

Empower Your Workplace

A Guide to Suggesting Free Period Care at Work



At Riley, we are **passionate about menstrual equity** and ensuring that everyone has access to the period care products they need. We believe that workplaces play a **crucial role in supporting menstrual health** and hygiene, and we're here to **empower you** to make a difference in your workplace.

Fiona, Aine & Lauren

Co-Founders of Riley

Here are the steps we've created to help you broach the subject of menstrual policies and free period care at work:

Start The Conversation

Many employers may **not realise the importance** of introducing menstrual policies and providing free period care products in the workplace. By starting a conversation with your **HR department or employer**, you can raise awareness about this important issue and advocate for change.

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State The Facts

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Only **12% of companies provide support for menstruation** and menstrual health. This results in:

- 79% of people feeling unsupported in relation to their period at work
- 85% of people have experienced stress or anxiety when managing their period at work
- 86% of people have started their period at work unexpectedly without the supplies they need
- 79% of people have been forced to use toilet paper or other materials as a makeshift pad

Work is stressful enough as it is without having to worry about managing our periods too. Menstrual policies and free period care in the workplace is the best way to **ensure employees and colleagues feel at ease**.

Highlight The Benefits

Free period care products not only support the health and well-being of employees but also contribute to a more **inclusive and supportive workplace culture**. Recent studies show that Workplace DEI Initiatives are having a genuine impact on business performance seeing a 20% increase in **engagement**, a 17% increase in **performance** and an 87% decrease in the **likelihood employees will leave the organisation**.

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Share Our Resources

As a period care company whose aim is to educate and make the lives of menstruators better, we're here to **support your advocacy efforts**. Feel free to utilise our resources found on our [website](#) and [LinkedIn](#) page including data, case studies, and testimonials, to **strengthen your argument** and demonstrate the **positive impact** of free period care in the workplace.

Address Concerns

Anticipate any concerns or objections your employer may have, such as cost implications, sustainable options or logistical challenges. We offer customisable period care **solutions tailored to fit the specific requirements** of your office environment. We also have options that align with your **sustainability goals** and our team is committed to working closely with yours to **address all unique challenges and opportunities**. We like to mention the fact that Riley costs approximately **€2 per month per product user**, which equates to about one coffee per month per employee!

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Collaborate For Change

Approach the conversation as a collaborative effort, emphasising the **shared goal** of creating a workplace that values and supports menstrual health. As well as that, our award-winning period products are made with 100% certified organic cotton and are **independently certified by GOTS**, a globally recognised standard. By providing GOTS certified products you can help to ensure **compliance with all 17 Sustainable Development Goals** contributing to your organisations sustainability agendas.

Celebrate Success

Once free period care is introduced in your workplace, celebrate the achievement and **recognise the positive impact** it has on employees' lives. Whether you're championing diversity and inclusion initiatives, promoting employee well-being, or advocating for sustainable practices, we're here to **amplify your voice** and support your endeavours with educational resources and support. Riley will happily work with Internal Women's Networks, Sustainability Teams and others to **promote the new partnership**.

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Stay Engaged

Keep the momentum going by staying engaged with your employer and advocating for continued support for period care initiatives. Together, we can **ignite lasting change** and ensure that every workplace is a supportive environment for menstrual health and hygiene.

Together, let's make a difference and create a workplace where everyone feels empowered and valued, no matter their gender.

[Click here](#) for more info or email us at wholesale@weareriley.com

[Visit our website](#)