

Our Group Inclusion Commitments

Pregnancy loss support

Launched: February 2022

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Our Group Inclusion Commitments are minimum standards for Spirax Group. Where current practice or local law go further than these standards, the greater benefit should always continue to apply.





Pregnancy loss

Introduction

This toolkit contains information about pregnancy loss, which can be difficult to read if you have experienced this type of loss or if you know someone who is affected.

Remember that support is available for all colleagues through our global Employee Assistance Programme. It's free, confidential, available 24/7 and in your local language. It includes email, phone, online and face-to-face services. You can find more details of how to access this service in this toolkit.

This toolkit also provides links to a wide-range of other organisations and resources that can help.

If you have experienced pregnancy loss of any kind, always seek local medical advice or support and always speak to your manager and/or HR team so that they can help you in the best way for your situation.

Pregnancy loss Summary

Sadly, pregnancy loss is a common experience. Some babies are lost during pregnancy, birth or shortly afterwards. Globally, it is estimated that there are around 23 million miscarriages and 2.6 million stillbirths every year, for example.

Losing a baby can be a hugely traumatic experience. It can have physical and/or emotional or mental health impacts on the person carrying the child – either immediately or well after the loss has been experienced. It can also have a significant impact on their partner and family.

Pregnancy loss is rarely talked about openly in the workplace, which can make it difficult to find help or feel supported. None of our colleagues deserve to go through pregnancy loss alone or without support.

Sources: [The Lancet](#); [World Health Organisation](#)

To help, we have committed to support every colleague who experiences pregnancy loss with a minimum of 10 days of paid additional leave and paid time off for related appointments.

Our commitment applies to all colleagues who experience a pregnancy loss, regardless of their length of service and whether it happens directly to them, to their partner or to someone who is acting as a surrogate (in countries where surrogacy is legal). This guide sets out the principles behind our commitment in more detail.

As one of our Group Inclusion Commitments, this is a minimum standard for Spirax Group. Where current practice or local law go further than this commitment, the greater benefit should always continue to apply.

We have committed to support every colleague who experiences pregnancy loss with a minimum of 10 days of paid additional leave and paid time off for related appointments.

As every experience of pregnancy loss is unique, line managers and HR colleagues may also need to use local discretion in supporting our colleagues in the best way for their situation.

Pregnancy loss

The context

Understanding pregnancy loss

The experience of pregnancy loss is often poorly understood because of the silence that typically surrounds this. Open and supportive conversations are the best way to ensure we support our colleagues who experience this kind of loss.

The chance of experiencing pregnancy loss, and the nature of any loss, varies from person to person. Every experience is unique.

Some countries have higher rates of stillbirths, for example. **Studies** also suggest that Black women have a higher risk of miscarriage than white women, and trans or non-binary people may experience pregnancy loss in different ways.

In all cases, it can be an incredibly painful event that has a lasting physical and emotional impact on the people experiencing it and their families, no matter how or when their loss happens.

It can be hard to find the right language related to pregnancy loss and terminology varies around the world. For the purposes of our Group Inclusion Commitments, 'pregnancy loss' includes (but is not limited to) miscarriage, stillbirth, abortion, ectopic pregnancy, molar pregnancy and neonatal loss.



Pregnancy loss

The context continued

Pregnancy loss terminology explained

Terminology will vary around the world, but common definitions include:

- **Miscarriage:** The spontaneous loss of a pregnancy during the first 24 weeks.
- **Stillbirth:** The loss of a baby from 24 weeks, during labour or birth.
- **Ectopic pregnancy:** When a fertilised egg develops outside the womb.
- **Molar pregnancy:** When an abnormal fertilised egg implants in the uterus.
- **Neonatal loss:** The loss of a live-born baby up to 28 days after the birth.
- **Embryo transfer loss:** When an embryo transfer during fertility treatment doesn't result in pregnancy.
- **Abortion or termination of pregnancy:** A medical or surgical procedure to end a pregnancy.



Pregnancy loss Our Group Inclusion Commitment

We're supporting every colleague who experiences pregnancy loss of any kind with a minimum of 10 days of paid additional leave and paid time off for related appointments.

Pregnancy loss leave

All colleagues affected by a pregnancy loss (including partners and those with a surrogate, where surrogacy is legal) can take a minimum of ten days pregnancy loss leave on full pay. This applies to all colleagues from day one of employment.

Any pregnancy loss leave must be agreed with the colleague's line manager and local HR who will fairly, consistently and sensitively support requests. They will respect confidentiality and be flexible to best help in each unique situation.

