues' wellbeing, so we encourage open conversations and offer support to all.

Our People Leaders are equipped to help without affecting performance or development.

## Who it's for

Our policy is for colleagues experiencing perimenopause or menopause, regardless of age or gender identity. This also applies to colleagues supporting someone affected.

## What you need to know

If menopause symptoms are affecting your work, we encourage you to speak with your People Leader for support. Options range from practical adjustments to emotional support.

Tailored adjustments like changes to your work environment, access to support networks or additional resources can be arranged temporarily to help manage symptoms.

You may also request informal or formal flexible working depending on your needs.

## Works for you

### Wellbeing support

Support is available to all colleagues, where you or your partner can seek advice in confidence.

### Support from Royal London

Information and support are available from our Women's Network and Health and Safety team.

### More support

Access to various external support services like free access to the Peppy app and more.