



Phreesia Gender Equality Report

OCTOBER 2020



KEY FINDINGS



50.14%
of total US employee
base is women



41.94% of **senior**
management are women



50.65% of
employees promoted
during the fiscal year
were women



43.61% of employees
in the **top** pay quartile
are women

56.06% of **middle/
other** management
are women



48.56%
of revenue-producing
roles are held by women



90.91% of women who
returned from parental
leave during fiscal year
2019 remained employed 12
months after their return



The **Phreesia Women's Network** is an employee resource group with a mission to engage employees of all gender identities across the company to continue to grow a healthy and supportive workplace

FULL REPORT

Question		Data as of 2020 Fiscal Year End
Section 1: Female Leadership & Talent Pipeline		
FEMALE LEADERSHIP		
1.	How many women are on the company's board?	2
2.	What percentage of the company's board is composed of women?	28.57%
3.	Is the company's current chairperson or equivalent position held by a woman?	No
4.	Is the company's current chief executive officer (CEO) or equivalent position held by a woman?	No
5.	What percentage of the company's executive officers are women?	12.5%
6.	Does the company have a chief diversity officer (CDO) or an executive with the primary function of managing the company's diversity and inclusion initiatives?	No
7.	What percentage of the company's top 10% compensated employees are women?	41.51%
8.	Does the company publicly share a specific, time-bound action plan with targets to increase the representation of women in leadership positions?	No
TALENT PIPELINE		
9.	What percentage of the company's total employee workforce are women?	46.62%
10.	Does the company require a gender-diverse slate of candidates for all management roles?	No
11.	What percentage of the company's senior management are women?	41.94%
12.	What percentage of the company's middle/other management are women?	56.06%
13.	What percentage of the company's revenue-producing roles are held by women?	48.56%
14.	What percentage of the company's information technology (IT) workforce are women?	37.70%
15.	What percentage of the company's engineering workforce are women?	19.77%
16.	What percentage of the company's entry level positions are held by women?	41.29%
RETENTION & RECRUITING		
17.	What percentage of employees promoted during the fiscal year were women?	50.65%
18.	What percentage of employees that left the company during the fiscal year were women?	52.46%

19.	What percentage of employees hired during the fiscal year were women?	44.55%
20.	Does the company have a targeted recruiting strategy to increase female hires?	Yes
US MULTICULTURAL REPRESENTATION		
21 a.	What percentage of the company's total United States (US) employee base is women?	50.14%
21 b.	What percentage of the company's total United States (US) employee base is multi-cultural women?	13.04%
Section 2: Equal Pay & Gender Pay Parity		
EQUAL PAY		
22.	Did the company perform a global equal pay audit (also referred to as a pay equity review) during the fiscal year to identify differences in pay between men and women doing equivalent work?	Yes
23.	Did the company publicly disclose a quantitative compensation review by gender for the fiscal year?	No
RAW PAY GAP METRICS		
24.	What is the company's proportion of women in the top pay quartile globally?	43.61%
25.	What is the company's proportion of women in the upper middle pay quartile globally?	51.13%
26.	What is the company's proportion of women in the lower middle pay quartile globally?	53.38%
27.	What is the company's proportion of women in the lower pay quartile globally?	38.35%
28.	What is the company's global mean (average) raw gender pay gap?	6.55%
29.	Does the company publicly share a specific, time-bound action plan to close its gender pay gap?	No
Section 3: Inclusive Culture		
GLOBAL PARENTAL LEAVE		
30 a.	What is the minimum number of weeks of fully paid primary parental leave offered by the company? If there is not a global standard, provide the minimum leave policy.	12
30 b.	What is the minimum number of weeks of fully paid secondary parental leave offered by the company? If there is not a global standard, provide the minimum leave policy.	4
US PARENTAL LEAVE		
31 a.	For US Employees only: How many weeks of fully paid primary parental leave does the company offer to employees in the US?	12
31 b.	For US Employees only: For those employees in the US that returned from primary parental leave during the fiscal year, what was the average number of fully paid weeks taken?	12
31 c.	For US Employees only: How many weeks of fully paid secondary parental leave does the company offer to employees in the US?	4
31 d.	For US Employees only: For those employees in the US that returned from secondary parental leave during the fiscal year, what was the average number of fully paid weeks taken?	4
RETURN TO WORK		
32.	Of women who returned from parental leave during fiscal year 2019, what percentage remained employed by the company 12 months after their return?	90.91%

