



Employee Health and Well Being

Health Management

At Definitive Healthcare, the health and well-being of our employees are a top priority. We ensure our employees have access to the resources they need to lead a happy, healthy life and maintain a work-life balance. Definitive Healthcare frequently raises awareness on various health topics, focusing on mental health, stress management, physical exercise, and nutrition.

Each quarter we highlight an employee health topic. In addition, we have a Wellness Club that offers activities in support of employee mental health, such as yoga or meditation classes throughout the year.

Definitive Healthcare offers employees access to two Employee Assistance Programs and a Wellness Portal, each of which is easily accessible and available 365 days a year, 24/7:

- Mutual of Omaha offers clinical/counseling, financial and legal services
- LifeWorks offers support for mental, financial, physical and emotional well-being

Our Wellness Portal through Lifeworks offers benefits and support programs to enhance the health and well-being of our employees. LifeWorks delivers on-demand mental health care to help employees respond to the challenges they may face both inside and outside of the workplace.

We also offer Unlimited Paid Time-Off; and encourage people to take the time they need for their health, personal, and family needs.

If a formal leave is needed, Definitive is committed to providing the Massachusetts Paid Family Medical Leave benefit to all our eligible employees who may require assistance in adapting their workload or hours due to mental health or personal challenges happening in their lives. We offer this to all eligible employees across the country, not just those in Massachusetts.

Focus on Mental Health

Each Spring, we promote a Mental Health Month through our LifeWorks Employee Assistance Program (EAP) and invite employees to be matched with a buddy for a Mental Health Gift Exchange. In November, we partnered with the Movember Foundation to raise awareness for Men's Mental Health issues. This month-long fundraiser ended with a Mental-Health themed event in the office.

Dependent Care

Offering Support for Dependent Care is a priority for Definitive Healthcare. Both of our EAP programs offer parenting support and child and elder care resources and referrals. Additionally, our Wellness platform through LifeWorks offers dependent care tools and resources. We also have a Parents@Definitive affinity group that is dedicated to helping to improve the experience, benefits, and community for working parents and their families.

Definitive offers a robust parental leave policy starting 4 weeks of fully paid leave for secondary caregivers and up to 16 weeks of fully paid leave for primary caregivers, dependent on employee tenure.

Workers Safely

Definitive Healthcare is committed to providing a safe, healthy, and efficient work environment. We take seriously our responsibility to prevent injury and illness in our offices and facilities. Details of our approach can be found in our Occupational Health and Safety policy.

During the past 3 years, Definitive Healthcare has not had a work-related accident or safety incident.