



Menopause Friendly

Partner Overview

Workplace Menopause, Menstruation and
Hormone Health Support

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Lisa Roberts

Prepared for

COSTA
COFFEE

Who we are

Henpicked: Menopause and Menstruation Friendly is the UK's leading organisation for workplace hormone health support.

Founded in 2013, we've grown into the sector's most established and trusted partner — working with organisations from global brands to the NHS to build genuinely menopause and menstruation friendly workplaces.

2013

Founded

1400+

Organisations supported

200+

Organisations accredited

36

Languages, with training in
140+ countries



Leading the Conversation

We started this conversation over a decade ago, delivering the world's first CPD-accredited menopause training and co-authoring the BSI Standard. We also sit on the working group shaping the new legislative requirements for menopause action plans.



Built for retail

We understand the pressures of retail: physically demanding, customer-facing roles, shift patterns and colleagues spread across hundreds of sites. It's the environment we know from working with national and global retailers including Asda, Boots, Lidl, Next and John Lewis, and it shapes a model built for scale: practical support for shop floor managers, digital learning that works around shift patterns, and consistent delivery across every store, office and distribution centre.

What we offer

Our experience gives us a genuine understanding of what works. We go beyond delivery, building sustainable change across three core channels.

Training

A full range from awareness sessions to Champion and Advocate programmes and specialist masterclasses — delivered by expert clinical partners, in person or online, and coordinated globally. CPD-accredited throughout

[More information](#)

Digital Learning

CPD-accredited eLearning via LMS or licence, or fully bespoke and branded to your organisation.

[More information](#)

Accreditation and Membership

UK's only independent accreditation for menopause and menstruation at work — 700+ members, 200+ accredited — with a dedicated partnership manager and an on-demand resource library.

[More information](#)

Our Partnership with Costa Coffee

This proposal builds on a relationship already in progress. We've delivered training to colleagues and managers, and hosted a live panel event alongside members of the Costa Coffee leadership team. We see this as a strong foundation for what a deeper, structured partnership could deliver.

Already underway:

- Colleague and manager training sessions
- A live panel event with the Costa Coffee leadership team
- Early engagement that's shaped this proposal



Phase 1

Partner & Discover

Partner with Costa Coffee to clearly understand your objectives, current progress, operational challenges, market context, and the unique nature of your workforce and culture.

Phase 2

Co-Design & Build

Drawing on our retail experience — what's worked and delivered real impact and ROI — we'll shape a programme around Costa Coffee's business, people and priorities for lasting impact.

Phase 3

Launch & Sustain

We'll roll out delivery across your teams — a personalised, tailored programme shaped by real understanding of the people in the room, adapting to feedback and the evolving business to shift the lived experience of people across Costa Coffee.

What makes us a great partner for Costa Coffee



- Extensive retail experience: trusted by leading retailers including Asda, Boots, Lidl, Next and John Lewis, plus a wide range of organisations with similar operating structures
- The gold standard for menopause at work - the only independent, panel-assessed menopause accreditation trusted by over 700 leading organisations
- First in the world to achieve CPD accreditation for menopause training
- Co-authors of the BSI Standard for Menopause and Menstruation
- Award-winning delivery from an experienced team of expert trainers
- Global delivery in 36 languages - including a recent global programme delivered across 12 countries for a multinational partner



A partnership built to last.

- A single trusted partner for a comprehensive suite of support
- Deep retail insight and experience to maximise impact and ROI
- The capacity to deliver at your scale
- A dedicated partnership manager acting as an extension of your team
- Independent, evidence-based credibility
- A genuine social purpose: £220,000+ raised for vital research and support

Explore our full employer brochure