33.	Does the company provide access to on-site lactation rooms?	Yes
INSURANCE AND BENEFITS		
34 a.	In markets where this benefit is not covered by government programs, does the company provide adoption assistance?	Yes
34 b.	In markets where this benefit is not covered by government programs, does the company offer insurance coverage for fertility services?	No
34 c.	In markets where this benefit is not covered by government programs, does the company offer insurance coverage for egg-freezing?	No
34 d.	In markets where this benefit is not covered by government programs, does the company offer insurance coverage for contraception?	Yes
35.	In markets where this benefit is not covered by government programs, does the company offer insurance coverage for gender reassignment services?	Yes
FAMILY CARE		
36 a.	In markets where this benefit is not covered by government programs, does the company provide back-up child care services or child care subsidies?	No
36 b.	In markets where this benefit is not covered by government programs, does the company provide back-up elder care services or elder care subsidies?	No
37.	Does the company offer an option to control and/or vary the start or end times of the workday or workweek (e.g. flextime)?	Yes
38.	Does the company offer an option to control and/or vary the location where employees work (e.g. telecommuting, work from home)?	Yes
ENGAGEMENT		
39 a.	Did the company conduct an employee engagement survey for all employees during the fiscal year?	No
39 b.	If the company conducted an employee engagement survey, were results assessed by gender?	N/A
40.	Does the company have employee resource groups or communities for women?	Yes
41.	Does the company mandate all managers complete unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviors?	No
42.	Do senior managers have clear diversity and inclusion goals included as part of their annual performance reviews?	No
Section 4: Sexual Harassment Policies		
SEXUAL HARASSMENT POLICIES		
43.	Does the company have a publicly available company policy that explicitly condemns sexual harassment in the workplace?	No
44.	Are employees required to complete sexual-harassment training at least once a year?	Yes
45.	For all sexual harassment allegations, does the company utilize an impartial third-party investigator, or have an internal independent investigation function, that reports directly to the board?	No
46.	Does the company prohibit nondisclosure agreements (e.g. confidentiality provisions or silencing agreements) pertaining to claims of sexual harassment in settlement agreements, unless requested by the victim?	No
47.	Does the company require employees to take sexual harassment claims to private arbitration?	No
Section 5: Pro-Women Brand		
SCREENING FOR BIASES		
48.	Does the company evaluate all advertising and marketing content for gender biases prior to publication?	Yes

49.	Does the company assess gender balance in machine learning in order to prevent algorithms from perpetuating gender biases?	Yes
SUPPLY CHAIN		
50.	Does the company have a supplier diversity program that includes women suppliers/vendors?	No
RE-ENTERING THE WORKFORCE		
51.	Does the company have a program designed to recruit women returning back to the workforce after taking a career break?	No
CLIENT ENGAGEMENT		
52.	Has the company allocated specific resources for both retaining and increasing the percentage of women clients or customers in any of its businesses?	No
EDUCATION		
55 a.	Does the company conduct and/or sponsor any financial education programs targeting women in the community?	No
55 b.	Does the company conduct and/or sponsor any health or insurance education programs targeting women in the community?	No
55 c.	Does the company conduct and/or sponsor any STEM education programs targeting women in the community?	No
PUBLIC SUPPORT FOR WOMEN		
56.	Has the company given monetary support during the fiscal year to any non-profit organization(s) with a primary mission of advocating for gender equality in the workplace?	No
57.	Has the CEO or equivalent issued a signed CEO Statement of Support to the United Nations (UN) Women's Empowerment Principles?	No
58.	Is the company a verified active participant to the United Nations (UN) Global Compact?	No
59.	Is the company EDGE certified, or in the process of certification, in any markets?	No

