

# Menopause at Greencore



To help you explore what working at Greencore feels like we have summarised some of our key policies and approaches, and how we best support colleagues. In this summary we highlight the key aspects of our approach to menopause.

As members of the Menopause Wellbeing Pledge, we:

- Recognise that the menopause can be an issue at work and that colleagues need support
- Talk openly, positively, and respectfully about the menopause
- Actively support and inform all colleagues affected by the menopause



- To best enable our colleagues and managers we have a dedicated Menopause Policy, supported by a Guide for managers and leaders
- We seek to educate and help people better understand how the menopause affects colleagues, and what we can do to best support each other
- We aim to break down the stigma or taboo associated with menopause, and create environments where colleagues can be open and honest about how they are feeling

*Menopause is very much a misunderstood phase in life (including by those going through it). Knowing that we are on a journey of understanding, and ultimately support, is comforting to know. We are seeking to understand and support colleagues and their families – and that's not just women, it's the men too.*

Colleague at Greencore

- We encourage colleagues to challenge cultural prejudice and stigma that can negatively impact or undermine the value and contribution of each other, and challenge any observed shaming and inappropriate joking
- We recognise that menopause for each individual is unique, and seek to provide support tailored to the individual's needs, encouraging compassion and care for one another
- We expect colleagues to be respectful of everyone's opinions and experiences of menopause
- We ask everyone to seek support, help and guidance if they feel it would benefit them, and equip managers and colleagues with information to help them draft a personal menopause wellbeing action plan
- We are clear about the role and responsibilities for managers and colleagues
- We provide access for colleagues to various support mechanisms, such as talking to their line manager, a referral to occupational health, utilising our employee assistance programme, accessing learning materials on health and wellbeing, and using our charity partner GroceryAid
- We encourage and give guidance to managers and leaders on temporary adjustments that can be made to support a colleague going through the transition, which may include changes to the physical environment, providing flexibility and changing working times, including a reasonable amount of paid time away from work to manage symptoms or seek medical support and importantly provide emotional support, being available to listen

*Menopause is such an important topic, one which will impact us all in some form during our lives. One of the simplest things we can do to support people going through the transition is to educate ourselves and keep these conversations going to remove the stigma attached*

Colleague at Greencore

**GroceryAid**

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