

MENOPAUSE

CHAMPIONS

HOW NATWEST TACKLES

THE HIDDEN COSTS

OF MENOPAUSE

Together with



NatWest
Group



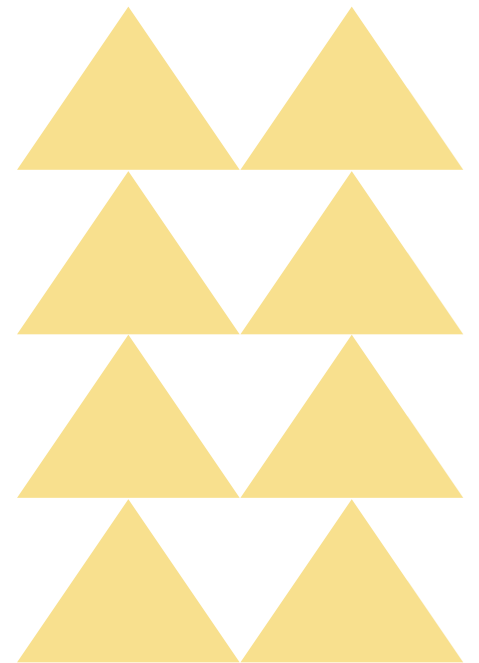
**SHARON MIDWINTER,
NATWEST**



**MAX LANDRY,
PEPPY**

AGENDA

1. Introduction
2. 'How NatWest tackles the hidden costs of menopause' by Sharon Midwinter
3. Audience Q&A
4. Presentation by Max Landry



HOW NATWEST TACKLES

THE HIDDEN COSTS

OF MENOPAUSE

Presenteeism
Inclusivity

Productivity

Sickness

Attrition

Diversity

Bottom line

Role models

Inclusivity
Equity

Present

PMI pre

Product

Culture

Equity

Insert

SYMPTOMS OF MENOPAUSE

(PHYSICAL AND PSYCHOLOGICAL)

PHYSICAL

- Hot flushes
- Headaches
- Aches and pains
- Heart palpitations
- Dry, itchy skin
- Urinary issues
- Weight gain
- Period problems

PSYCHOLOGICAL

- Low mood / depression
- Anxiety
- Fatigue
- Insomnia
- Difficulty concentrating
- Low self confidence

Women aged **45+** are the
fastest-growing demographic
of the UK workforce

80%

of women experiencing
menopause are in paid
employment

25%

of women experience
severe menopause
symptoms

1 in 4

will consider leaving their job because of
menopause symptoms and 1 in 10 actually do

1 in 3

will consider reducing hours



WHAT THIS MEANS FOR NATWEST



30,000

female employees



3,300

age 45-55 (11%)



330

quit due to menopause symptoms (10%)

MENOPAUSE:

MY STORY



[Click here to play video](#)

2018 - 2019

2018 - Launched 'Menopause: Moments that Matter' guide

2018 - 'Spotlight on Menopause' event featuring stories from NatWest colleague

2018 - Launched 'Menopause Chatroom' on Workplace for virtual peer support

2019 - Series of menopause related workplace events e.g. 'Let's Talk Menopause'

2020 - 2021

2020 - NatWest becomes purpose led; wellbeing support includes a spotlight on menopause

2021 - First 'Let's Talk Health' campaign (menopause and reproductive health focus) featuring senior leaders talking about menopause

2021 - Second 'Let's Talk Health' campaign

2021 - Launched our virtual Menopause Café

2021 - Offered line manager training on menopause

2022

2022 - Third 'Let's Talk Health' campaign

2022 - Launched Peppy's specialised menopause support for all colleagues

2022 - Over 1,000 colleagues downloaded Peppy within the first few weeks

2022 - NatWest awarded 'Menopause Friendly' accreditation by Henpicked

**Private medical support
for all symptoms**

Diagnosis via virtual GP

**Mental health
support**

MENOPAUSE SUPPORT

AT NATWEST

Menopause café

**Specialised
menopause
support
with Peppy**

**Reasonable
adjustments**

Workshops and education

THE IMPACT SO FAR

Target: full gender balance at senior leadership level by 2030

40% current percentage of women at leadership

up 11% since targets were introduced

A closer look at Peppy

2,302

total registrations to-date

81.75
NPS

1,000

1,000

1,000

1,000

registrations in first few weeks



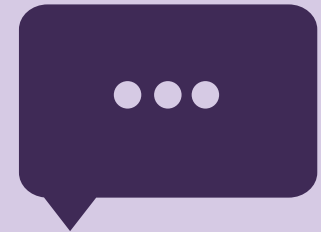
NATWEST'S LONG-TERM GOALS



“Loud menopause” and cultural acceptance



Full gender balance at senior leadership level by 2030



Continuous engagement and organic promotion of support



[Click here to play video](#)

“I’m 38 and had to have an hysterectomy in December, I had 6 weeks’ notice to get my head around what that meant for me, including surgical/induced menopause.

I’m also neurodiverse and I find it very user friendly.

Menopause is something we all go through but also we all have very personal and different journeys.

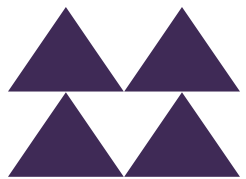
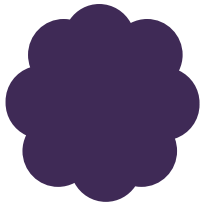
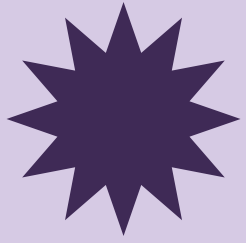
Peppy was a breath of fresh air.

It’s like texting your friend who is an expert in menopause.

Already they have given me invaluable advice, helping me with medication and conversations with my GP.

The subjects are so relevant to any age.

It’s a great addition to the bank’s package, I think it will land fantastically.”

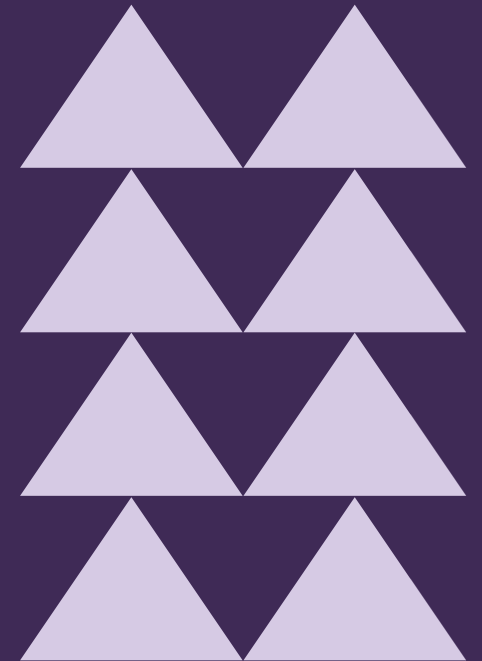


AUDIENCE

Q&A



MAX LANDRY, PEPPY



£2.9 billion

estimated cost of sick leave and lost productivity per year

91%

of employers provide menopause support (or plan to in the next year)

70%*

say their performance at work has been negatively impacted by menopause symptoms

74%*

consider reducing their hours or quitting their job due to symptoms

[*based on support-seeking employees]



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VISIT US AT STAND B40