



2022

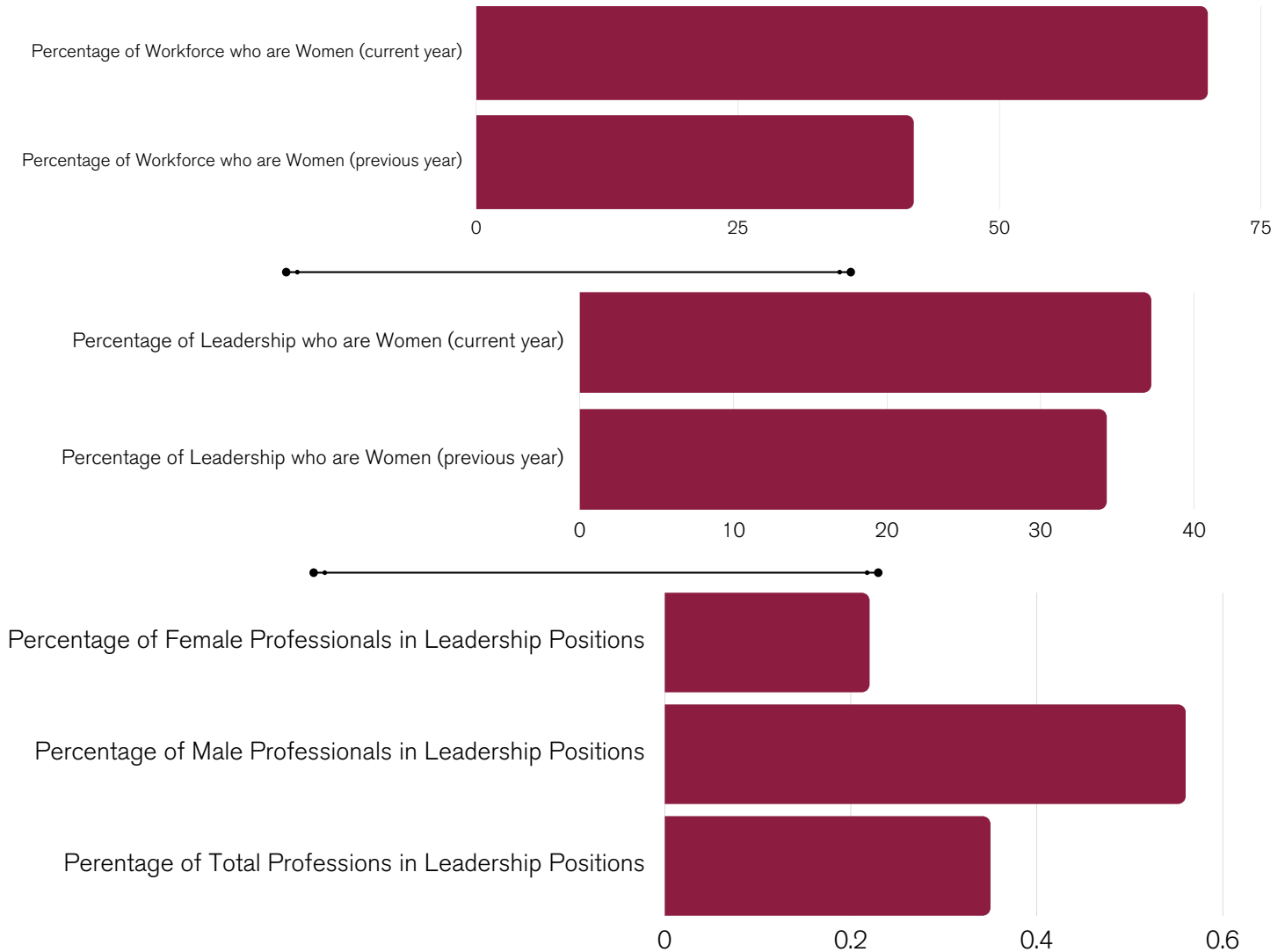
# Company Profile

Women's Power & Influence Index (1.0)



CVS, a health solutions company, has been ranked as a **TRAILBLAZER** based on the criteria used for the Women's Power and Influence Index. They offer specific programs targeting pay gap equality, and recruitment, and they are actively engaging the community in gender inequality issues. CVS offers a professional development program and newsletter, WISE (Women Inspiring Success and Excellence), that focuses on women's wellness by providing gender-inclusive resources and webinars. They also launched a new initiative to increase their employees' access to childcare. Based on the most recent Equal Employment Opportunity (EEO) data, 37.2% of its executives are women and 69.9% of the workforce is female. We could not find any information regarding CVS's mentorship programs, caregiver-paid time off (PTO), or health benefits.

