

Menopause Support Policy

January 3, 2024
Version

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1. Introduction

Valtech India is committed to providing an inclusive and a supportive working environment for everyone that works here. The changing age of the workforce means that support for those going through menopause is incredibly important. Research shows that many of these individuals are unwilling to discuss menopause-related health problems with their line manager or ask for the support or any adjustments they might need. For many people, the menopause can result in physical, psychological and emotional symptoms. Menopause should not be taboo. We want everyone to understand what menopause is and be able to talk about it openly.

2. Scope

This policy applies to all colleagues of Valtech India to ensure the awareness of the menopause and the affects it has on those experiencing it. This policy aims to confirm the commitment the organisation has to supporting those experiencing the effects of the menopause.

This policy refers to women, we note that people from the non-binary, transgender and intersex communities may also experience menopausal symptoms. Experiences and perceptions of the menopause may also differ; it is therefore important to recognise that for many reasons, people's individual experiences of the menopause may differ greatly.

3. Aims and Principles of this policy are to:

- 3.1 Foster an environment in which colleagues can openly and comfortably instigate conversations or engage in discussions about menopause
- 3.2 Ensure that those experiencing menopause symptoms feel confident to discuss it and ask for support and any reasonable adjustments so they can continue to be successful in their role.
- 3.3 Educate and inform managers about the potential symptoms of menopause, the effects these may have and how they can support employees in the workplace.

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3.4 The policy acknowledges that there is no 'one size fits all' solution to the menopause and it is therefore the Company's intention to provide well rounded and inclusive support, as well as consider any possible reasonable adjustments for individuals.

3.5 The Company will not tolerate exclusionary or discriminatory practices.

4. Definitions

4.1 Perimenopause: The perimenopause is the period in a person's life when they start to experience hormonal fluctuations and changes to their periods. The average time for a woman to be perimenopausal is between four to five years. For some women, the symptoms during this time can be worse than the actual menopause.

4.2 Menopause: Menopause is defined as a biological stage in a woman's life that occurs when she stops menstruating and reaches the end of her natural reproductive life. It is usually defined as having occurred when a woman has not had a period for twelve consecutive months.

4.3 Postmenopausal: This is the time after menopause has occurred and starts when a woman has not had a period for 12 consecutive months. The average time for women experiencing symptoms of the menopause is five years, but many women experience symptoms for up to ten years and 3% of women will experience symptoms for the rest of their lives. Postmenopausal women have an increased risk of heart disease, diabetes, and osteoporosis; managers should be aware of this.

5. Roles & Responsibilities

5.1 Managers Responsibilities

5.1.1 Should familiarise themselves with the menopause policy and resources available.

5.1.2 [Menopause Explained](#) : video series

Terminology

5.1.3 Be ready to have open and honest conversations about the menopause.

5.1.4 Be supportive of those experiencing the menopause.

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5.1.5 Be ready and willing to have an open discussion about menopause, appreciating the personal nature of the conversation and treating the discussion sensitively and professionally.

5.1.6 Consider the best support available for colleagues and any appropriate reasonable adjustments seeking support and guidance from P&CBP where needed

5.1.7 Ensure all agreed adjustments are adhered to

5.2 Employee Responsibility

5.2.1 Should take a responsibility to look after their health

5.2.2 Be open and honest when discussing the menopause and its effects

5.2.3 If an employee is unable to speak to their line manager or feel they are not supported, they can speak to P&CBP

5.2.4 Provide clear guidance on how best the Company can support you.

6. Policy Review

This policy will continue to be in force until and unless superseded by a revised policy. The Company reserves the right to amend, modify the entire policy or any part of it at any time.

Support for employees

- [Menopause factsheet](#)
- Reach out to your respective P&C BP at any time

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