

DIAGEO INTRODUCES GLOBAL MENOPAUSE AWARENESS GUIDELINES

‘Thriving Through Menopause’ launched to highlight important topic

Today, Diageo has launched its first ever global Menopause Guidelines ‘*Thriving Through Menopause*’. The guidelines have initially been launched across the United States, Canada, USVI, the United Kingdom and Ireland, with more countries to follow later in the year.

Through the launch of the guidelines, the business hopes it will raise awareness and understanding on menopause, which is often a taboo subject. Diageo will be providing resources to employees and line managers who may be experiencing menopause, directly or indirectly.

Louise Prashad, Global Talent Director, Diageo said: *“We are committed to creating a fully inclusive and diverse workforce and as part of this to championing open and empowering conversations, particularly in subjects that can often be difficult or taboo. With today’s launch of Diageo’s Menopause guidelines we are actively encouraging all of our employees to build their understanding of how the menopause impacts women in the workplace and in our personal lives, as well as providing strengthened support and flexibility during what many women can find a challenging time in their professional careers.”*

By 2025 there will be over 1 billion women experiencing the menopause in the world, equal to 12% of the entire world population. This highlights the importance and relevance of this topic as it is likely that everybody knows someone currently experiencing menopause.

Through the guidelines tailored support will be available for women working across Diageo – from locations including its Guinness Open Gate Brewery in Baltimore, to those in the St James’ Gate, Dublin, its global HQ in London through to many other locations across Canada, Ireland, USVI and the United Kingdom. Support mechanisms available include:

- Access to counselling or mindfulness sessions through the Employee Assistance Program (EAP)
- Increased flexibility where needed (e.g., changing working patterns, or access to sick pay entitlements to deal with symptoms where appropriate)

The guidelines have been created by a global working group, including members of Diageo’s Spirited Women’s Network resource groups, who have brought personal experiences, alongside best practice theory and external peer and partner company thinking together.

The introduction of these guidelines builds on Diageo’s long-term commitment to inclusion and diversity as demonstrated by the launch of its 10-year sustainability plan, Society 2030: Spirit of Progress. Diageo has also recently been named No 1 UK company for female leadership representation in the [2020 Hampton-Alexander Review](#) and recognised as a [leading company globally for gender equality](#) by the [2020 Bloomberg Gender Equality Index](#).

- ENDS -

Notes to editors:

- Further information on Diageo’s Inclusion and Diversity commitments can be found on www.Diageo.com

For more information contact the Diageo press office on press@diageo.com or +44 (0) 7803 856 200.

About Diageo



Diageo is a global leader in beverage alcohol with an outstanding collection of brands. These brands include Johnnie Walker, Crown Royal, J&B, Buchanan's and Windsor whiskies, Smirnoff, Cîroc and Ketel One vodkas, Captain Morgan, Baileys, Don Julio, Tanqueray and Guinness.

Diageo is a global company, and our products are sold in more than 180 countries around the world. The company is listed on both the London Stock Exchange (DGE) and the New York Stock Exchange (DEO). For more information about Diageo, our people, our brands, and performance, visit us at www.diageo.com. Visit Diageo's global responsible drinking resource, www.DRINKiQ.com, for information, initiatives, and ways to share best practice.

Celebrating life, every day, everywhere.