

## NMT Menopause Policy Statement

NMT Crane Hire Ltd, aims to provide a safe environment where all employees are treated fairly, with dignity, and respect. NMT seeks to create an environment where staff feel confident enough to raise issues relating to the menopause.

NMT will seek to support staff who choose to disclose that they are experiencing the menopause. Support will include the consideration of reasonable adjustments to help reduce the potential impact menopause symptoms can have on staff while they are at work.

NMT will respect each staff member's individual experience of menopause and NMT will take a proactive stance to promote a greater understanding of the menopause and seek to eradicate exclusionary or discriminatory practise.

Discussions with line managers will be handled sensitively and confidentially, with advice from Occupational health & Wellbeing service being available as appropriate. NMT will provide appropriate information and support to staff affected by the menopause.

NMT is committed to ensuring the conditions in the workplace do not make menopause symptoms worse and that appropriate reasonable adjustments are fairly considered.

Signed: *G White*

Director on behalf of NMT Crane Hire Ltd.

Date Approved:  
**09.12.2024**

Next Review Date:  
**09.12.2025**