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## Lloyds Banking Group becomes first UK bank to be awarded Fertility Friendly Employer Accreditation

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- Accreditation reaffirms the Group's commitment to Diversity, Equity and Inclusion

Lloyds Banking Group is the first UK bank to receive the Fertility Friendly Employer Accreditation.

Awarded by the organisation **Fertility Matters at Work** (FMAW), the certification re-emphasises the Group's commitment to supporting its colleagues through their fertility journeys.

Using a rigorous assessment framework, the FMAW examines companies' fertility policy guidance, education and awareness initiatives, and colleague training. Alongside its flexible working policy, Lloyds' programme of events and internal support network were cited as fundamental to receiving the honour.

As part of the Group's industry-leading policy, it has committed to providing paid time off during fertility treatment as well as doubling the minimum period of leave offered to staff following pregnancy loss. The accreditation not only reinforces the bank's commitment to Diversity, Equity and Inclusion, but also positions it as a leader in championing family-friendly policies.

Fertility treatment can have a significant impact on employees in the workplace. It is estimated that one in six people are affected by infertility and one in four pregnancies end in loss during pregnancy or at birth. Currently there is no legal right for time off work for fertility treatment.

**Rachel Osikoya, Director, Diversity, Equity & Inclusion:** "Every individual's path to parenthood is unique, and for many a journey that is both emotionally and physically challenging. At Lloyds Banking Group we want to ensure no-one feels isolated or unsupported on that journey. This accreditation aligns with our broader approach to DE&I, as we continue to create a culture that embraces all life experiences, helps to break down stigmas and creates an empathetic and inclusive environment for all, no matter their personal circumstances."

### Media Contacts



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# Press Release



**Sharon Doherty, Chief People & Places Officer, talks about the support LBG provides:** “We are committed to creating a workplace where everyone has the opportunity to succeed. Fertility support is an important part of this, ensuring colleagues can navigate life’s most personal challenges while continuing to thrive in their careers. Supporting colleagues in their fertility journey is just one of the ways we are fostering an environment where our people can thrive, both personally and professionally.”

## Notes

Lloyds Banking Group is the largest UK retail and commercial financial services provider with around 26 million customers and a presence in nearly every community. Our main business activities include retail and commercial banking, general insurance and long-term savings, provided through well recognised brands including Lloyds Bank, Halifax, Bank of Scotland and Scottish Widows

Our purpose is Helping Britain Prosper. We have served Britain through our products and services for more than 320 years, across every community, and millions of households. Our success is interwoven with the UK’s prosperity, and we aim to Help Britain Prosper by operating as a responsible, sustainable and inclusive Group.

In February 2022, as part of its strategic update, Lloyds Banking Group announced plans to optimise its office space in line with hybrid ways of working. This includes a target of 30% reduction in office space by the end of 2024.

## Media Contacts



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