

riley.

The Business Case for Period Care at Work:

Driving Equity, Productivity, and
Sustainability in the Workplace



Introduction.

At Riley, we believe that period care is a basic human need and should be treated with the same essential priority as toilet paper—readily accessible whenever they're needed.

This report outlines the compelling business case for placing period care on every company's agenda. From improving employee well-being, inclusivity, and sustainability to boosting productivity and morale, accessible period care is not just the right thing to do, it's a smart business decision.

Companies that invest in period care see tangible returns: reduced absenteeism, improved retention, and enhanced employee satisfaction, all of which translate into real cost savings.

We hope this report serves as a useful resource for initiating conversations with leadership and advocating for accessible period care in your workplace.

Together, let's create workplaces that truly care for everyone.

Áine & Fiona
Co-Founders of Riley



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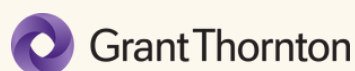
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Dan Holland,
Chair of the ED&I
Steering Committee



“In truth, it's probably something that we should have done sooner. We view it as a basic human right for our employees. My advice to other companies is to just do it, it should be there, you should be providing it and use Riley.”

Impact of Menstruation on Employees.



How Menstruation Impacts your Employees.



Well-being

- Anxiety about managing periods at work leads to **unnecessary stress**.
- Workplaces that ignore menstrual health contribute to stigma, making **employees feel unsupported**.

89% of working women and menstruators feel stress or anxiety managing their period at work.



Productivity

- **Menstrual symptoms** such as cramps, fatigue and mood fluctuations can affect concentration, problem-solving abilities and capacity to meet deadlines.
- Many push through in silence, leading to **presenteeism**; being at work but not performing at full capacity.

Over 80% of people who menstruate experience symptoms like cramps, headaches and mood changes that can interfere with work.



Turnover

- Women and people who menstruate may feel **forced to take sick leave or even quit** due to lack of accommodations.
- Companies that fail to address menstrual health **risk losing valuable talent** and increasing recruitment costs.

40% of female Gen Z & millennials would quit tomorrow for a job that better supported their menstrual cycle.

Business Benefits of Providing Accessible Period Care.



Business Benefits of Providing Accessible Period Care



Boosts Productivity

- Providing free menstrual products can help reduce stress and prevent distraction during menstruation, allowing employees to focus.
- In the UK, menstrual symptoms contribute to an average of 8.9 days of lost productivity per woman per year (BMC Women's Health).



Reduces Absenteeism

- More than half of menstruators in the UK have had to take some time off work related to the menstrual cycle (CIPD, Menstruation and support at work).
- Providing period care can reduce the number of sick days taken for menstrual-related issues.



Drives Inclusion

- Acknowledging and supporting menstrual health is a simple yet powerful step towards menstrual equity and workplace inclusion.
- *"It removes another barrier from being a woman in the workplace versus our male counterparts."*
- Grant Thornton employee

Business Benefits of Providing Accessible Period Care.



Cost Savings

- A company with 50 employees, is estimated a **loss of £50,000 annually due to period-related absenteeism and presenteeism** (BMJ Open ,2019).
- And according to a report by the NHS Confederation, **the economic cost of absenteeism due to severe period pain and heavy periods** alongside endometriosis, fibroids and ovarian cysts is estimated to be **nearly £11 billion per annum**.
- By offering free period care, you are reducing this absenteeism and presenteeism and increasing employee engagement. This means cost savings for you.

Calculate Your Potential Annual Savings



Understand the power of introducing free period care in your workplace and how it can have a genuine impact on business performance.

[Calculate Savings](#)

Amplify your ESG Leadership.



Your Sustainable Solution.

Riley's mission and practices align with all 17 of the United Nations Sustainable Development Goals — advancing both environmental and social impact across our supply chain and your workplace.



Eco-friendly

We use biodegradable materials which means our products don't hang around



100% Organic Cotton

Paired with plant-based applicators and eco-conscious packaging



Certified B Corp

Globally recognised for meeting high standards of social and environmental impact

Certified



Corporation

Choosing Riley helps your organisation take meaningful steps toward its sustainability commitments.

Driving Social Impact



Tackling Period Poverty

Period poverty is an important, yet often ignored, **public health crisis** that refers to the prevalent phenomena of being unable to afford products to manage menstrual bleeding.

Period poverty is estimated to affect **500 million** people worldwide

Riley works with three key charitable partners:

- Positive Period Ireland
- Bloody Good Period (UK)
- Development Pamoja (Kenya)



Donated over

120,000

period products
to those that
need them most.

Raised over

€60,000

through **corporate
partners & D2C**
donations.

Educated more than

8,000

Kenyan students on
menstrual health.

By choosing Riley, workplaces directly help fund menstrual equity programmes in communities that need them most.

Our Trusted Period Positive Partners.



Facilities Management
& Property groups

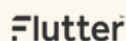
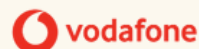
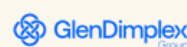


Corporate Offices
& HR teams



Universities, Hospitality
& Retail spaces

Supporting Thousands of Customers Globally



What They Have to Say About Us.



Dan Holland,
Chair of the ED&I Steering
Committee

“We chose Riley because of the credentials that you have. Not only were we looking for a credible provider who was already engaging with large corporations and doing it very well, but also it was the quality of the product itself and the sustainability aspect of the products you provide because we have a clear focus on sustainability here.”



pwc



Emma Scott,
People Partner

“At PwC we pride ourselves in creating an equal, inclusive and diverse working environment. We are delighted to collaborate with Riley on this important initiative which underpins our commitment to sustainability, gender equality and cultivating a workplace that supports our people’s health and wellbeing.”



JD Buckley,
CEO of SKY Ireland

“At Sky we’re always looking at ways to support our team and this partnership allows us to support our people by providing free, environmentally friendly period products. All of Riley’s products are made from 100% certified organic cotton, contain zero bleach, toxins or chemicals, making them better for bodies and our planet. Sky Zero is our commitment to going net zero carbon by 2030, so this partnership is a fantastic fit for us.”

Ready to Make a Positive Change?

We're Here To Support You

Ready to make your workplace more inclusive and sustainable? Let's take the first step together.

We create bespoke menstrual care packages tailored to your business's needs. Speak with our team to explore how we can help foster a period positive environment at your workplace.

**BOOK A FREE
CONSULTATION**

Start the Change Today!



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