Colleagues are encouraged to speak to their line manager and local HR about their personal situation as openly and honestly as possible, even though this may be difficult. This will help to ensure the right support can be provided. Anyone experiencing pregnancy loss is always also strongly encouraged to seek professional medical support from their doctor/healthcare service.

Support for related appointments

All colleagues (including partners of those who have experienced pregnancy loss) are also entitled to paid time off to attend appointments relating to their pregnancy loss. This might include medical examinations, scans, tests, counselling or mental health-related appointments, for example.

Line managers should recognise that it will not always be possible for colleagues to arrange medical appointments around the demands of

their work due to the nature of pregnancy loss, and should support colleagues in managing the impact of time away from work.

Taking more time out

It can be very challenging to return to work after pregnancy loss. Emotional and physical recovery does not have a time limit, and everyone's experience will be different.

Colleagues may find they need to take further leave after returning to work. This should be agreed with their line manager and HR. None of our colleagues should ever feel judged or discriminated against when requesting time off to recover from their loss (and sometimes, a manager or HR might need to proactively offer further time off to a colleague experiencing this type of loss).

Pregnancy loss

Our Group Inclusion Commitment continued

Wider support

Often, experiencing pregnancy loss can lead to depression, anxiety and other challenges – whether the loss has been experienced directly or through a partner. Our global Employee Assistance Programme provides free counselling services to all colleagues.

Sometimes, the emotional impact of a loss may happen long after the physical experience. In other cases, feelings or memories of loss may resurface on the anniversary of the loss or for another reason (such as another colleague giving birth). Managers should respect and recognise this, and respond sensitively, flexibly and supportively to any individual situation.

When back at work, colleagues who have experienced pregnancy loss may require temporary or permanent changes to their working practice. As every experience is unique, any changes to working practice should always be explored and agreed locally on a case-by-case basis. Changes might include (but not be limited to) things like:

- A phased return to work.
- Reduced or different working hours.
- More breaks or time away from a computer or machinery.
- Flexibility to work in other locations.
- An earlier or later start/finish to avoid peak travel times.
- Being able to turn the camera off when on video calls.

Help for managers

Managers or colleagues supporting someone through their loss may also need support – for example, understanding what to say or do, or looking after their own emotional health. See the links at the end of this document for guidance.

Remember – our global Employee Assistance Programme can help with free, confidential advice or counselling in your local language. The service is available to you and immediate family members for everyday matters and in times of crisis.

Pregnancy loss

Where to learn more

World Health Organisation (WHO): Why we need to talk about losing a baby (facts, personal stories, how to support someone experiencing pregnancy loss, and more global insight).

Stillbirth: Background from the WHO (and **SANDS**, UK).

Abortion: Background from the WHO.

Baby Loss Awareness Week: 9-15 October annually.

Miscarriage Association: UK-based charity and support service.

Tommy's: A UK-based charity focussed on baby loss.

Verywell Family: Types of pregnancy loss explained.

Advice for partners of those who experience a miscarriage, including for LGBTQ+ couples (from the UK Miscarriage Association, but with useful general guidance wherever you are in the world).

How to support someone you know who's experienced pregnancy loss.

Parents.com: Miscarriage information hub.

What to say to someone who has lost a baby:

- Advice from **Verywell Family**
- Tips from **Tommy's** and **Fatherly**
- **Miscarriage Association** stories

Our global Employee Assistance Programme provides free, confidential advice or counselling in your local language.



Our global Employee Assistance Programme

Getting support

It's OK not to be OK, and it's a strength to seek support. That's why we have a global Employee Assistance Programme (EAP). It's free, completely confidential, available 24/7 and in your local language – for everyday life and for more challenging times. See how to access the service below. You can find more information on One Place locally as well.

What does our EAP help with?

Our EAP provides advice and support on a wide range of matters. It offers advice on everyday aspects of life as well as support in times of crisis. This includes topics such as:

- Stress and anxiety
- Work advice
- Relationship advice
- Gambling issues
- Counselling
- Bereavement and loss
- Financial wellbeing
- Legal advice
- Drug and alcohol issues
- Family issues
- Childcare matters
- Medical information
- Consumer issues
- ...and more.

To get support in the UK

Web: [REDACTED]

Call: [REDACTED]

You can use the app (or website) to contact a wellbeing counsellor by live chat, video call and phone or request a call back. You can also use the AI feature if you do not yet feel comfortable talking to a counsellor. The app also includes resources, information and tools to help with all aspects of life.



To get support around the world

Web: [REDACTED]

Register via the website, then select a username and password.

Click the flag icon (top right of the page) to select your country and language for local resources and contact details. You'll find resources covering a wide range of topics and details of how to contact a counsellor there.

You can also download the app (provided by ComPsych) by searching for **GuidanceResources** (one word) in your App Store.



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