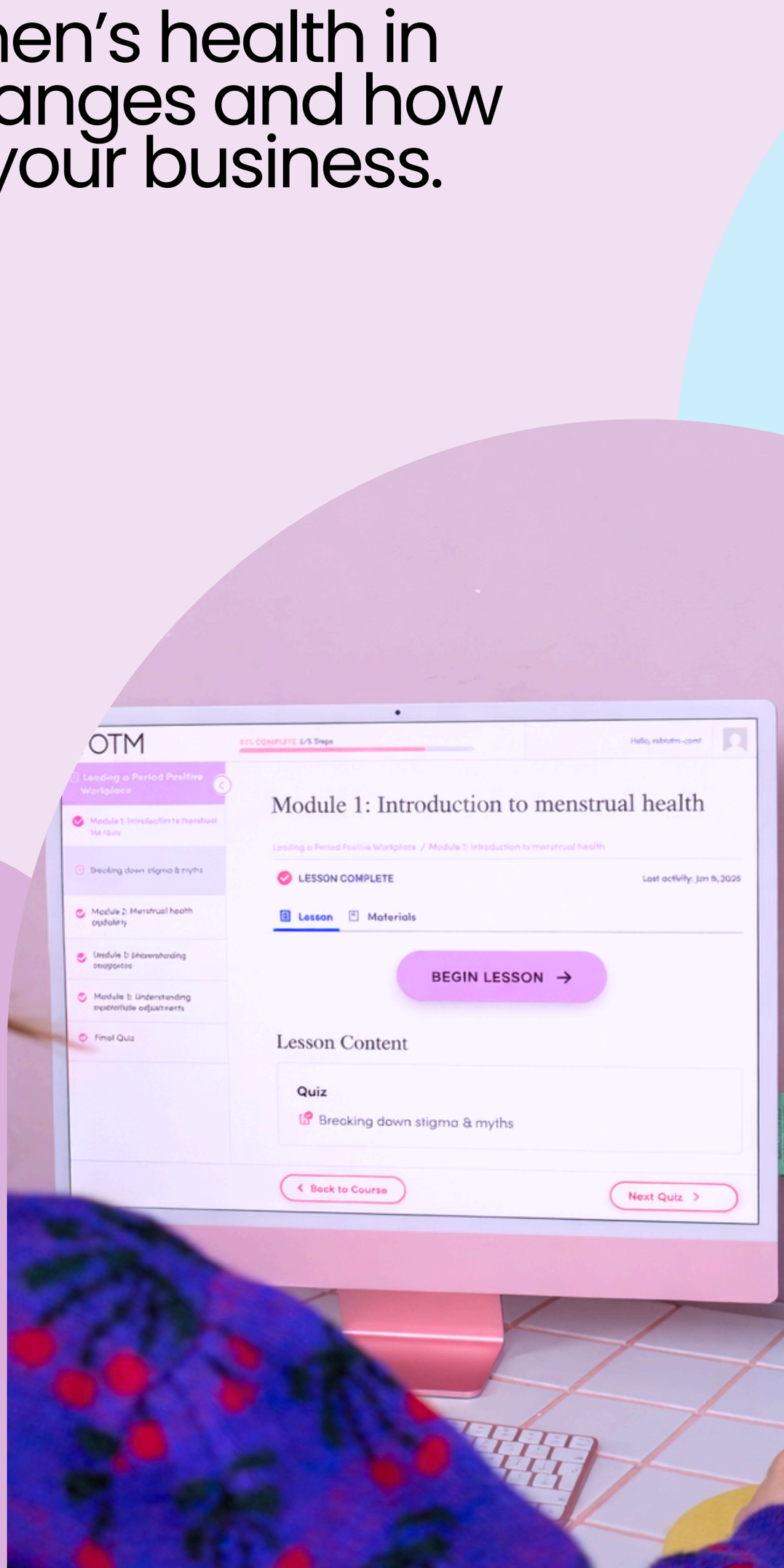
TOTM are committed to supporting *menstrual and menopausal health* in 2026

Here are the 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 *(Now In Affect)*

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.

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.

Menopause Mandate *2027 (Now In Affect)*

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.

