

TOTM

Period Positive Workplace Scheme



What we will cover today...

- ✓ Introduction to TOTM.
- ✓ The Landscape of Workplace Period Provision
- ✓ The problems with conventional period care and women's health.
- ✓ Our product range and display solutions.
- ✓ What we can offer you and next steps.



About Us

TOTM is an award-winning period care brand, committed to creating comfortable, safe and sustainable period care *without compromise*.

Our story began in 2016, when our Founders, Kate and Saint were inspired by both of their daughters to create a period care brand with a purpose.



Good to know:

- Leading ethical brand in the UK stocked in major supermarkets and retailers.
- A certified B Corp that's changing the period care industry for good.
- Organic cotton and naturally comfy period care, without compromise.
- Quality trusted period care rated 4.7/5 by TOTM customers.
- Carbon-neutral and recovering ocean-bound plastics for every tampon applicator sold.
- Winner of multiple awards for our ethical and sustainable approach.
- Pioneered a period dignity workplace scheme which supplies thousands of sites across the UK.
- Breaking taboos online, powered by a digital community of over 70K.

As seen in...

GLAMOUR STYLIST The Grocer The INDEPENDENT Women'sHealth BBC NEWS WALES ELLE GRAZIA VOGUE

Period Care Without Compromise.

The lowdown on our period care range:



Made with GOTS-Certified organic cotton.



Ethically manufactured in Europe.



Naturally soft, absorbent, and comfortable.



No toxins, fragrances or harsh chemicals; tested against internationally recognised methodology and standards.



No artificial absorbents (superabsorbent polymers) often found in bamboo & conventional pads.



Our range reduces waste, and we recover ocean plastics from all applicator tampon sales.



Tampons wrapped in recyclable paper, pads in cornstarch bio-film, all packaged in recycled cardboard.



Our brand and products are carbon-neutral as we offset emissions with Climate Partner.



A New Sustainable Standard Of Period Care.

We will continue to decarbonise our business, working in line with UK's goals to meet **Net Zero**.



The problem

Conventional period care is damaging the planet.



Over
200,000

tonnes of menstrual product waste generated in the UK each year.

90%

Conventional products can contain up to 90% plastic.



Plastic/bio plastic tampon applicators take up to
500 years
to breakdown.

1.5bn to 2bn

menstrual products are flushed down the toilets in the UK each year.

Non-organic

cotton and rayon in these products has a high carbon footprint.



The solution

We use responsibly-sourced certified organic cotton from core to cover in our period care. Compared to conventional cotton this:



Produces
94%
fewer greenhouse gases

Uses

62%

less energy during production.



Uses

88%

less water.



Uses sustainable farming methods and no toxic pesticides.



Our Carbon footprint data is locally sourced (not from China)



Our range of organic cotton period care is **plastic-free** and designed to boost comfort and reduce waste.

Upcoming Workplace Changes

ISO 45010: Workplace Guidance (*Expected 2026*)

What: Integrate menstrual and menopausal health into occupational safety & health (OSH) systems.

Goal: Turn women's health into a critical OSH and business priority.

Provisions: Turn women's health into a critical OSH and business priority.

ISO/TC338: Period Product *Standards*

What: Minimum requirements for safety, quality, performance, design, and materials to be available to all consumers.

Goal: Ensures safe, effective, and comfortable period products for all employees. Supports workplace health policies by providing reliable menstrual care solutions.

Provisions: 100% organic cotton products meeting medical device standards via ICEA/GOTS testing.

Menopause Mandate *2027*

What: Workplace adjustments, Manager training, Communication and awareness, Support pathways.

Goal: Employers with 250+ employees publish a Menopause Action Plan.

Provisions: Turn menopause support into a business and workplace priority.

Women's *Health*



Conventional Period Care: *what's the problem?*



Plastics

Most conventional period products contain plastic in both the product and packaging. In fact, pads can be up to 90% plastic.

Chemicals

Most conventional period care contains fragrances, pesticides, toxins, and heavy metals found in a recent study by WEN.

Greenwashing

Greenwashing in the period industry is rife with products like bamboo pads and plant-based products, causing consumer confusion.

Environmental Impact

It's estimated that 1.2-2 billion period products, from tampons to pads and applicators, are flushed down UK toilets each year. The European Commission found that period products are the *fifth* most common item found on Europe's beaches.

Carbon Footprint

Conventional period care is usually manufactured in China.

