

Lloyds Banking Group Careerwear – Current and Future Menopause Support

Current support available from LBG Careerwear

- Colleagues can raise their concerns and request further support for Menopause by emailing \$Dress4Success and we will review all requests on an individual basis
- We will support colleagues needs and requests for extra garments in addition to their standard allocation for medical reasons
- The existing range provides 2 tops for women in each brand which are made from more breathable fabrics
 1. Short sleeved chevron blouse (60% Cotton, 40% Polyester) - Cotton is non-allergenic and breathable and when blended with Viscose the fabric maintains more strength, durability and colour retention
 2. Tailored Top (69% Polyester, 29% Viscose, 2% Lycra) – The viscose in this top makes it more breathable and absorbent which adds to its comfort
- If colleagues prefer the more casual tops within the range they can request a larger size so they are not as fitting – this will allow more room and comfort
- I am aware colleagues are able to purchase desk fans via the LBY Buying Online site – this is not via Careerwear but will help to moderate temperature when having hot flushes

Questions current support and the current range...

1. **Can we introduce a new fabric or a new garment to support Menopause into the current range?**

Unfortunately this isn't something we can do immediately when we are mid-project cycle due to the Careerwear budget. The project cycle is over 4 years and at the moment we are only halfway through the cycle. We are taking our colleagues issues very seriously and when the design of the new range (which will land early 2025) commences later this year we will be considering alternative fabrics and styles to help colleagues when they are experiencing symptoms of the Menopause. We understand this may be frustrating however this process takes time and we want to ensure we get it right.

2. **Are we able to wear our own clothing to support us during the Menopause?**

Lloyds Banking Group customer facing colleagues must be easily identified and the uniform options available are vast in comparison to many other companies. The option of colleagues wearing their own clothes is being considered but there are a number of factors which need to be taken into account. For example, safety and risk to the bank from mimicking of the uniform, clear guidelines around acceptable colours and styles and of course other medical reasons where colleagues may also need this option to be available to them.

Future Support from Careerwear

- We will continue to support colleagues experiencing the Menopause or any other medical condition, by providing additional garments if needed – colleagues just need to email \$Dress4Success and all queries are reviewed on an individual basis.
- We have received feedback and concerns from colleagues over recent months and it is clear many colleagues experiencing Menopausal symptoms are not finding their choice of uniform suitable in all instances. Providing the right garments and fabrics to ensure our colleagues are comfortable in the work place is very important to us and as you can appreciate, 'one size

does not fit all' so to speak. We will therefore be testing different fabrics and considering other fits and styles when designing the new range.

- We always have extensive wearer trials prior to rolling out a new range or when making any changes to garments. The next wearer trials will include colleagues going through the Menopause to ensure we get the right feedback and deliver the right choice of clothing and fabric.
- Our Health and Wellbeing team, Group Colleague Relations, the Managing Directors Office and most importantly our customer facing colleagues wearing our uniform will continuously be engaged and involved in designing, shaping and trialling the next range.