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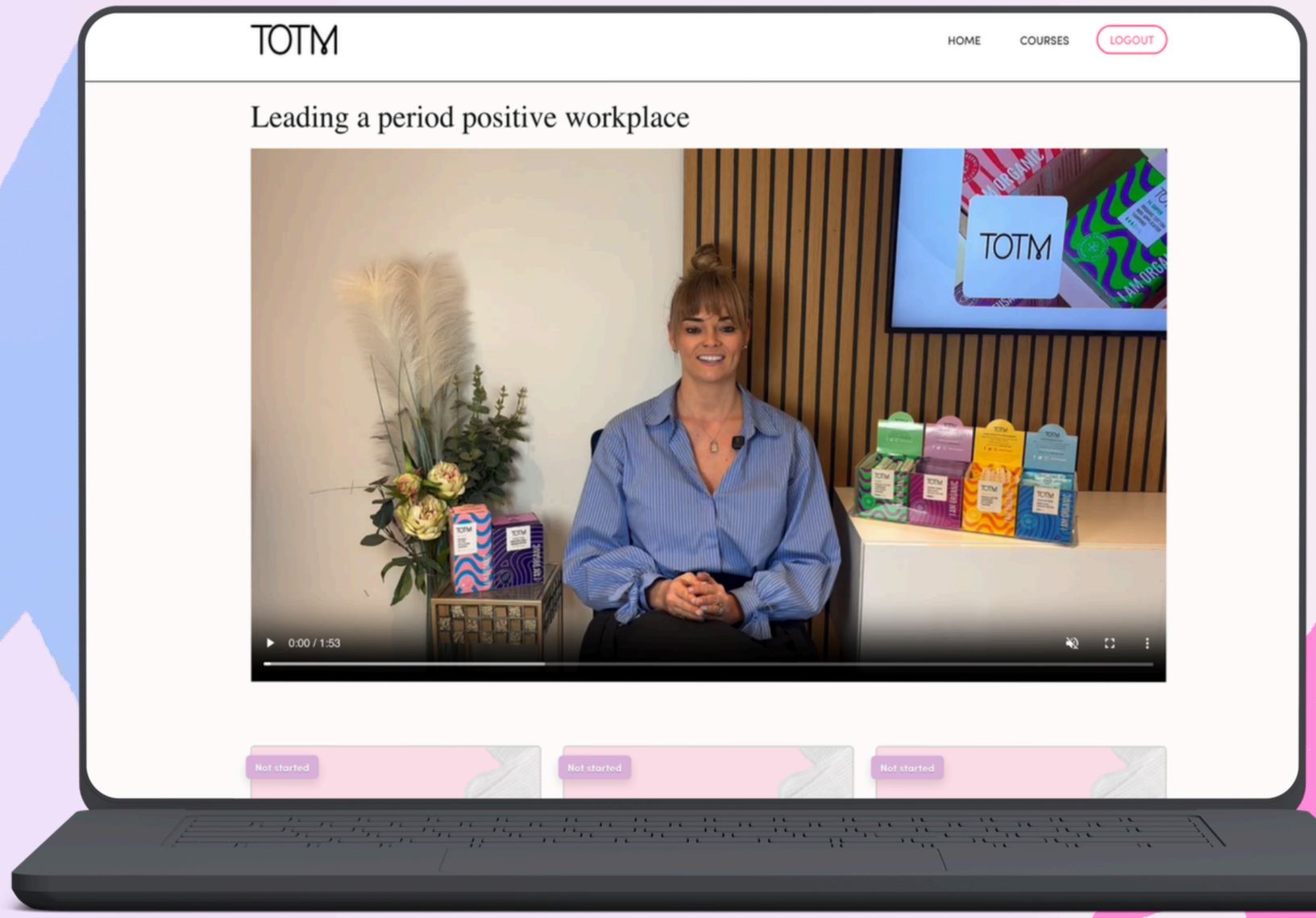
Only takes 35 minutes!

Get CPD Certified Training In *Menstrual Education*



Suitable for all senior leaders, managers, or employees.
Can be embedded into your own Learning Platform.

Modules:

1. Introduction to Menstrual Health
2. Menstrual Health Conditions
3. Understanding Menopause
4. Facilitating Supportive Conversations
5. Understanding policies and Reasonable Adjustments

Can be personalised to your business

Find out what's covered in each module here