

# Menopause & Perimenopause *in the Workplace*



## WHY THIS MATTERS

Many Australian SMEs are losing their most experienced women (45–60) because menopause symptoms aren't being supported at work – creating a **legal, financial, and productivity risk**.

## COST OF DOING NOTHING

- **1 in 10** women leave jobs due to menopause
- **83%** report work impacted by symptoms
- **\$45K+** to replace one experienced employee

## BUSINESS RISKS

### Talent Loss

Experienced women exiting at their peak

### Legal & Compliance

Discrimination & WHS claims

### Productivity Drag

Reduced engagement & output

## OUR SOLUTION – INTEGRATED SYSTEM

- **Risk Diagnostics**  
Identify where risk and cost lie first
- **Manager Training & Guides**  
Confident compliant conversations
- **SME Ongoing App & Advisory – in pipeline**  
Change that sticks beyond the workshop
- **WHS-Compliant Policies**  
Legally sound, tailored to your

## OUTCOMES

- ✓ Fewer staff exits
- ✓ Reduced legal risk
- ✓ Improved productivity
- ✓ Employer accreditation

**Can we book 20 minutes** to run a quick risk diagnostic for your business?

See where menopause is costing you and protect your people and bottom line?