## Workforce Profile



Binary scores are calculated as 1, 0.5, or 0.

- 1 indicates that all information for this category was found in publicly available resources.
- 0 indicates that information for this category was not readily available to the public.

## Compensation

### Pay Gap

### Pay Gap Score

1

#### *Existence of policy to address the gender pay gap*

"It is our policy to recruit, hire, train, develop and promote the best people available, based solely upon job-related qualifications."

Pg 1, Employee Rights

## Career Growth

### Professional Development

### Professional Development Score

1

#### *Existence of professional development programs geared towards female employees*

"We continue to grow the targeted development programs we offer for our diverse female colleagues. In 2021, we will expand our Strategies for Success – Multicultural Women program across the entire enterprise."

Ref: Pg 13, CVS Diversity Report

"WISE (Women Inspiring Success and Excellence): Developed a women's wellness-focused newsletter featuring access to resources like Resources For Living and the Employee Assistance Program (EAP), as well as including support webinars, and other opportunities to promote self-care."

Ref: Pg 15, CVS Diversity Report

### Mentorship

### Mentorship Score

0

#### *Existence of formal mentoring programs to facilitate advancement of careers of female employees*

Information related to this criterion could not be found.

## Recruitment Efforts

## Recruitment Efforts Score

### *Written commitment to attracting women to open positions*

1

"2020, we worked to develop benchmarks and measure outcomes in diverse representation at all levels of our organization. For the first time, we have tied performance in this area to executive compensation."

Ref: Pg 13, CVS Diversity Report

## Work-Life Balance

### Childcare Benefits

### Childcare Benefits Score

#### *Existence of childcare subsidies and support*

1

"CVS Health will launch a new offering to help employees with both child and elder or adult dependent care needs. Working with the Bright Horizons network of national in-home and center-based daycare providers, employees will be able to take advantage of up to 25 fully covered days of backup care. This benefit will begin in early April for both full- and part-time employees."

Ref: Pg 1, CVS Childcare

### Caregiver Paid Time Off (PTO)

### Caregiver PTO Score

#### *Availability of paid caregiver leave in excess of government mandates*

0

Information related to this criterion could not be found.

### Health Benefits

### Health Benefits Score

#### *Existence of female oriented health benefits*

0

Information related to this criterion could not be found.

## External Stakeholder

### Community Engagement

*Organizational support of initiatives that drive gender equality and women's empowerment in the community*

"Another way we're striving to improve health outcomes is through addressing the maternal health crisis. Throughout 2020, we've combined resources from across our enterprise to combat an alarming trend: It is more dangerous for a woman to have a baby in the U.S. today than it was two decades ago."

Ref: Pg 18, CVS Diversity Report

Community  
Engagement Score  
1

## Inclusive Culture

### Gender Equality Program

*Additional Programs that promote gender equality within the industry or the company*

"Conscious Inclusion Learning  
We have set a clear goal for 2021: Colleagues across our entire enterprise will participate in a learning experience designed to enhance awareness of biases and move toward conscious inclusion through heightened awareness and implementation of inclusive behaviors."

Ref: Pg 11, CVS Diversity Report

Gender Equality  
Program Score  
1

### Harassment Policy

*Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence*

CVS Code of Conduct

Ref: CVS Code of Conduct

Harassment Policy  
Score  
1

### Harassment and Discrimination Training

*Existence of policies mandating discrimination and sexual harassment training*

"We foster compliance with these policies through thorough training for all employees during our annual Code of Conduct review."

Ref: Pg 2, CVS Human Rights Policy

Harassment &  
Discrimination Training  
Score  
1