Our period care is made with 100% GOTS-certified organic cotton, grown without synthetic pesticides or fertilisers. Additionally, there are no plastics, fragrances, or chemicals in our period care.

Conventional Period Care and Health.

A study by the Women's Environmental Network (WEN) and Pesticide Action Network UK (PAN UK) revealed that several conventional tampon brands were found to contain pesticide residues – including glyphosate.

One sample contained glyphosate at 40 times the legal limit for drinking water in the UK and EU.



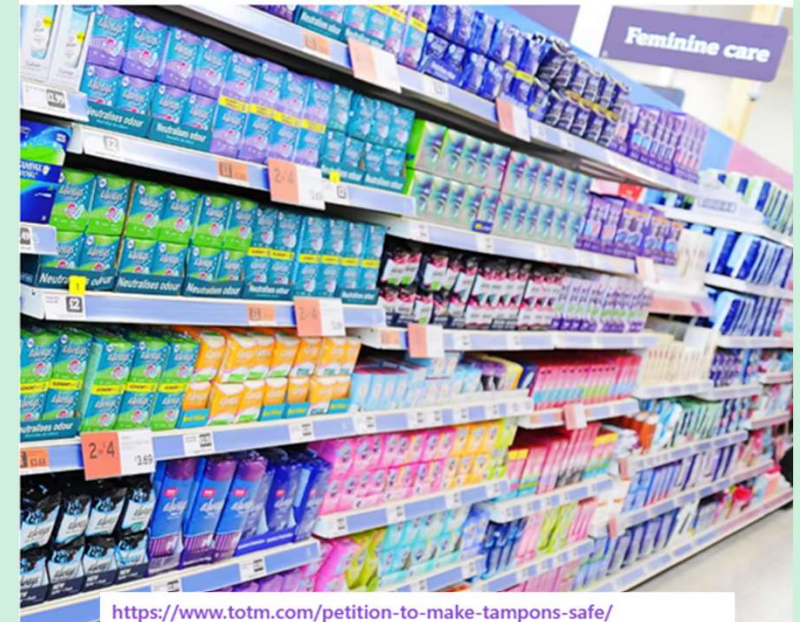
Tampons are classified as **consumer goods** falling under the same category as a kitchen sponge. Through our petition, we're asking for product-specific safety regulations to be added to tampons.

The Impact On Health

This can have a range of impacts on the health of women, girls, and people with periods, especially with the use of tampons as any chemicals that enter the vagina bi-pass the detoxification system.

Toxic pesticide levels found in tampons 40 times higher than legal limit for water

Glyphosate, a pesticide linked to cancer, found at very high levels in menstrual products in the UK, according to report



It's time to make tampons safe. Add your voice to the petition.
Periods are not a luxury. Safety shouldn't be either.
Tampons are not just consumer goods. They are essenti...



Supporting Menstrual Wellbeing At Work.

Tea, coffee & toilet roll are provided in most workplaces, but what about free period care products?

The stats show:

70%

Almost 70% said they had been caught short by their period at work.

94%

94% said period pains and discomfort has disrupted their working day.

50%

Nearly 50% of women had to leave work early or take time off due to period-related discomfort.

Absenteeism

Organisations can help reduce these absences by ensuring employees have access to essential products when needed, removing a key barrier that often forces women to miss work.

Our research shows that period stigma and lack of policy are impacting employee menstrual wellbeing and comfort at work. We developed our Period Positive Workplace Scheme to make a difference for employees today, and in the future.

Stats from our 'Periods at Work' survey



Female Health in the workplace: *what are the stats?*

44

the average
number of days
employee loses per
year due to
presenteeism.

37%

employees in a
psychologically safe
environment are 37%
more productive.

13%

happier employees
are 13% **more**
productive.

50%

nearly 50% of
females have had to
leave work early or
take time off due to
period related
discomfort.

66%

say they are **more likely**
to stay with their current
employer if they
introduced policies and
practices that supported
menstrual health.

Giving *back*



Social Value & Giveback

At TOTM, every period makes a difference. We're proud to be working with period-positive causes and initiatives across the UK.

Supporting period dignity in the UK

21% of British women are affected by period poverty (Action Aid).

Our work:

- Donating period care to In Kind Direct via our Gift-a-Pad scheme and campaigns.
- Supporting local Government, councils, and charities to make sustainable period care accessible.
- Adapting our workplace scheme for schools, universities, and public sector.



Championing menstrual health

Period stigma in society impacts menstrual health awareness and support.

