



Supporting Life Stage Health

From menstruation through menopause

hertility<sup>®</sup>



**She has a body.**

# Hormonal health impacts everyone



GLOBALLY

**1.6 Billion**

people are living with a gynaecological condition

In the UK alone

**1 in 3** women

experienced a severe reproductive health symptom in the last 12 months

NEEDED

**100%**

of women aged between 16 and 60 will experience a hormone-related health challenge in their lifetime and

**30%** will have hormone-related illnesses. These are not typically covered by traditional PMI policies.

UNITED KINGDOM

**1 in 6**

couples are affected by infertility yet **68%** of women trying to conceive were not eligible for NHS-funded IVF treatment.

There are **>700,000** women on the waitlist for NHS gynaecology services



# Reproductive Health in the Workplace

from Menstruation through  
Menopause



**1 in 3** believe fertility benefits should be part of their workplace support  
**70%** of employees are willing to change jobs for such benefits



**80%** of women experience reproductive health problems at work leading to high absenteeism with **9 days** on average lost per year



**1 in 6** couples struggle with infertility  
**~100%** of LGBTQ+ need support on their parenthood journey

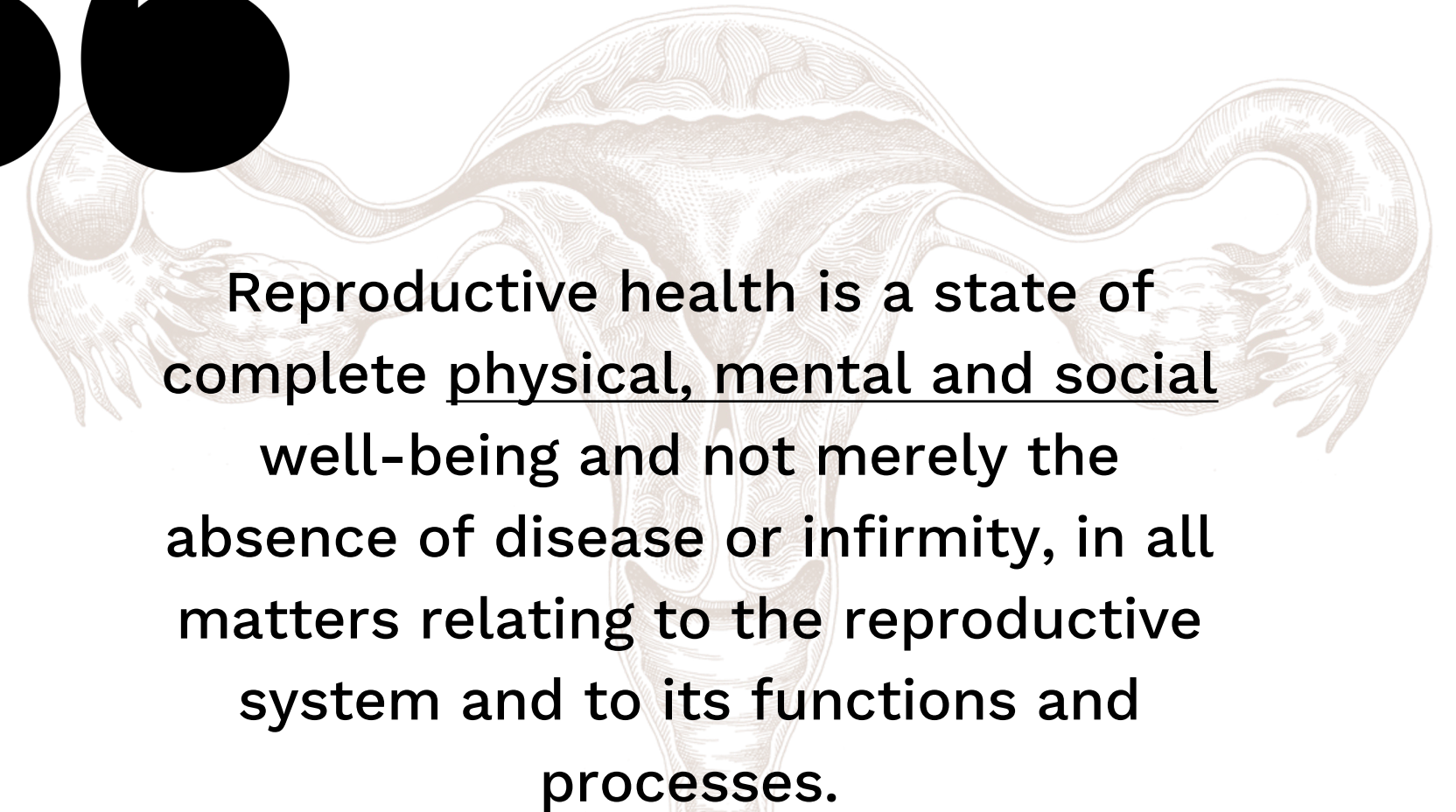
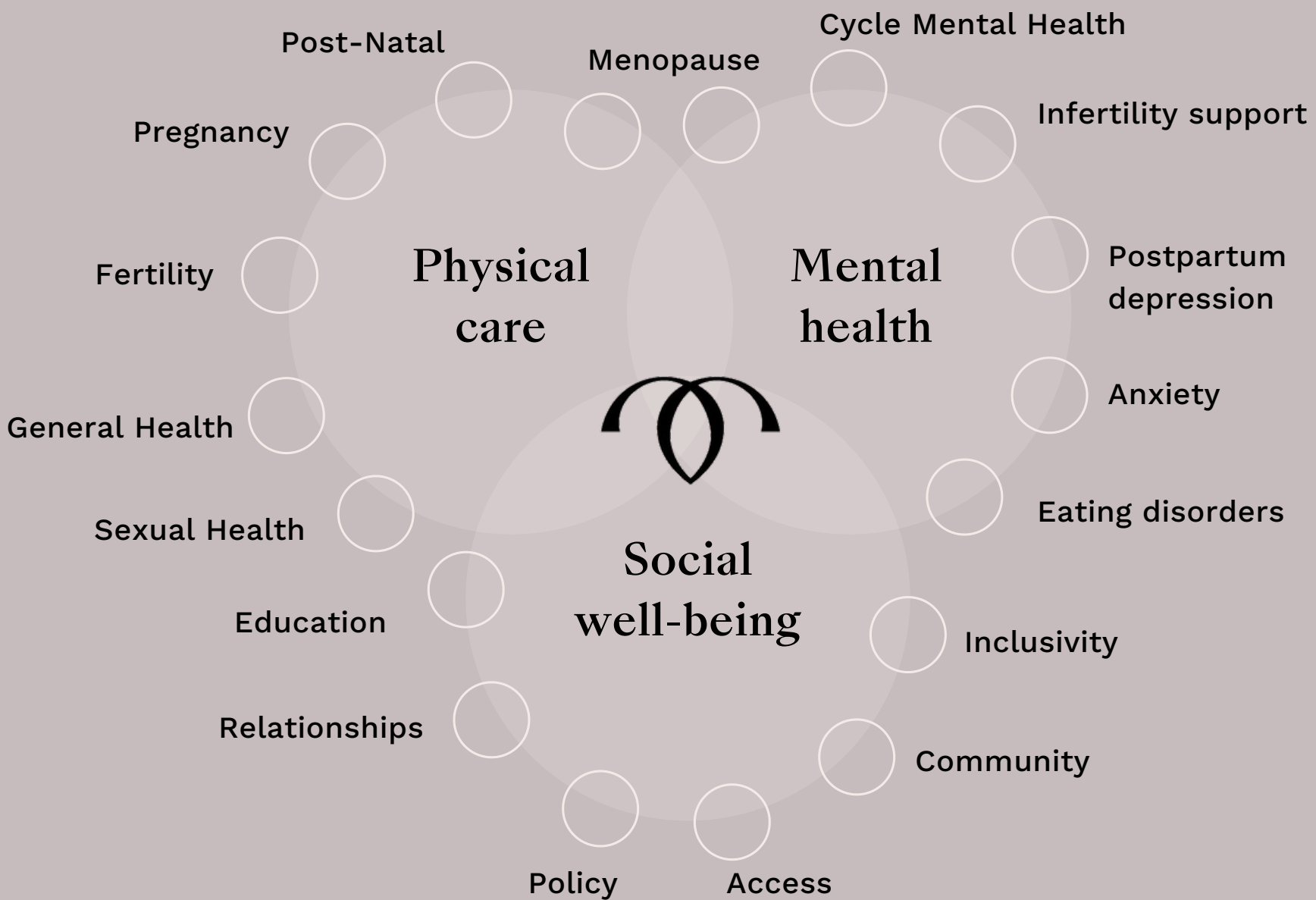


