PINEAPPLE PARTNERS

Andropause Policy

Title of Policy Document **Issue Date and Version**	Andropause January 2026 (Version 1)
Author / Department	Compliance Manager
Signed off by	 Director
Next review date	January 2027
Distribution	All services
First issue date	January 2026

A) Purpose and scope

This policy explains how we support employees who are affected by andropause, sometimes called the “male menopause”. It applies to everyone at Pineapple Partners, whether you are experiencing andropause yourself or supporting a colleague who is.

B) What andropause is

Andropause refers to a set of physical and psychological changes some men experience with age, linked to gradually falling hormone levels or to related lifestyle and health factors. Symptoms vary widely and can include tiredness and low energy, difficulty sleeping, changes in mood, anxiety, irritability, and problems with concentration or memory. Because the effects can be significant and long lasting, they may in some cases amount to a disability under the Equality Act 2010, and we will treat them accordingly.

C) Our commitment

We want an open workplace where you feel able to talk about your health without embarrassment or fear of judgement. If andropause is affecting you at work, we will listen, treat what you tell us in confidence, and look at practical ways to help.

D) Support and adjustments

Depending on your situation, adjustments might include a review of your workload or working hours, more frequent breaks, flexibility over start and finish times or working from home, or a temporary change to duties. We will discuss any changes with you individually and keep your circumstances confidential. Where symptoms lead to sickness absence, this will be handled sympathetically and in line with our usual sickness procedure.

E) Raising it

If you would like support, please speak to your line manager, or if you would prefer, another manager or a member of the team you feel comfortable with. You do not need to share more than you want to.

F) Behaviour of others

We expect everyone to treat colleagues with respect and an open mind. Comments, “banter” or harassment relating to a colleague’s health or age will not be tolerated and will be dealt with under our disciplinary and anti-harassment procedures.

G) Training and awareness

We provide guidance to managers on the effects of andropause and on holding supportive, confidential conversations, so that anyone asking for help is met with understanding.

H) Related policies

This policy should be read alongside our Flexible Working, Equal Opportunities, Health & Safety and Menopause policies.