

# Human Rights Policy Statement

At Pfizer, we apply science and our global resources to further our purpose: breakthroughs that change patients' lives. As one of the world's premier innovative biopharmaceutical companies, we strive to set the standard for quality, integrity, safety, and value in the discovery, development, and manufacture of health care products, including innovative medicines and vaccines. We collaborate with health care providers, governments, and local communities to support and expand access to reliable, affordable health care around the world, consistent with our core values of courage, equity, excellence, and joy. For more than 170 years, we have worked to make a difference for all who rely on us.

## 1. Our Commitment

Pfizer is committed to conducting business in an ethical and responsible manner. This includes respecting internationally recognized human rights throughout our operations.

*Human rights* are fundamental rights and freedoms that all people are entitled to, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. These rights are enshrined in the International Bill of Human Rights<sup>1</sup> and other international treaties and instruments.<sup>2</sup>

Pfizer is proud to have been one of the early signatories to the United Nations (UN) Global Compact, an initiative that calls on companies to align strategies and operations with universal principles on human rights, labor, environment, and anti-corruption, and to take actions that advance societal goals. In honoring our commitment, we seek to prevent and mitigate adverse human rights impacts in our global operations, and remediate any adverse human rights impacts we may inadvertently cause or contribute to. Wherever we can, we also seek to advance human rights. Our approach to human rights risks is informed by international standards, industry best practice, and expert assessment.

## 2. Our Impact

In line with the UN Guiding Principles on Business and Human Rights, Pfizer's human rights policy focuses on addressing risks that could have the most severe impact on *people*: our patients, our colleagues, the workers of our business partners, and the communities in which we operate. Our responsibility to respect human rights extends throughout our operations, from lab to patient, including our diverse global supply chain of numerous local, third-party vendors.

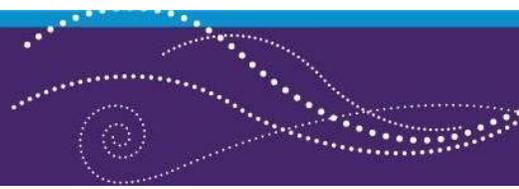
As a biopharmaceutical company, the right to health is of paramount importance. Other salient human rights are the principle of non-discrimination; the right to privacy; freedom from slavery and forced labor; the right to enjoy just and favorable working conditions; the right to a safe workplace; and the right to a healthy environment. Our overarching approach to each of these salient rights is described below.<sup>3</sup>

<sup>1</sup> The International Bill of Human Rights consists of the [Universal Declaration of Human Rights](#), the [International Covenant on Economic, Social and Cultural Rights](#), and the [International Covenant on Civil and Political Rights](#) and its two Optional Protocols.

<sup>2</sup> Such as the International Labor Organization's [Declaration on Fundamental Principles and Rights at Work](#).

<sup>3</sup> Laws and standards can vary significantly across the 100+ countries Pfizer operates in. In cases where local standards are less stringent than international human rights standards, Pfizer seeks to apply the international standard. In cases where local laws conflict with international human rights standards, Pfizer will comply with applicable laws while seeking ways to respect international human rights to the greatest extent possible.





## 2.1 Right to Health

The World Health Organization defines the right to health as: “The right of every human being to the enjoyment of the highest attainable standard of physical and mental health.”<sup>4</sup> Although governments have the primary duty for protecting, fulfilling, and respecting their peoples’ right to health, all stakeholders, including pharmaceutical companies, play a role.

Pfizer’s commitment to the right to health is reflected in our purpose: *breakthroughs that change patients’ lives*. We are proud of the contribution our science has made to the health of millions of people worldwide. We know, however, there are patients we haven’t yet reached.

### Access & Affordability

We seek to price our medicines in a way that balances patients’/payers’ ability to pay with the value that these innovations bring to patients and society, as well as our ability to continue to innovate and invest in the medicines and vaccines of the future. This includes working with payers to explore new business models such as linking reimbursement to the performance of our medicines. We also use patient assistance programs, differentiated pricing, and, in certain circumstances, donations to help the most vulnerable patients access the medicines they need. We constantly reevaluate our access initiatives as part of an effort to reach more patients over time. For more information, including recent examples of how Pfizer is addressing affordability, please visit our website.<sup>5</sup>

### Intellectual Property Protection

Pfizer believes that intellectual property protections support the right to health by encouraging investment in medical innovation. New treatments and vaccines, as well as improvements to existing medicines, exist because advancements in science are incentivized, valued, and protected by way of intellectual property rights. Further information on Pfizer’s position on intellectual property can be found [here](#).

