

Menopause Policy

Introduction

The purpose of this Menopause Policy is to provide guidance and support to employees experiencing menopause-related symptoms. Lynch Plant Hire aims to promote awareness, encourage open communication, and facilitate reasonable accommodations to assist employees in managing their menopause transition while maintaining their productivity and overall health.

Statement of Intent

At Lynch Plant Hire, we are committed to fostering a workplace that is inclusive, respectful, and supportive of all our employees, regardless of their age or gender. We recognise that menopause is a natural phase in a person's life and that it can have a significant impact on the physical, emotional, and work performance of our female employee's well-being. Our Menopause Policy aims to create an environment where employees going through menopause are treated with understanding and provided with the necessary support to manage their symptoms while continuing to excel in their roles.

Policy Aims

This policy applies to all Lynch Plant Hire employees, regardless of gender, age, or job position. It recognises that menopause can affect individuals differently and that everyone's experience is unique.

Menopause Awareness:

Lynch Plant Hire is committed to raising awareness and educating employees about menopause. We will:

- Provide information about menopause and its potential impacts through internal communications, training, and resources.
- Foster an inclusive work culture that encourages open dialogue and support among colleagues.

Confidentiality and Privacy:

- We respect the privacy and confidentiality of employees going through menopause. All personal information and conversations regarding menopause-related issues will be treated with the utmost discretion.

Supportive Environment:

Lynch Plant Hire is dedicated to creating a supportive work environment for employees experiencing menopause. We are committed to:

- Encourage open communication between employees and their supervisors, HR, or line managers regarding menopause-related concerns, symptoms, and accommodations.
- Provide flexible working arrangements when appropriate and feasible, such as adjusted hours, remote work, or temporary workload modifications, to accommodate employees' needs during this phase. (This must be agreed and signed off by the employee's line manager and a director).
- Offer access to employee assistance programs (EAPs) and external resources that can provide guidance and support related to menopause.

Owner: Head of People & Culture	Version: 3	QP61
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Menopause Policy

Health and Well-being

We recognise the importance of promoting the health and well-being of employees during their menopause transition. We are committed to:

- Ensure that restroom facilities are equipped with hygiene products to address menopause-related needs.
- Provide access to a designated private space for employees who may require a quiet and comfortable area for self-care during their workday.
- Encourage employees to seek medical advice and support from healthcare professionals when necessary.

Review and Evaluation

All employees are expected to comply with this policy, and any violations will be addressed according to the company's established procedures.

This Menopause Policy will be reviewed and evaluated periodically to ensure its effectiveness in meeting the needs of our employees. This policy will be communicated to all employees and organisations working on our behalf, displayed at our offices, on our intranet and is available to defined interested parties.

Feedback from employees will be actively sought and considered in the policy's continuous improvement.

For questions, concerns, or requests related to this Menopause Policy, please contact the Human Resources Department and/or your immediate supervisor/line manager.



Rob Lynch
Joint Managing Director

Date: 15/10/25

Owner: Head of People & Culture	Version: 3	QP61
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