APPENDIX

Question		Workforce Representation	Related Definitions
Section 1: Female Leadership & Talent Pipeline			
FEMALE LEADERSHIP			
1.	How many women are on the company's board?	Board of Directors as reported in the Annual Report or 10-K. In cases of a two-tier board, this refers to the Supervisory Board	N/A
2.	What percentage of the company's board is composed of women?	Board of Directors as reported in the Annual Report or 10-K. In cases of a two-tier board, refers to the Supervisory Board	N/A
3.	Is the company's current chairperson or equivalent position held by a woman?	Chairperson of the Board of Directors as reported in the Annual Report or 10-K. In cases of a two-tier board, refers to the Supervisory Board	N/A
4.	Is the company's current chief executive officer (CEO) or equivalent position held by a woman?	Chief executive officer (CEO) as reported in Annual Report or 10-K. In cases of a two-tier board, this refers to the chairperson of the Management Board	N/A
5.	What percentage of the company's executive officers are women?	Officers of the Registrant as reported in 10-K or Annual Report Named Executive Officers or executive management team, as published in annual report or comparable public filing, may be substituted when Officers of the Registrant do not appear in a company filing In cases of a two-tier board, this refers to the Management Board or equivalent; excludes Secretary unless he/she has an additional role, such as general counsel	N/A
6.	Does the company have a chief diversity officer (CDO) or an executive with the primary function of managing the company's diversity and inclusion initiatives?	Chief diversity officer (CDO), or executive dedicated primarily to diversity and inclusion strategy at the company at fiscal year-end	N/A
7.	What percentage of the company's top 10% compensated employees are women?	Top 10% compensated full-time employees at fiscal year-end; excludes contractors and contract based employees Representative of at least 80% of the total workforce	Total compensation should include base salary, bonus, stock, and any other monetary benefit(s)
8.	Does the company publicly share a specific, time-bound action plan with targets to increase the representation of women in leadership positions?	N/A	N/A
TALENT PIPELINE			
9.	What percentage of the company's total employee workforce are women?	All full-time employees at fiscal year-end; excludes contractors and contract based employees Representative of at least 80% of the total workforce	N/A

10.	Does the company require a gender-diverse slate of candidates for all management roles?	N/A	Gender-diverse slate of candidates refers to a group of candidates that includes at least one candidate from each gender Policy was in place during fiscal year
11.	What percentage of the company's senior management are women?	Management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels from the CEO at fiscal year-end Representative of at least 80% of the total workforce	N/A
12.	What percentage of the company's middle/other management are women?	Management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from the CEO at fiscal year-end Representative of at least 80% of the total workforce	N/A
13.	What percentage of the company's revenue-producing roles are held by women?	All full-time employees in revenue-producing roles at fiscal year-end; excludes contractors and contract based employees Representative of at least 80% of the total workforce	Refers to revenue-generating functions responsible for core business objectives or profit and loss as defined by the company, and may be based on job codes or internal corporate framework Excludes support staff
14.	What percentage of the company's information technology (IT) workforce are women?	All full-time employees in functional roles in the IT departments of the company at fiscal year-end; excludes administrative roles, contractors, and contract based employees Representative of at least 80% of the total workforce	Information technology (IT) roles may include, but are not limited to, technical support, trade support, telecommunications support, computer technicians, informations systems, IT governance, and technical specialists
15.	What percentage of the company's engineering workforce are women?	All full-time employees in functional roles in the engineering and/or research & development (R&D) departments of the company at fiscal year-end; excludes administrative roles, contractors, and contract based employees Representative of at least 80% of the total workforce	Engineering or R&D roles may include, but are not limited to, engineers, software engineers, software quality engineers, infrastructure engineers, systems engineers, and hardware engineers
16.	What percentage of the company's entry level positions are held by women?	All full-time employees in entry level positions at fiscal year-end; excludes excludes contractors and contract based employees Representative of at least 80% of the total workforce	Entry level position refers to roles that do not require prior experience in the field or profession and are often designated for a trainee or graduate that recently completed their degree program
RETENTION & RECRUITING			
17.	What percentage of employees promoted during the fiscal year were women?	All full-time employees that were promoted or underwent career advancement during the fiscal year; excludes administrative roles, contractors, and contract based employees Representative of at least 80% of the total workforce	Promotions may be defined by company as role change or significant compensation increase
18.	What percentage of employees that left the company during the fiscal year were women?	All full-time employees that exited the company during the fiscal year; excludes administrative roles, contractors, and contract based employees Representative of at least 80% of the total workforce	Employees that exited refers to both voluntary quits and employee dismissals
19.	What percentage of employees hired during the fiscal year were women?	All full-time employees that were hired during the fiscal year; excludes administrative roles, contractors, and contract based employees Representative of at least 80% of the total workforce	N/A
20.	Does the company have a targeted recruiting strategy to increase female hires?	N/A	Targeted human resources strategy to increase female hires was in place during fiscal year
US MULTICULTURAL REPRESENTATION			
21 a.	What percentage of the company's total United States (US) employee base is women?	Full-time employees based in the US at fiscal year-end Representative of at least 80% of the US workforce	N/A

