

Phreesia

Phreesia Gender Equality Report

January 2022

At Phreesia, we recognize that our ability to execute on our mission of creating a better, more engaging experience depends on our people. We are committed to supporting gender equality in our organization, including through our inclusive culture, board representation, pathways to leadership for women, pay equity and strong family-leave policies.

Source: Bloomberg 2022 Gender Equality Index Framework. Questions are subject to change each year.



KEY FINDING



52%
of total US employee
base is women



41.22% of employees
in the top pay **quartile**
are women

42.7% of Phreesia's
top 10% compensated
employees are women

45.19% of employees
in the **upper middle** pay
quartile are women



41.1% of **senior**
management are women

47.2% of **middle/
other** management
are women



56.3%
of revenue-producing
roles are held by women



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



33.3% of
company's board is
composed of women



100% of women who
returned from parental
leave during fiscal year
2021 remained employed 12
months after their return

FULL REPORT

Company: Phreesia, Inc.

Fiscal Year-end: January 31, 2022

Country of Headquarters: United States

All responses must represent a minimum of 80% of the company's global workforce, unless otherwise noted.

All data must be representative of FY2022 data.

Question	Data as of 2022 Fiscal Year End
Section 1: Female Leadership & Talent Pipeline All responses in Section 1 must represent a minimum of 80% of the company's global workforce, unless otherwise noted.	
FEMALE LEADERSHIP	
How many total directors are on the company's board?	6
How many women are on the company's board?	2
What percentage of the company's board is composed of women?	33
Is the company's current chairperson or equivalent position held by a woman?	No
Is the company's current chief executive officer (CEO) or equivalent position held by a woman?	No
How many executive officers does the company have?	12
How many executive officers are women?	3
What percentage of the company's executive officers are women?	25
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
TALENT PIPELINE	
Does the company require a gender-diverse slate of candidates for all management roles?	No
What percentage of the company's senior management are women?	41
What percentage of the company's middle/other management are women?	47
What percentage of the company's entry level positions are held by women?	55
What percentage of the company's revenue-producing roles are held by women?	56
What percentage of the company's information technology (IT) workforce are women?	32
What percentage of the company's engineering workforce are women?	26

RETENTION & RECRUITING	
What percentage of the company's total employee workforce are women?	49
What percentage of employees promoted during the fiscal year were women?	49
What percentage of employees that left the company during the fiscal year were women?	50
What percentage of employees hired during the fiscal year were women?	49
Does the company have a targeted recruiting strategy to increase female hires?	Yes
Does the company publicly share a specific, time-bound action plan with targets to increase the representation of women in leadership positions?	N/A
RETENTION & RECRUITING IN THE TIME OF COVID-19	
Did the company suspend hiring during the FY due to the introduction of COVID-19 to the working environment?	No
Of total employees furloughed or required to take an extended leave of absence during the FY as a direct or indirect result of COVID-19 on the working environment, what percentage were women?	N/A
Of total employees terminated during the FY as a direct or indirect result of the introduction of COVID-19 to the working environment, what percentage were women?	N/A
Of total employees assigned reduced working hours during the FY as a direct or indirect result of the introduction of COVID-19 to the working environment, what percentage were women?	N/A
Of total employees volunteering reduced working hours during the FY as a direct or indirect result of the introduction of COVID-19 to the working environment, what percentage were women?	N/A
US MULTICULTURAL REPRESENTATION	
For US Employees : What percentage of the company's total United States (US) employee base is women?	52
For US Employees : What percentage of the company's women employees in the United States (US) self-identify as a member of an underrepresented racial or ethnic group?	28
For US Employees : Did the company publish the US EEO-1 report for the fiscal year?	Yes
EXPLORATORY	
For US/UK Companies: How many directors on the company's board self-identify as a member of an underrepresented racial or ethnic group?	2
For US/UK Companies: What percentage of the company's board self-identifies as a member of an underrepresented racial or ethnic group?	17
For US/UK Companies: How many directors on the company's board self-identify as both a woman and member of an underrepresented racial or ethnic group?	0
For US/UK Companies: What percentage of the company's board self-identifies as both a woman and member of an underrepresented racial or ethnic group?	0
For US/UK Companies: Does the company capture representation of employees self-identifying as lesbian, gay, bisexual, transgender, or queer (LGBTQ+) in leadership positions?	No
For US/UK Companies: Does the company publicly share a specific, time-bound action plan with targets to increase the representation of underrepresented racial and ethnic groups in leadership positions?	No
Section 2: Equal Pay & Gender Pay Parity	
All responses in Section 2 must represent a minimum of 80% of the company's global workforce, unless otherwise noted.	
EXECUTIVE PAY	
What percentage of the company's top 10% compensated employees are women?	43

