



Media release

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Bristol Myers Squibb Australia awarded Menopause Friendly Accreditation

Bristol Myers Squibb (BMS) Australia has proudly achieved Menopause Friendly Accreditation from Menopause Friendly Australia, marking a significant global milestone as the first employer accredited across two geographical regions. This recognition puts BMS in a notable group of leading organisations dedicated to workplace inclusion and wellbeing and highlights their ongoing commitment to supporting colleagues worldwide.

Being accredited on both sides of the globe demonstrates the power of consistent, high-impact workplace practices for menopause awareness and support. BMS has set a new international benchmark by building best-practice standards into daily life, ensuring everyone who experiences menopause at work feels seen, supported, and valued regardless of location.

Owen Smith, General Manager of BMS Australia & New Zealand, said “I’m proud BMS is the first pharmaceutical company, and one of only seven organisations so far, in Australia to receive this recognition, which validates our efforts to support our employees experiencing menopause. Led by our passionate Bristol Myers Squibb Australia Network of Women employee group, I’m proud that BMS is setting a new standard for inclusion. By fostering open conversations and providing practical support, we’re helping to break the stigma and ensure our colleagues can thrive at every stage of life.”

Dani Morrish, Menopause Accreditation Project Lead, Bristol Myers Squibb Australia Network of Women, said “Menopause is a significant workplace issue with recent studies showing that up to 83% of women report at least one menopause symptom that affects their work¹, and nearly 15% have considered quitting their job due to symptoms². From robust policies and dedicated resources to exceptional training, active engagement and a culture of openness, BMS empowers our staff to have meaningful conversations and access the support they need.”

Deborah Garlick, CEO and Founder of Menopause Friendly, said “We are absolutely delighted to see Bristol Myers Squibb achieve Menopause Friendly Accreditation in both the UK and Australia. This is a powerful demonstration of BMS’s commitment to supporting colleagues wherever they work, ensuring that menopause is understood, talked about and properly supported. Their leadership, engagement and practical action set a strong example for others and we’re proud to recognise them as trailblazers in creating truly inclusive workplaces across continents.”

“Achieving Menopause Friendly Accreditation in two regions is a significant achievement. The Bristol Myers Squibb Australia team worked collaboratively with their British counterparts to deliver a globally consistent and locally relevant program, a dedication to genuine inclusion and staff wellbeing both in Australia and internationally,” said Grace Molloy, CEO of Menopause Friendly Australia. “As the first employer to reach this milestone in two regions, BMS is leading the way in building workplaces where everyone can thrive, no matter where they are, with and ongoing work in BMS USA and Canada.”

BMS’s achievement exemplifies that embedding menopause awareness globally isn’t just the right thing to do it strengthens wellbeing, retention, and engagement across the entire organisation.

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1. Circle In, Driving the change: Menopause and the workplace, 2021. Access here: <https://circlein.com/research-and-guides/menopause-at-work/>
2. Korn Ferry and Vira Health (2023), [Understanding the Role of Menopause in Work and Careers.](#)