



Spirit of giving at heart of corporate citizenship at Tufts Health Plan

Our mission at Tufts Health Plan is to improve the health and wellness of the diverse communities we serve. For us, this means being a good corporate citizen—offering quality products and outstanding service, engaging in community, contributing to society and the environment, and working to make a world that is better today and for the future. Our philosophy for civic engagement centers on a steadfast commitment to listening to what communities need, honoring their perspective and work, and building on efforts already underway—because we know unleashing the ingenuity in community leads to the strongest results. Our preferred way of engaging is collaborating across sectors; we can't do this work alone.

Our **integrated corporate citizenship program** leverages all of the company's resources—including the commitment of leadership and the passion of employees. We align our goals with the company's mission; as a health care company, we focus our corporate citizenship efforts on addressing the social determinants of health, community factors that influence health and wellness. Our program emphasizes community investment and engagement, diversity and inclusion, and environmental stewardship.

One of the most visible examples of our civic engagement is our grantmaking. Tufts Health Plan Foundation **investments in community** topped \$32 million since the Foundation was created a decade ago. For the past six years, Tufts Health Plan has been one of the Top 20 Charitable Contributors in Massachusetts, according to the Boston Business Journal. Some highlights include:

- Investments of more than \$3.1 million to support “age-friendly” communities in Massachusetts since 2015. Age-friendly communities are inclusive, see older people as critical assets, and promote policies and practices to advance health and wellness for all generations.

- The Massachusetts Healthy Aging Collaborative, a coalition of more than 100 organizations, representing businesses, nonprofits, state and local agencies, and the philanthropic community.

These efforts were critical when Massachusetts applied to join the AARP Age-Friendly Network, becoming only the second state in the country to achieve this status. The Foundation committed \$250,000 (\$50,000/year for the next five years) in support of priority efforts emerging from the Age-Friendly Massachusetts process.

IN OUR COMMUNITY

100¢ on the dollar—prioritizing gender pay equity

32% decrease in energy usage since 2013

over 10k employee volunteer hours, valued at more than \$335,000

over \$32m invested in community since 2008

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Community engagement

- One of our signature programs is our partnership with and engagement in the Alzheimer's Association. Since 2012, team donations and the Foundation match have contributed nearly \$900,000 to support research, programs and services for those living with Alzheimer's.
- More than 44 percent of employees volunteer. Tufts Health Plan leaders serve on the boards of more than 50 nonprofit organizations in Massachusetts.
- Each year, fifteen percent of employees use our Match Program to increase their charitable contributions; \$3+ million has been donated to 400+ community organizations since the program began in 2015.

Diversity and inclusion

Diversity and inclusion are core elements of our mission, values, and corporate strategy; they are woven into the fabric of everything we do—from workforce diversity initiatives to programs to increase supplier diversity to enhancements that improve the member experience for diverse populations.

- Tufts Health Plan CEO Thomas Croswell was among the first to sign the CEO Action for Diversity & Inclusion pledge, which is now supported by more than 550 of the world's leading companies.
- Tufts Health Plan was recognized for prioritizing the inclusion of people with disabilities, earning 100 percent on the Annual Disability Equality Index. We also received a perfect score for LGBTQ workplace practices on the Human Rights Campaign Corporate Equality Index and have been recognized as a



"Diversity Champion" by the Northeast Human Resources Association.

- Working with diverse suppliers supports economic growth and can help address the wealth disparities in our region. Tufts Health Plan was an inaugural member of the Boston Chamber of Commerce Pacesetters Initiative—organizations committed to leveraging their collective purchasing power to create opportunities at scale for local enterprises of color. Since 2015, we've established contracts with diverse vendors totaling more than \$32 million. Tufts Health Plan is also a corporate founding member of the Massachusetts LGBTQ Chamber of Commerce.
- Our Business Diversity program responds to changing demographics, offering workforce initiatives to meet the needs of people from under-represented communities, women, LGBTQ people, people with disabilities and veterans. Our minimum wage has been \$15 an hour since 2016. Gender pay equity is prioritized.
- Our Business Resource Groups (BRGs) create opportunities for education, mentoring and leadership, support diverse communities through volunteering, and help drive cultural awareness. Each BRG supports Tufts

Health Plan's business and diversity objectives in four key areas: Careers, Commerce, Community and Culture—known as "The 4 Cs."

Setting a high bar for **environmental practices**, Tufts Health Plan buildings are among the most energy efficient in the country—in the top 10 percent, in fact.

- Employees are important partners in the effort, supporting recycling efforts, participating in commuter programs and responding to requests to reduce energy use during times of peak demand.
- In 2016 and 2017, our environmental programs saved the equivalent of nearly 6 million trees, 137 million gallons of oil, 1.4 billion kilowatt hours of energy, 2.5 billion gallons of water, 21 million pounds of pollutant effluents and nearly 1.2 million cubic yards of landfill space.