Our work:

- Over recent years, we have donated over £170k to Endometriosis UK and continue to fund and support their services whilst raising vital awareness.

Using our brand platform to drive awareness and education around menstrual health. We're breaking period stigma, sparking conversations and campaigning for change.



Tackling ocean plastic pollution

Did you know? Approximately 1.5-2 billion menstrual items are flushed down Britain's toilets each year polluting the ocean.

Our work:

We're proud to support Plastic Offset to tackle ocean plastic pollution. For every applicator tampon we sell, we recover the equivalent weight of plastic from the ocean through the Biru Foundation plastic collection project.



Our Measurable Impact

Impact snapshot as of February 2026.



6,983,750

periods supported with organic, toxin-free products

306,410+

period care products donated to UK wide causes.



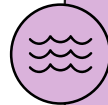
1,994,769kg

carbon offset and over 1754 trees planted.



£170k+

donated to Endometriosis UK.



19,555,545

Equivalent number of plastic applicators recovered from the ocean.



The
**BRITISH
BUSINESS**
Awards 2022



Scan for your full impact story and the latest stats:



Our *Products*



What can workplaces learn from retail?

The Period Care Category is flat but **Better For You** is driving growth!

Tampons

Total Category: **-2%**
BFY: **+49%**

Pads

Total Category: **+1%**
BFY: **+64%**

Why?



58% of sanitary protection shoppers use products that claim to be **ethical/eco-friendly**.



69% of 29-35s and 60% of 36-44s agree: "I use/would be interested in using **premium intimate hygiene products**."



89% of those interested in premium products think brands should provide **more information on the ingredients**.



Why Do Customers Love TOTM?

=

An *increase* in comfort and *decrease* in irritation

18%

Have seen a decrease
in menstrual cramps

60%

Have seen a
decrease in irritation

71%

Feel more protected
against leaks

Stats from: TOTM Consumer Survey 2025

Better for you *and the planet*

The difference between TOTM & Conventional Period Care

Conventional products often cause discomfort due to plastics and chemical additives like fragrances, titanium dioxide and super-absorbents. With certified organic cotton, it's soft to the touch and super breathable, and made without harsh chemicals, dyes and chlorine bleach.

Difference between TOTM & conventional brands	Us	Them	Bamboo
Uses certified organic cotton sourced in Turkey	✓	✗	✗
Free from artificial absorbents (SAPs)	✓	✗	✗
Naturally soft and absorbent	✓	✗	✗
Carbon neutral	✓	✗	✗
Free from fragrance and harsh chemicals	✓	✗	✗
Doesn't use plastic wrappers	✓	✗	✗

take a look at our Organic Pads



Better for you *and the planet*

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Difference between TOTM & conventional brands

	Us	Them
Uses certified organic cotton	✓	✗
Free from chemicals, glyphosates, toxins	✓	✗
Cotton veil to prevent fibre shedding	✓	✗
Naturally soft and absorbent	✓	✗
Carbon neutral	✓	✗
Doesn't use plastic applicators	✓	✗
Period care isn't made of bamboo or rayon	✓	✗

take a look at our

Tampons

Plastic-Offset
For every cardboard applicator sold, a plastic one is recovered from the ocean.

Plastic-free cardboard applicator.

Super soft, organic cotton core and **veil** to help prevent fibre shedding.

Leak-proof protection, naturally.

No artificial absorbents, titanium dioxide or chlorine bleach.

Made without fragrance, perfumes or dyes.

What products are available?



Organic cotton pads

Made with 100% organic cotton from cover to core. Free of harsh chemicals, bamboo and artificial absorbents (SAP). Wrapped in Paper Wrapper with a recyclable shelf ready outer box. 20 per box or

bulk 600s

Available in medium and super absorbencies.



Natural Pads

Made with a 100% organic cotton topsheet and an FSC-certified wood pulp core. Free from harsh chemicals, bamboo, and SAP. Wrapped in a Paper Wrapper with a recyclable outer box. 20 per box or bulk 600s. Available in medium and super absorbencies.



Organic cotton tampons

Made with certified organic cotton from veil to core. Free from harsh chemicals. Includes a cardboard tampon applicator and recyclable paper wrappers. 30 per box or bulk up to 1920s.

Available in regular and super absorbencies.

In Product Development: Extra absorbent pads for light bladder leaks and postpartum.

Free Vend Units: *sleek, modern and easy to manage*

Alongside our display units, we also have free-vend units.

