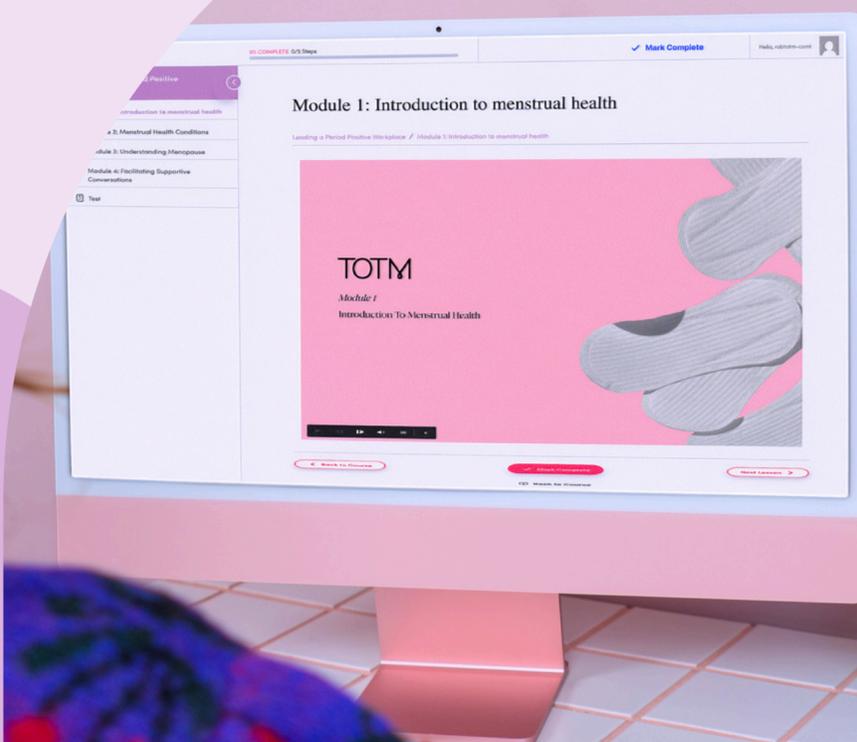


TOTM

TOTM are committed to supporting *menstrual and menopausal health* in 2026

Here are the upcoming women's health in the workplace changes and how you can support your business.



TOTM

Supporting Menstrual & Menopausal Health *in the Workplace*

ISO 45010: Workplace Guidance (*Expected 2026*)

Framework: Integrate menstrual and menopausal health into occupational safety & health (OSH) systems.

Goal: Turn women's health into a critical OSH and business priority.

Key Recommendations for Organisations

- **Access to Facilities:** Adequate water, sanitation, hygiene, and privacy.
- **Product Provision:** Complimentary menstrual products to prevent unplanned absences.
- **Supportive Policies:** Flexible attendance, uniform adjustments, symptom-related absence accommodation.
- **Education & Training:** Equip managers to support employees with empathy and reduce stigma.
- **Integration:** Embed into safety management systems to boost retention, productivity, and inclusion.

Opportunity for Employers

- Strengthen OSH compliance while supporting employee health.
- Improve retention and productivity.
- Position the organisation as inclusive and forward-thinking.

TOTM

Supporting Menstrual & Menopausal
Health *in the Workplace*

ISO/TC338: Period Product *Standards*

TOTM Involvement: TOTM are representatives on the technical committee.

Focus: Minimum requirements for safety, quality, performance, design, and materials to be available to all consumers.

TOTM Compliance: 100% organic cotton products meeting medical device standards via ICEA/GOTS testing.

Why It Matters

- Ensures safe, effective, and comfortable period products for all employees.
- Supports workplace health policies by providing reliable menstrual care solutions.

Opportunity for Employers

- Offer trusted, high-quality period products to reduce discomfort and absenteeism.
- Demonstrate commitment to employee wellbeing and safety.
- Align with recognised product standards to mitigate health risks.

TOTM

Supporting Menstrual & Menopausal
Health *in the Workplace*

Keep Britain Working: Healthy Working *Lifecycle*

Outcome-Focused Model: Five stages of work to prevent avoidable absence.

Goals: Reduce sickness absence & improve return-to-work rates.

Lifestyle & Workplace Emphasis

- **Prevention:** Early action, supportive culture, open conversations.
- **Inclusion:** Proactive adjustments for women's health issues.
- **Early Intervention:** Address issues before absence occurs.
- **Rehabilitation:** Structured return-to-work planning.

TOTM Support

- Menstrual and menopause policy templates.
- Guidance and training for line managers.
- Reasonable adjustment frameworks.

Opportunity for Employers

- Reduce absenteeism and presenteeism through proactive support.
- Embed inclusive practices that retain and empower employees.
- Strengthen compliance with government-backed health and economic guidance.

Menopause Mandate 2027

Proposed Requirement: Employers with 250+ employees publish a Menopause Action Plan.

Expected Implementation: 2027 (early adoption encouraged).

Likely Components

- Workplace adjustments.
- Manager training.
- Communication and awareness.
- Support pathways.

Opportunity for Employers

- Lead on inclusion, retention, and wellbeing.
- Comply early with upcoming regulations.
- Leverage ISO 45010 guidance to embed menopause support into OSH systems.
- Position the organisation as a leader in progressive workplace health policy.