21 b.	What percentage of the company's total United States (US) employee base is multi-cultural women?	Full-time employees based in the US at fiscal year-end Representative of at least 80% of the US workforce	Multicultural women includes women who self-identify as Black/ African American, Hispanic, Asian/Pacific Islander, American Indian/Alaskan Native, or as two or more races
Section 2: Equal Pay & Gender Pay Parity			
EQUAL PAY			
22.	Did the company perform a global equal pay audit (also referred to as a pay equity review) during the fiscal year to identify differences in pay between men and women doing equivalent work?	All full-time employees at fiscal year-end; excludes administrative roles, contractors, and contract based employees Representative of at least 80% of the total workforce	Equal pay audit refers to comparison of male and female employee compensation for the same or similar work based on job content and duties, and auditing may be performed by internal or external party Compensation should include base salary, bonus, stock, and any other monetary benefit(s)
23.	Did the company publicly disclose a quantitative compensation review by gender for the fiscal year?	N/A	Disclosure of quantitative gender pay gap statistics for workforce (equal pay or raw pay gap data) as of fiscal year-end in any public filing
RAW PAY GAP METRICS			
24.	What is the company's proportion of women in the top pay quartile globally?	Top quartile of full-time employees by compensation at fiscal year-end; excludes administrative roles, contractors, and contract based employees Representative of at least 80% of the total workforce	Quartiles are found by aligning all global employees' compensation from highest to lowest then dividing the list into four equal cuts. The highest compensated is the top quartile, followed by upper-middle quartile, lower-middle quartile, and lower quartile, respectively Compensation should include base salary, bonus, stock, and any other monetary benefit(s)
25.	What is the company's proportion of women in the upper middle pay quartile globally?	Upper-middle quartile of full-time employees by compensation at fiscal year-end; excludes administrative roles, contractors, and contract based employees Representative of at least 80% of the total workforce	Quartiles are found by aligning all global employees' compensation from highest to lowest then dividing the list into four equal cuts. The highest compensated is the top quartile, followed by upper-middle quartile, lower-middle quartile, and lower quartile, respectively Compensation should include base salary, bonus, stock, and any other monetary benefit(s)
26.	What is the company's proportion of women in the lower middle pay quartile globally?	Lower-middle quartile of full-time employees by compensation at fiscal year-end; excludes administrative roles, contractors, and contract based employees Representative of at least 80% of the total workforce	Quartiles are found by aligning all global employees' compensation from highest to lowest then dividing the list into four equal cuts. The highest compensated is the top quartile, followed by upper-middle quartile, lower-middle quartile, and lower quartile, respectively Compensation should include base salary, bonus, stock, and any other monetary benefit(s)
27.	What is the company's proportion of women in the lower pay quartile globally?	Lower quartile of full-time employees by compensation at fiscal year-end; excludes administrative roles, contractors, and contract based employees Representative of at least 80% of the total workforce	Quartiles are found by aligning all global employees' compensation from highest to lowest then dividing the list into four equal cuts. The highest compensated is the top quartile, followed by upper-middle quartile, lower-middle quartile, and lower quartile, respectively Compensation should include base salary, bonus, stock, and any other monetary benefit(s)