Ideal for spaces with a high footfall

Easy to install and replenish

No maintenance required

Dispenses tampons and pads

Available in 3 sizes

Custom design options*

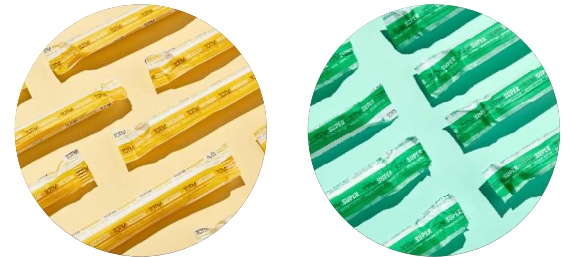
*MOQ for custom designs



In Product Development: A lightweight 3D printed Vending Machine.

Display Units

Through our workplace scheme, we offer a range of dispenser solutions to accommodate organisations of all sizes and sectors.



Trusted and loved by thousands

We offer a cost-effective way to set up free period care in workplaces with our unique boxes and display units.

No counting

tampons: Each product box has set quantities and gives you complete visibility over stock and usage.

No

clutter: Boxes are designed to fit our bathroom display units which creates a cost-effective and presentable solution (pictured). Place on the counter or fix to a wall to save space.

No shame:

Our bold, bright workplace boxes stand out in the bathroom. Each box displays product ingredients, compliant usage instructions and absorbency details.

Our display units are made from GreenCast® - 100% recycled and recyclable cast acrylic sheets.

Our *Resources*



Get CPD Certified Training In *Menstrual Education*

New to 2026, we're offering your workplace **CPD Accredited** E-learning training.

- ✓ Can be embedded into your own learning platform.
- ✓ Includes guided videos & written modules.
- ✓ Ensures your business is ISO45010 compliant.
- ✓ Covers both menstrual health and menopause, in line with CIPD guidance and best practice.
- ✓ Helps organisations prepare for the menopause mandate changes expected in 2027 for employers with over 250 employees.



free
to join!

2026 Live Talks

Led by Global Health & Education **Vic Fytche**

MARCH
03



Introduction to Endometriosis

- What endometriosis is and why diagnosis takes on average 7–8 years.
- Common symptoms
- Overview of treatment options
- Q&A with Endometriosis UK

Time: 12:00 – 12:40

MAY



Introduction to Women's Health Across the Lifespan

- Key health milestones: puberty, reproductive years, perimenopause, post-menopause.
- Links between hormonal health and mental health
- Lifestyle factors (nutrition, exercise, sleep).

Time: 12:00 – 12:40



SEPT

Introduction to PMOS (Formally Polycystic Ovary Syndrome)

- What PMOS is, and how it's diagnosed.
- Common symptoms
- Lifestyle and signposting strategies
- Importance of early diagnosis for long-term health.

Time: 12:00 – 12:40



OCT

Introduction to Menopause & Perimenopause

- Stages of menopause: perimenopause, menopause, post-menopause.
 - Common symptoms (physical, mental, workplace impact).
- The role of workplaces in supporting menopause.

Time: 12:00 – 12:40



Menstrual Resources

Being a part of our workplace scheme means you get extras!



Other extras you get when signing up:

20% off discount for all employees across our full product range.

Personalised Workplace Poster.

Personalised Impact Report.

Period Positive Workplace Badge.

Free access to presentations, guides, posters for your workplace.

Dedicated Account Manager.

Lunch and Learn Sessions upon request.

Live Talks with Vic Fytche.

Proud to be a *period positive* workplace.

We're working with TOTM to champion menstrual dignity and wellbeing at work.



We're proud to work in partnership with **TOTM** to champion period dignity to your employees.



Made with 100% organic cotton, which is naturally soft, absorbent, and comfortable.



Clinically tested and non-irritating period care.



Over 20m plastic applicators saved from the oceans and landfill.



All our outer packaging is recyclable, and our individual tampon wrappers too.



No harsh chemicals, toxins, or fragrances.

Remember to always bin your period care products after use.

In the UK, 2 billion menstrual products are flushed every year, causing plumbing problems and significant environmental pollution.

Get 20% off every order with this exclusive offer.

Stay stocked up with planet-friendly period care with an exclusive 20% off every TOTM order. Follow the QR code to learn more.



TOTM
totm.com | @totmorganic

Next Steps...

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Find us online: totm.com |
[@totmorganic](https://www.instagram.com/totmorganic)