**1 in 10** women suffer from Endometriosis or PCOS, up to 8 years to diagnose and on average a minimum of three doctors

# REPRODUCTIVE HEALTH

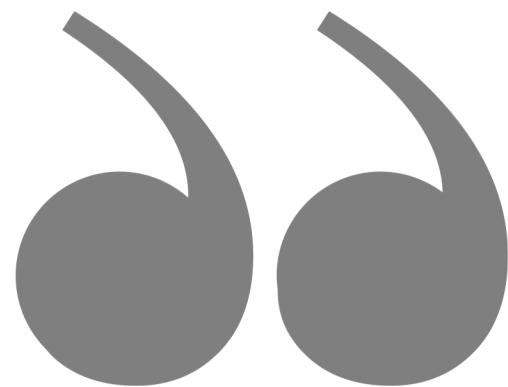


## The Menstrual Cycle is The Sixth Vital Sign







Reproductive health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity, in all matters relating to the reproductive system and to its functions and processes.

- World Health Organisation



# Designed to support women across every life stage

<p>Menstruation</p>  <p>18-44</p>	<p>Fertility</p>  <p>25-38+</p>	<p>Pregnancy &amp; Postpartum</p>  <p>27-38+</p>	<p>Menopause &amp; Beyond</p>  <p>40-55, 50+</p>
<p>Every woman is impacted by their reproductive health, whether family-planning or not. 1 in 3 women suffer symptoms with limited/no help.</p>	<p>Women who may want children, are planning for the future or are actively trying, but cannot access NHS services. Support extends to couples.</p>	<p>New mother. Might be experiencing symptoms post-labor and wants to check in on hormones. Looking for postnatal health assessment.</p>	<p>Approaching peri-menopause/going through menopause and experiencing symptoms. Considering (or already on) HRT.</p>
<p>Hormone &amp; Fertility Test</p> <p>Pelvic Ultrasound Scanning</p> <p>PCOS &amp; Endometriosis specialists</p> <p>Experts in Thyroid conditions</p> <p>Nutritional Support</p>	<p>Hormone &amp; Fertility Test</p> <p>Pelvic Ultrasound Scanning</p> <p>Egg-freezing /IVF Pathways</p> <p>Nutritional Support</p> <p>Fertility counselling</p> <p>Nutritional Support</p>	<p>Hormone &amp; Fertility Test</p> <p>Pelvic Ultrasound Scanning</p> <p>PCOS &amp; Endometriosis specialists</p> <p>Pregnancy Scanning</p> <p>Nutritional Support</p>	<p>Access to Menopause specialists</p> <p>Symptom management (HRT prescription and review)</p> <p>Experts in Thyroid conditions</p> <p>Nutritional Support</p>



# IMPACT ON EMPLOYEES

## Absence

"I've been to so many doctor's appointments, I now feel like I have to make up reasons why I am missing work."

**81%**

women experience reproductive health symptoms at work<sub>1</sub>

## Presenteeism

"It is really hard to concentrate sometimes, I feel very anxious about my next round of IVF. I haven't told my manager."

**8.9 days**

total productivity lost per year due to presenteeism<sub>1</sub>

## Staff Turnover

"I think more and more people are looking to work at companies that have fertility and menopause support - it is so important!"

**10%**

of menopausal women leave the workforce due to symptoms<sub>2</sub>

1. Productivity loss due to menstruation-related symptoms, BMJ, <https://bmjopen.bmj.com/content/9/6/e026186>

2. CIPD survey, in collaboration with BUPA, 2021, <https://www.hrreview.co.uk/hr-news/>

# Estimated Reproductive Health Cost



Based on 1,000 employees, 50% female, highly skilled workforce with an average salary of £30,000 per annum

## STAFF TURNOVER



~4 FTE's lost per annum

0.7% of the female workforce lost due to reproductive reasons

## ABSENTEEISM & PRESENTEEISM



4,735 total days  
productivity loss due to:

9.5 days per employee per annum lost to presenteeism and absenteeism associated with reproductive health

## COST TO YOUR BUSINESS



Total Annual Cost due to Reproductive Health Conditions

These estimates are calculated using a combination of research and industry wide standards.



# Estimated Reproductive Health Cost



## Reproductive Health Impact Calculations

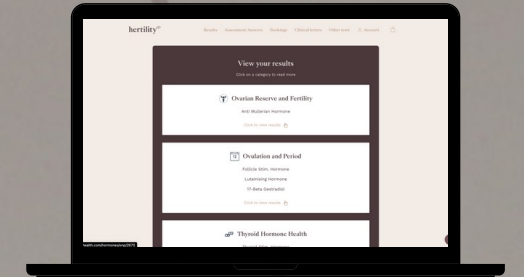




Online Health Assessments



At-home Reproductive Health Screening



Personalised Doctor Written Results



Training & Policy Education & Awareness



Tele-Medicine



Community of Care



Vetted access to Highly-Rated Experts & Clinics



The healthcare system is broken, so we've built our own

# What employees are saying



**SUE, 25**

"I knew I wanted a family in the future, but I don't yet have a partner and am an ambitious career woman. Not knowing my options was making me anxious. Hertility helped give me options to feel in control of my fertility future."



**MAYA, 32**

"I had to take so much time off work for multiple invasive appointments - I just wish that it could have been as easy and accessible as Hertility has made it."



**AZAM, 38**

"My wife & I struggled to have a baby- we were told to wait on the NHS. Having the chance to assess our fertility with Hertility has saved us so much time and anguish."



**FATIMA, 43**

"I wasn't sure if i was peri-menopausal as I was experiencing symptoms. Being able to test gave me clarity and reassurance that I was entering peri-menopause. Hertility also provided great nutrition & lifestyle tips to improve symptoms."

Free yoga is *great*.

Team snacks are *nice too*.

But reproductive *health support*  
will make your team *love you*.

hertility<sup>®</sup>



# hertility<sup>®</sup>

Is your company the next  
Reproductively Responsible<sup>™</sup>  
employer?



Find out more



Personalised, end-to-end care from Menstruation through Menopause.

Let's finally make workplace equality a reality