28.	What is the company's global mean (average) raw gender pay gap?	All full-time employees at fiscal year-end; excludes administrative roles, contractors, and contract based employees Representative of at least 80% of the total workforce	Raw gender pay gap measures the difference in total compensation for men and women, without adjusting for factors such as job function, level, education, performance, location, etc. Compensation should include base salary, bonus, stock, and any other monetary benefit(s)
29.	Does the company publicly share a specific, time-bound action plan to close its gender pay gap?	N/A	N/A
Section 3: Inclusive Culture			
GLOBAL PARENTAL LEAVE			
30 a.	What is the minimum number of weeks of fully paid primary parental leave offered by the company? If there is not a global standard, provide the minimum leave policy.	All full-time employees; excludes contractors, contract based employees, and employees covered by collective bargaining agreements Representative of any employees at the location that receive the least amount of paid parental leave	Parental leave granted to a primary care-giver, irrespective of gender, before and after the birth of her/his child; excludes partially paid and unpaid leave. Does not require that the company have a global minimum requirement/policy in place; rather, this refers to the lowest amount of leave offered to any of the company's employees at any location Available during fiscal year
30 b.	What is the minimum number of weeks of fully paid secondary parental leave offered by the company? If there is not a global standard, provide the minimum leave policy.	All full-time employees; excludes contractors, contract based employees, and employees covered by collective bargaining agreements Representative of any employees at the location that receive the least amount of paid parental leave	Parental leave granted to a secondary care-giver before and after the birth of her/his child, also known as paternity leave; excludes partially paid and unpaid leave. Does not require that the company have a global minimum requirement/policy in place; rather, this refers to the lowest amount of leave offered to any of the company's employees at any location Available during fiscal year
US PARENTAL LEAVE			
31 a.	For US Employees only: How many weeks of fully paid primary parental leave does the company offer to employees in the US?	Full-time employees based in the US; excludes contractors, contract based employees, and employees covered by collective bargaining agreements Representative of at least 80% of US workforce	Parental leave granted to a primary care-giver before and after the birth of her/his child; excludes partially paid and unpaid leave May include time provided as part of the Family and Medical Leave Act (FMLA) if time-off is at 100% pay rate Available during fiscal year
31 b.	For US Employees only: For those employees in the US that returned from primary parental leave during the fiscal year, what was the average number of fully paid weeks taken?	Full-time employees based in the US eligible for primary parental leave; excludes contractors, contract based employees, and employees covered by collective bargaining agreements Representative of at least 80% of US workforce	Parental leave granted to a primary care-giver before and after the birth of her/his child; excludes partially paid and unpaid leave May include time provided as part of the Family and Medical Leave Act (FMLA) if time-off is at 100% pay rate Available during fiscal year
31 c.	For US Employees only: How many weeks of fully paid secondary parental leave does the company offer to employees in the US?	Full-time employees based in the US; excludes contractors, contract based employees, and employees covered by collective bargaining agreements Representative of at least 80% of US workforce	Parental leave granted to a secondary care-giver before and after the birth of her/his child, also known as paternity leave; excludes partially paid and unpaid leave May include time provided as part of the Family and Medical Leave Act (FMLA) if time-off is at 100% pay rate Available during fiscal year

31 d.	For US Employees only: For those employees in the US that returned from secondary parental leave during the fiscal year, what was the average number of fully paid weeks taken?	Full-time employees based in the US eligible for secondary parental leave during fiscal year; excludes contractors, contract based employees, and employees covered by collective bargaining agreements Representative of at least 80% of US workforce	Parental leave granted to a secondary care-giver before and after the birth of her/his child; excludes partially paid and unpaid leave May include time provided as part of the Family and Medical Leave Act (FMLA) if time-off is at 100% pay rate Available during fiscal year
RETURN TO WORK			
32.	Of women who returned from parental leave during fiscal year 2019, what percentage remained employed by the company 12 months after their return?	Full-time female employees who took any parental leave (paid or unpaid) during fiscal year 2018; excludes contractors, contract based employees, and employees covered by collective bargaining agreements Representative of at least 80% of global workforce	N/A
33.	Does the company provide access to on-site lactation rooms?	All full-time employees; excludes contractors, contract based employees, and employees covered by collective bargaining agreements Representative of at least 80% of global workforce	A lactation room refers to a dedicated space that provides privacy for a nursing mother to use a breast-pump and store breast milk at her place of employment May include a wellness room if it is private and sanitary Lactation room access should be measured by headcount, not by building Available during fiscal year
INSURANCE AND BENEFITS			
34 a.	In markets where this benefit is not covered by government programs, does the company provide adoption assistance?	All full-time employees; excludes contractors, contract based employees, and employees covered by collective bargaining agreements Representative of at least 80% of global workforce, in markets where this benefit is not covered by government programs	Adoption assistance includes time-off, monetary support, resources, referral services, or agency help provided to employees seeking to adopt a child Available during fiscal year
34 b.	In markets where this benefit is not covered by government programs, does the company offer insurance coverage for fertility services?	All full-time employees; excludes contractors, contract based employees, and employees covered by collective bargaining agreements Representative of at least 80% of global workforce, in markets where this benefit is not covered by government programs and services are available	Partial or full coverage of cost of fertility services Available during fiscal year
34 c.	In markets where this benefit is not covered by government programs, does the company offer insurance coverage for egg-freezing?	All full-time employees; excludes contractors, contract based employees, and employees covered by collective bargaining agreements Representative of at least 80% of global workforce, in markets where this benefit is not covered by government programs and services are available	Partial or full coverage of cost of egg-freezing, including coverage in the case of medical-necessity only Available during fiscal year
34 d.	In markets where this benefit is not covered by government programs, does the company offer insurance coverage for contraception?	All full-time employees; excludes contractors, contract based employees, and employees covered by collective bargaining agreements Representative of at least 80% of global workforce, in markets where this benefit is not covered by government programs and services are available	Partial or full coverage of cost of contraceptives Contraceptive methods may include: Contraceptive pills, condoms, tubal sterilizations, vasectomies, contraceptive injections, etc Available during fiscal year
35.	In markets where this benefit is not covered by government programs, does the company offer insurance coverage for gender reassignment services?	All full-time employees; excludes contractors, contract based employees, and employees covered by collective bargaining agreements Representative of at least 80% of global workforce, in markets where this benefit is not covered by government programs and services are available	Gender reassignment refers to the process of changing a person's physical sexual characteristics by medical, hormonal, or surgical procedures Available during fiscal year

