

Sodexo achieves menopause-friendly employer accreditation

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Sodexo UK and Ireland has achieved The Menopause Friendly Accreditation, awarded in recognition of its efforts to foster an inclusive culture and provide robust support for colleagues experiencing menopause.

[The Menopause Friendly Accreditation](#), established by Henpicked: recognises high standards and proven practices that embrace menopause in the workplace.

Sodexo has been raising awareness about menopause in the workplace for many years. Recently, the company has intensified its efforts and commitment to being a menopause-friendly employer. This comprehensive programme includes support and awareness initiatives, the creation of working groups, and menopause guidelines for managers and employees.

Additionally, Sodexo has appointed a menopause working group and hosts internal events, such as its popular virtual menopause cafes. The cafes are held quarterly and cover a variety of topics including symptoms, personal experiences, and male allyship as well as featuring expert clinical advice.

The accreditation follows Sodexo's commitment to the Wellbeing of Women's menopause workplace pledge, which it signed in 2022.

Raj Jones, Head of DEI (Diversity, Equality, and Inclusion) at Sodexo UK & Ireland said: "This accreditation has provided us with a robust framework to ensure all colleagues experiencing menopause are supported, as well as those who may not be experiencing it themselves but are supporting others inside or outside of work. It has also given us the ongoing opportunity to educate and raise awareness within the business, normalising these conversations in the workplace. We are very proud to receive this prestigious accreditation."

The Menopause Friendly Accreditation is industry-recognised and the only accreditation that sets clear standards which must be met.

To achieve The Menopause Friendly Accreditation, employers are assessed by an Independent Panel and must demonstrate evidence of their effectiveness in five key areas: culture, policies and practices, training, engagement and working environment.

Deborah Garlick, CEO and founder of Henpicked: Menopause in the Workplace, added: "Sodexo is very deserving of the Menopause Friendly Accreditation in recognition of its comprehensive services and support for colleagues. The Independent Panel looks for evidence of action and impact – not just intent – which is what sets the Accreditation apart and Sodexo should be very proud of the way it is changing the lived experience of menopause in the workplace."

In June, Sodexo UK and Ireland was also honoured as one of [The Times Top 50 Employers](#) for Gender Equality 2024, highlighting its steadfast commitment to gender equality in the workplace.