EQUAL PAY	
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
Did the company publicly disclose a quantitative compensation review by gender for the fiscal year?	No
RAW PAY GAP METRICS	
For what percentage of the company's workforce can the company provide consolidated pay data?	100
What is the company's proportion of women in the top pay quartile globally?	42
What is the company's proportion of women in the upper middle pay quartile globally?	53
What is the company's proportion of women in the lower middle pay quartile globally?	52
What is the company's proportion of women in the lower pay quartile globally?	52
What is the company's global mean (average) raw gender pay gap?	28
Does the company publicly share a specific, time-bound action plan to close its gender pay gap?	No
Section 3: Inclusive Culture	
All responses in Section 3 must represent a minimum of 80% of the company's global workforce of full-time employees, unless otherwise noted. Do not include part-time or unionized employees.	
GLOBAL PARENTAL LEAVE	
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
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.	12
US PARENTAL LEAVE	
For US Employees only: How many weeks of fully paid primary parental leave does the company offer to employees in the US?	12
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
For US Employees only: How many weeks of fully paid secondary parental leave does the company offer to employees in the US?	4
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	
Of women who returned from parental leave during fiscal year 2021, what percentage remained employed by the company 12 months after their return?	100
Does the company provide access to on-site lactation rooms?	Yes
INSURANCE AND BENEFITS	
Does the company's workforce receive adoption assistance through company and/or government support?	Yes
Does the company's workforce receive insurance coverage for fertility services through company and/or government support?	No
Does the company's workforce receive insurance coverage for egg-freezing through company and/or government support?	No
Does the company's workforce receive insurance coverage for contraception through company and/or government support?	Yes
Does the company's workforce receive insurance coverage for gender reassignment/affirmation services through company and/or government support?	Yes

Does the company's workforce receive insurance coverage for gender reassignment/affirmation services through company and/or government support?	Yes
Does the company offer mental health support or consultation services to global employees?	Yes
FAMILY CARE	
Is the global workforce eligible to receive back-up child care services or child care subsidies through company and/or government support?	No
Is the global workforce eligible to receive back-up elder care services or elder care subsidies through company and/or government support?	No
Did the company provide fully paid time off for bereavement?	Yes
FLEXIBLE WORK ENVIRONMENT	
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
Does the company offer an option to control and/or vary the location where employees work (e.g. telecommuting, work from home)?	Yes
Flexible working conditions in the time of COVID-19	
Did the company maintain or enhance existing telecommuting/flextime policies to support employees in the Covid-19 working environment?	Yes
Did the company offer monetary support, subsidies, and/or offer consultation services to support transition/adjusted working environment due to the introduction of COVID-19?	Yes
Did the company provide additional paid time off to support family care or bereavement?	Yes
ENGAGEMENT	
Did the company conduct an employee engagement survey for all employees during the fiscal year?	No
If the company conducted an employee engagement survey, were results assessed by gender?	N/A
Does the company's employee engagement survey address diversity and inclusion (D&I)?	N/A
Does the company have employee resource groups or communities for women?	Yes
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?	Yes
What percentage of managers completed company provided unconscious bias training?	N/A
Do senior managers have clear diversity and inclusion goals included as part of their annual performance reviews?	No
EXPLORATORY	
For US/UK Employees: Does the company offer gender inclusive parental leave policies?	Yes
For US/UK Employees: Does the company provide gender inclusive restrooms?	N/A
For US/UK Employees: Does the company have employee resource groups for underrepresented racial or ethnic groups?	Yes
For US/UK Employees: Does the company have employee resource groups for employees who self-identify as lesbian, gay, bisexual, transgender, or queer (LGBTQ+)?	Yes
Section 4: Sexual Harassment Policies	
SEXUAL HARASSMENT POLICIES	
Does the company have a publicly available company policy that explicitly condemns sexual harassment in the workplace?	No
Are employees required to complete sexual-harassment training at least once a year?	Yes
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

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
Does the company require employees to take sexual harassment claims to private arbitration?	No
EXPLORATORY	
Does the company have a publicly available company policy that explicitly condemns harassment and discrimination in the workplace based on the following?	No
Section 5: Pro-Women Brand	
SCREENING FOR BIASES	
Does the company evaluate all advertising and marketing content for gender biases prior to publication?	Yes
Does the company assess gender balance in machine learning in order to prevent algorithms from perpetuating gender biases?	No
SUPPLY CHAIN	
Does the company have a supplier diversity program that includes women suppliers/vendors?	No
RE-ENTERING THE WORKFORCE	
Does the company have a program designed to recruit women returning back to the workforce after taking a career break?	No
CLIENT ENGAGEMENT	
Has the company allocated specific resources for both retaining and increasing the percentage of women clients or customers in any of its businesses?	No
Does the company track the client or customer base by gender?	N/A
Does the company track customer satisfaction feedback by gender?	N/A
Does the company measure the retention of women clients or customers in any of its businesses?	N/A
Does the company offer and/or fund any lending, savings, or other financial products specifically for women-owned businesses – micro, small or other?	No
Where applicable, does the company track repayment rates by gender?	N/A
EDUCATION	
Does the company conduct and/or sponsor any financial education programs targeting women in the community?	No
Does the company conduct and/or sponsor any health or insurance education programs targeting women in the community?	No
Does the company conduct and/or sponsor any STEM education programs targeting women in the community?	No
PUBLIC SUPPORT FOR WOMEN	
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
Has the CEO or equivalent issued a signed CEO Statement of Support to the United Nations (UN) Women's Empowerment Principles?	No
Is the company a verified active participant to the United Nations (UN) Global Compact?	No
Is the company EDGE certified, or in the process of certification, in any markets?	No
EXPLORATORY	
Does the company give monetary support to any non-profit organization(s) with a primary mission of advocating for the following?	Yes