FAMILY CARE			
36 a.	In markets where this benefit is not covered by government programs, does the company provide back-up child care services or child care subsidies?	All full-time employees; excludes contractors, contract based employees, and employees covered by collective bargaining agreements Representative of at least 80% of global workforce, in markets where this benefit is not covered by government programs	Back-up care refers to a program provided by the company to assist employees with care when there is a gap in regular care arrangements Subsidies refers to a program provided by the company to fund or assist employees with the cost of family care Available during fiscal year
36 b.	In markets where this benefit is not covered by government programs, does the company provide back-up elder care services or elder care subsidies?	All full-time employees; excludes contractors, contract based employees, and employees covered by collective bargaining agreements Representative of at least 80% of global workforce, in markets where this benefit is not covered by government programs	Back-up care refers to a program provided by the company to assist employees with care when there is a gap in regular care arrangements Subsidies refers to a program provided by the company to fund or assist employees with the cost of family care Available during fiscal year
37.	Does the company offer an option to control and/or vary the start or end times of the workday or workweek (e.g. flextime)?	All full-time employees; excludes contractors, contract based employees, and employees covered by collective bargaining agreements Representative of at least 80% of global workforce	Flextime is the option of employees to control or vary the start and end times of their workday or workweek Available during fiscal year
38.	Does the company offer an option to control and/or vary the location where employees work (e.g. telecommuting, work from home)?	All full-time employees; excludes contractors, contract based employees, and employees covered by collective bargaining agreements Representative of at least 80% of global workforce	Telecommuting is the option of employees to control or vary the location of their work; commonly referred to as work from home Available during fiscal year
ENGAGEMENT			
39 a.	Did the company conduct an employee engagement survey for all employees during the fiscal year?	All full-time employees; excludes contractors, contract based employees, Representative of at least 80% of global workforce	Employee engagement survey refers to a questionnaire administered to employees designed to measure job satisfaction, productivity, innovation, etc. within the organization and allow employees to provide feedback to the management team Survey conducted during fiscal year
39 b.	If the company conducted an employee engagement survey, were results assessed by gender?	All full-time employees; excludes contractors, contract based employees, Representative of at least 80% of global workforce	Assess employee engagement survey results by gender refers to the ability to collect employee engagement data then track and analyze that data by gender breakout
40.	Does the company have employee resource groups or communities for women?	All full-time employees; excludes contractors, contract based employees, Representative of at least 80% of global workforce	Employee resource groups are employee-run organizations created to increase employee engagement across businesses, share ideas, and advance the company's overall culture of inclusion, also known as Employee Business Groups, Network Groups, or Communities Available during fiscal year
41.	Does the company mandate all managers complete unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviors?	Management who have supervisory responsibilities for one or more direct reports Representative of at least 80% of global workforce	Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of, but nevertheless is communicated through statements or actions Unconscious bias training aims to remove barriers to inclusion, engagement, and performance by understanding our individual biases and providing knowledge to mitigate this inequity Policy was in place during fiscal year
42.	Do senior managers have clear diversity and inclusion goals included as part of their annual performance reviews?	Management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels from the CEO at fiscal year-end Representative of at least 80% of global workforce	Diversity and inclusion goals refers to metrics, targets, or other objective to enhance the company's D&I initiative Policy was in place during fiscal year

