Lavonic

BREASTFEEDING IS YOUR BUSINESS

Support her ***return***.

Strengthen your ***future***.

Breastfeeding education for employers to help retain their talent and shape their return-to-work policy.

About Lavonic

Our Mission

We are workplace inclusion specialists dedicated to closing the transition gap for returning mothers.

Our Focus

Partnering with HR leaders and managers to design supportive, compliant, and practical return-to-work environments for breastfeeding and pumping employees.

Our Impact

Helping organisations protect their talent pipeline, lower replacement costs, and build truly family-friendly cultures.

Our Goal: Turn return-to-work challenges into your strong point for employee retention.

The Reality

Returning Mums Face Unsupported Transitions



1/3

of mothers said that their workplace provided facilities to express and store breastmilk or breastfeed [1].



23%

of HR professionals have a breastfeeding policy in place [2].



31%

of mothers reported having a H&S Risk Assessment upon their return to work [2].



63%

of new mums had a bad return to work experience, making them less loyal to their employer [3].



34%

of new mums left their employer 6 months after the end of their parental leave [4].

1 https://www.gov.uk/government/statistics/infant-feeding-survey-in-england-2024/infant-feeding-survey-2024-full-report#return-to-work

2 Jewell, S. , Aftab, F., Della Giusta, M. , James, G. , Jaworska, S. and Rawlings, S. , (2025) Maternal wellbeing, infant feeding and return to paid work. Report. University of Reading doi: 10.48683/1926.00123480

3 https://returningmum.co.uk/latest-data/

4 https://www.deel.com/deel-works/parental-leave-gender-gap/

Real Voices

Workforce on the Ground

" My new manager has never managed someone with a young child before and it really shows..."

" I felt like I had fallen through a crack in terms of support from my employer. "

" Within 3 months I was completely burned out and off with stress and physical health issues caused by stress."

Common Return-to-Work Challenges

- **Lack of Information & Support:** Mums don't always know how the physical changes of going back to work may affect them (clogged ducts, mastitis, supply drops), or even the emotional adjustments.
- **Retention Risk:** Feeling unsupported leads employees to stay only for the mandatory minimum period before resigning.
- **Policy Gaps:** Lack of official policies results in unofficial, ad-hoc agreements away from HR oversight.

The Opportunity

Protecting Your Investment in Talent

The Cost of Losing Returning Talent

It costs UK businesses to replace lost talent

20% - 213%

Of employee's annual salary

- Recruiting & hiring costs
- Onboarding & ramp-up time
- Productivity & knowledge loss
- Team morale & workload impact

The ROI of Investing in Retention

Retention isn't just the right thing to do - it's a smart business strategy

- Higher engagement & performance
- Stronger leadership pipeline
- Diverse & inclusive culture
- Long-term loyalty & growth

The Solution

What Lavonic Can Do for You

We help employers reintegrate and retain existing employees who are breastfeeding or pumping upon returning to work.

01.



Education

Educating about breastfeeding and pumping; equipping managers and teams with practical knowledge.

02.



Facility Assessment

Evaluating pumping and breastfeeding spaces to ensure employees feel supported and valued.

03.



Policy Advice

Advising HR on shaping seamless return-to-work policies.

04.



Realistic Strategies

Providing actionable return-to-work plans to accelerate productivity, boost job satisfaction, and drive retention.

Care in Action

Supporting Returning Parents

The Financial Reality
In the UK, replacing lost talent costs 6–9 months of salary.

For the Employer

Talent Retention & Attraction

Attract and keep top-tier talent by demonstrating a commitment to family-friendly policies.

Reduced Absenteeism

Support for nursing mothers leads to fewer sick days and improved overall team productivity.

Brand Reputation

Build an inclusive culture that enhances your standing as an employer of choice.

For the Employee

Smooth Career Transition

Feel truly valued and supported during the return-to-work transition.

Health & Wellbeing

Meet personal breastfeeding and wellness goals with practical, dedicated support.

Practical Onsite Care

Access guidance, clear policies, and designated pumping facilities.

Service Packages & Offerings

Our services have been tailored to promote both a supportive workplace and individual re-engagement, enabling a smoother return to work for all involved.

Package 1: Handbook Package

Legal & basic support requirements in a hardcopy handbook

- **Returners Checklist:** Legal requirements and enhanced options for HR & Line Managers.
- **Educational Video:** Access to "Breastfeeding & Pumping 101" video content.
- **Resources:** Comprehensive FAQs from new parents and real-world case studies of successful returners.
- **FREE 1-to-1 Advice:** Provided directly to the returning employee on how to breastfeed or pump whilst working.

Package 2: Bespoke Package

Includes everything in the Handbook Package, PLUS:

- **In-Person Workplace Visit:** On-site review and tailored advice on your facility setup.
- **Interactive Q&A:** Live sessions customised for employees, managers and HR.
- **Tailored Meetings:** Direct discussions to address specific employee return-to-work requirements.
- **Review of Existing Policies:** Providing feedback on practicalities of existing policies and frameworks.

Building a Supportive Workplace Together

Lavonic
BREASTFEEDING IS YOUR BUSINESS

DOWNLOAD

Download our Free Breastfeeding Terminology PDF to kickstart awareness and inclusive language across your teams.

Get Your Free Guide

CHOOSE

Select between our Handbook or Bespoke packages tailored specifically to your organisation's unique needs.

Find Your Fit

PARTNER

Collaborate with Lavonic to design and execute a truly family-friendly workplace culture.

Transform Your Workplace

Lavonic

BREASTFEEDING IS YOUR BUSINESS

Protect Your Talent Pipeline & Support Working Parents

Ready to get started?

Visit our website or reach out
to the Lavonic team today.

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