

KELLOGG INTRODUCES NEW MEASURES FOR STAFF EXPERIENCING THE MENOPAUSE, PREGNANCY LOSS AND FERTILITY TREATMENT

- New support policies include paid time off for pregnancy loss and fertility treatment
- Cereal giant to offer paid leave for all colleagues who suffer the loss of a pregnancy including when it happens to them directly, to their partner or the baby's surrogate mother
- Managers will be trained on how to talk about the menopause and pregnancy loss

Kellogg is to give more workplace assistance to those experiencing the menopause and will train managers on how to talk to staff about the subject.

There will also be extra paid time off and support for fertility treatment and pregnancy loss, including for partners and those using a surrogate mother.

In a raft of new measures, the cereal giant, which employs 1,500 people in its UK factories and head office in Manchester, wants to break the silence on issues often not discussed in the workplace.

Kellogg has committed to training its people managers on the menopause, to deepen understanding on the subject and to support team members impacted with workplace adjustments, such as increased flexible working and occupational health support.

Pregnancy loss affects many people, with an estimated one in four pregnancies ending in miscarriage*. The company will give paid leave, without the need for a doctor's note, to impacted employees including partners and those using a surrogate mother.

Managers will be trained to recognise that time off for appointments relating to pregnancy loss will not be possible to arrange around the demands of work and flexibility will be important.

The policy package will also include support for staff going through fertility treatment, whether that is for themselves or a partner, and it will be regardless of length of service. To support treatment Kellogg will give employees three periods of leave each year. They will be given access to a private space to administer treatment if necessary.

Flexible working and a free counselling helpline is available to all Kellogg's staff and will be encouraged to people experiencing these issues.

Sam Thomas-Berry, Kellogg Europe VP, human resources said: "We want to offer employees increased support for those often-taboo issues like the menopause, fertility and pregnancy loss. Many people experience these issues, and the impact can be both physical and mental, but they aren't discussed widely in the workplace. That's why we're launching several new workplace policies for even better equity and inclusion at Kellogg's. We want to create a culture where people feel psychologically safe so we'll encourage colleagues to be allies to others impacted by these issues."

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*Source: [Tommy's Charity](#)