

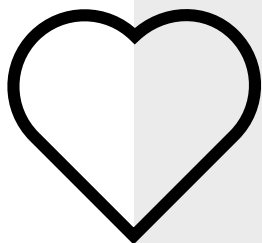


Fertility support at Avalere Health

We recognise that our employees may wish to start or expand their family. We are aware that for some, the journey to parenthood is not easy, so we have devised this support for any of our employees who need it, including:

- Those faced with challenges in starting or expanding their family
- LGBTQ+ people who want to start or expand their family
- Solo parents who want to start or expand their family
- Those in a surrogacy arrangement
- Individuals who are supporting their partner on their fertility journey

In this document we outline the support and resources available globally, ensuring a consistent approach while adhering to local laws and regulations. Our objective is to support our employees during these challenging times, by providing access to information and resources while helping to support the balance of work and personal needs.



Our commitment to you

If you are experiencing fertility issues, are a solo parent or are supporting your partner on their fertility journey, you may wish to speak to someone in the People Team in the first instance. We know regardless of the route taken or situation, it can be difficult and we are here to support you as best as we can.

Our role

We will listen to what you need and provide the support that feels right to you, the below is not an exhaustive list:

- We will listen, do our best to understand the situation and what is involved
- We know that planning can be difficult so we will aim to be as flexible as possible
- Reduction of your workload and time off might be needed based on your treatment and experience and we will work with you to accommodate that
- We understand that reasonable adjustments may be needed during this time and will work with you to identify and implement these
- We will let you lead and be in control of your experience, but we are also available to signpost where you can get advice, should you need it
- We understand this is a personal matter, and sharing any information is entirely your choice. However, to ensure we can provide you with the best possible support, we kindly encourage you to inform someone from the Benefits team or your People Partner, if you feel comfortable doing so.

Time off

When you require time off work during fertility treatment, including for appointments, we will support you to do so. All support is available from the first day people join Avalere Health.

In addition, we recognise that you also may want/need to rest physically and/or emotionally, and this too will be supported in conjunction with your line manager.

Individual needs will vary and there is no limit to the number of cycles an employee can enter during their employment at Avalere Health, and such support is available throughout each cycle. We will follow your lead on how much time off you reasonably need.

We are aware that treatment isn't always successful and appreciate that this may be difficult to deal with, so we encourage you to take the time that you need away from work. Reasonable time off for fertility treatment and support will be paid and you should discuss your needs with the Benefits team/People Partner before taking it.

Employee benefits and resources

We have several benefits and resources available that you can access for support.*



People Team: The People Team are always available to speak to if you have any questions or require support. You can [email](#) the Benefits Team or find your relevant People Partner [here](#).



Mental Health First Aiders: Whilst they aren't trained experts, they have had mental health first aid training to be able to offer a listening ear and support to those who need it. Get additional information [here](#).



Family and Gender Employee Network Groups (ENGs): Our ENGs provide a safe space to discuss topics related to fertility, single parent families, adoption/fostering, and much more. You can join any ENG meeting series by emailing [\[redacted\]](#).



Fertility Network: Click [here](#) for a comprehensive list of fertility topics and resources.



Fertility Matters at Work: [Fertility Matters at Work](#) is the leading training provider for fertility support in the workplace. We have a partnership with them, with access to talks and support for our people.

* For those who require support and reside outside of the UK and US, please reach out to your People Partner for more information specific to your location.

UK employee benefits and resources



Employee Assistance Program (EAP): You can use our EAP to speak to an independent adviser on a confidential basis about any issue that is troubling you. To access the EAP 24/7 confidential helpline, please call: [redacted]. Click [here](#) for additional information.



Employee Benefits: We offer comprehensive health insurance plans that cover reproductive health services, including but not limited to contraception, prenatal and postnatal care, family planning and counseling. Click [here](#) for additional information.



Peppy UK and Ireland: Peppy is a team of experienced fertility nurses and emotional support practitioners, they support areas including considering having a child, trying to conceive, treatment options and alternative paths to parenthood, miscarriage, baby loss, options and emotional support if fertility treatment was to fail. Get more information [here](#).



Fertility Network: [Fertility Network](#) believes that nobody should struggle alone and so they offer a wide range of support and resources to help anyone going through a fertility challenge.

US employee benefits and resources



EAP: You can use our EAP to speak to an independent adviser on a confidential basis about any issue that is troubling you. To access the EAP 24/7 confidential helpline, please call: [redacted]. Click [here](#) for additional information.



Employee Benefits: We offer comprehensive health insurance plans that cover reproductive health services, including but not limited to contraception, prenatal and postnatal care, family planning and counseling.



Peppy US and Global: Peppy is a team of experienced fertility nurses and emotional support practitioners, they support areas including considering having a child, trying to conceive, treatment options and alternative paths to parenthood, miscarriage, baby loss, options and emotional support if fertility treatment was to fail. Get more information [here](#).



Resolve: At [Resolve](#), you can learn more about fertility, know what your options are, find support, learn how to advocate, find an expert and much more.

Acknowledging the financial impact of fertility treatments



We recognize that fertility treatments, including IVF and other assisted fertility treatments, can be both physically and emotionally demanding. We also acknowledge that the financial costs associated with these treatments can be significant. While we are not able to offer direct financial assistance, we want to ensure our employees have access to information and resources that may help navigate the financial aspects of their fertility journey.

Resources for financial support



To assist in planning for fertility-related expenses, employees may want to explore the following options:

Grants & Financial Assistance Programs: Several organizations provide financial aid, grants, or scholarships to individuals undergoing fertility treatments. Consider exploring resources such as:

- [NHS-funded IVF \(UK\)](#)
- [The Baby Quest Foundation \(US\)](#)
- [The Fertility Foundation \(UK\)](#)
- [The Cade Foundation \(US\)](#)
- [The Hope for Fertility Foundation \(US\)](#)



Financing: Some fertility clinics offer payment plans or financing options to help manage costs over time.



(US) Health Savings Accounts (HSAs) & Flexible Spending Accounts (FSAs):

If you are enrolled in an HSA- or FSA-eligible health plan, you may be able to use pre-tax dollars to cover certain fertility treatment expenses.

If you have any questions or need further guidance, please reach out to [Benefits](#) or your [People Partner](#).