Section 4: Sexual Harassment Policies			
SEXUAL HARASSMENT POLICIES			
43.	Does the company have a publicly available company policy that explicitly condemns sexual harassment in the workplace?	N/A	Public company must provide a public statement condemning sexual harassment in the workplace
44.	Are employees required to complete sexual-harassment training at least once a year?	All full-time employees; includes contractors, contract based employees, Representative of at least 80% of global workforce	Sexual harassment training explains the company anti-sexual harassment policies, provides specific examples of inappropriate conduct, and describes the processes and procedures for bringing a complaint
45.	For all sexual harassment allegations, does the company utilize an impartial third-party investigator, or have an internal independent investigation function, that reports directly to the board?	N/A	Refers to either retaining a third-party investigator or having an internal independent investigation function that has the duty of evaluating and reporting all sexual harassment allegations to the company's board Policy was in place during fiscal year
46.	Does the company prohibit nondisclosure agreements (e.g. confidentiality provisions or silencing agreements) pertaining to claims of sexual harassment in settlement agreements, unless requested by the victim?	N/A	Non-disclosure agreements refer to a legal agreement between the parties regarding information that cannot be shared, also known as NDAs, silencing agreements, or confidentiality provisions Includes, but not limited to any restriction to disclosing the nature of an allegation, monetary settlement amount or other agreement terms Policy was in place during fiscal year
47.	Does the company require employees to take sexual harassment claims to private arbitration?	N/A	Company requirement for employees to take sexual harassment claims to private arbitration is inclusive of company policy or mandatory arbitration agreements
Section 5: Pro-Women Brand			
SCREENING FOR BIASES			
48.	Does the company evaluate all advertising and marketing content for gender biases prior to publication?	N/A	Refers to gender-based biases such as enforcing gender stereotypes or exploiting female sexuality Program was in place during fiscal year
49.	Does the company assess gender balance in machine learning in order to prevent algorithms from perpetuating gender biases?	N/A	Refers to screening training data sets used to inform machine learning and/or artificial intelligence(AI) tools for existing gender biases Program was in place during fiscal year
SUPPLY CHAIN			
50.	Does the company have a supplier diversity program that includes women suppliers/vendors?	Company suppliers and vendors	Refers to a proactive business program that encourages the use of women-owned suppliers Program was in place during fiscal year

RE-ENTERING THE WORKFORCE			
51.	Does the company have a program designed to recruit women returning back to the workforce after taking a career break?	N/A	A return-to-work program referring to a career re-entry process for workers to regain employment status after a mid-career absence from the workforce, specifically targeting women Includes internships and apprenticeships Program was in place during fiscal year
CLIENT ENGAGEMENT			
52.	Has the company allocated specific resources for both retaining and increasing the percentage of women clients or customers in any of its businesses?	Clients and customers	The company had a strategic program or product offering available during the fiscal year designed to increase the number of female customers of the business
EDUCATION			
55 a.	Does the company conduct and/or sponsor any financial education programs targeting women in the community?	Refers to external women, non-employees and non-clients	Sponsorship refers to resource allocation including monetary support, employee time, space, etc. Program was in place during fiscal year
55 b.	Does the company conduct and/or sponsor any health or insurance education programs targeting women in the community?	Refers to external women, non-employees and non-clients	Sponsorship refers to resource allocation including monetary support, employee time, space, etc. May include insurance education programs that target business insurance models for women-owned businesses Program was in place during fiscal year
55 c.	Does the company conduct and/or sponsor any STEM education programs targeting women in the community?	Refers to external women, non-employees and non-clients	Sponsorship refers to resource allocation including monetary support, employee time, space, etc. STEM refers to science, technology, engineering, and mathematics disciplines Program was in place during fiscal year
PUBLIC SUPPORT FOR WOMEN			
56.	Has the company given monetary support during the fiscal year to any non-profit organization(s) with a primary mission of advocating for gender equality in the workplace?	N/A	Monetary support was provided during fiscal year
57.	Has the CEO or equivalent issued a signed CEO Statement of Support to the United Nations (UN) Women's Empowerment Principles?	N/A	https://www.unglobalcompact.org/take-action/action/womens-principles
58.	Is the company a verified active participant to the United Nations (UN) Global Compact?	N/A	https://www.unglobalcompact.org/what-is-gc/participants Participant was active at end of fiscal year
59.	Is the company EDGE certified, or in the process of certification, in any markets?	N/A	EDGE Certification stands for Economic Dividends for Gender Equality Certification and is a global organization engaging corporations to foster equal career opportunities for women and men in the workplace http://edge-cert.org/