### Clinical Trials

Pfizer is committed to decreasing health disparities in underrepresented populations through our clinical trials. To ensure that we understand the benefits and risks of the products we develop for all populations, our goal is that our clinical trial recruitment populations fully represent the racial and ethnic diversity of the countries where we operate. Racial and ethnic underrepresentation in clinical studies and the lack of representative data makes it more difficult for regulators and physicians to understand the extent to which a medicine impacts subsets of the population at large. Unfortunately, people who are underrepresented in healthcare generally are also likely to be underrepresented in clinical research. Pfizer has established a Clinical Trial Diversity Center of Excellence that is focused on identifying ways to increase diverse and representative patient populations in our clinical trials so that breakthroughs in medicine are accessible to all. Further information on Pfizer’s approach to clinical trials can be found on our website.<sup>6</sup>

### Disease Awareness & Health Literacy

Empowering patients, communities, and healthcare professionals to make healthy choices supports the right to health. Pfizer dedicates significant resources to disease awareness and prevention campaigns, continuing

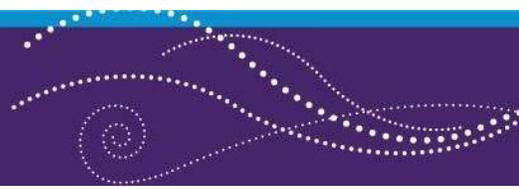
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<sup>4</sup> Constitution of the World Health Organization [Principles](#), 1946.

<sup>5</sup> Please refer to our [annual report](#) and the [Expanding Access](#) section of our website.

<sup>6</sup> Further information on the importance of diversity in clinical trials can be found [here](#) and information on Pfizer’s approach to clinical trials can be found [here](#).





education programs for healthcare professionals, and consumer health literacy projects. For further information on our work in this space, please visit our website.<sup>7</sup>

## 2.2 Other Salient Human Rights

### Principle of Non-Discrimination

We strive for a workplace that reflects the diversity of the patients we serve and the communities in which we live. All workplace decisions are made without regard to personal characteristics protected under applicable laws and Pfizer policy, including race, age, gender, religion, etc. We do not tolerate discrimination, harassment, or retaliation of any kind. Our commitment to diversity is reflected in Pfizer's *Purpose Blueprint*, which recognizes equity as one of four core values and behaviors that underpin everything we do.

Pfizer recognizes that the pursuit of equity remains a daunting challenge for many communities. But every person deserves to be seen, heard, and cared for, and each one of us has a responsibility to raise our voices to make sure they are. Pfizer is committed to speaking out against discrimination, confronting conscious and unconscious bias, and leading courageous conversations with colleagues and with those in our communities so that we can make a meaningful impact. We regularly update our website with examples of how Pfizer is promoting diversity in our business and in our communities.<sup>8</sup>

### Right to Privacy

Pfizer handles large volumes of personal data, including information on patients, clinical trial participants, healthcare professionals, employees, and others we do business with. We understand that unauthorized disclosure of sensitive personal data, particularly health data, could cause harm to an individual. It may lead to stigma, embarrassment, and discrimination. Respecting the privacy of individuals who entrust us with their data is of the utmost importance to Pfizer. Pfizer's policies are designed to ensure that personal information is collected, used, and shared responsibly.

### Freedom from Slavery and Forced Labor

Pfizer prohibits the use of all forms of forced, bonded, indentured, or compulsory labor (hereinafter, 'modern slavery') in our supply chain and business operations.<sup>9</sup> Modern slavery is a critical issue for a range of industries, including those we source from, and in almost all countries. At any one time, more than 40 million people around the world are subject to modern forms of slavery.<sup>10</sup> We recognize that the risks of modern slavery are particularly likely where our business partners rely upon migrant workers and other workers who are particularly vulnerable to exploitation.

### Right to Enjoy Just and Favorable Working Conditions

Each one of Pfizer's thousands of employees around the world deserves to be treated with dignity and respect and has the right to just and favorable working conditions. Pfizer's policies and practices reflect this conviction.

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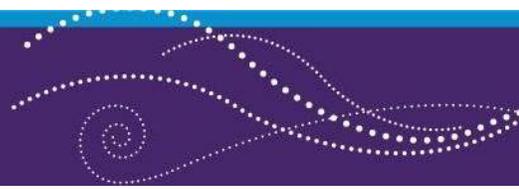
<sup>7</sup> These initiatives are conducted responsibly, ethically, and transparently, and adhere to all applicable laws, regulations and industry standards. Further information on Pfizer's global policy on ethical business practices can be found [here](#).

<sup>8</sup> For further information on Pfizer's commitment to diversity can be found in our [Annual Reviews](#) and [here](#).

<sup>9</sup> Pfizer complies with the California *Transparency in Supply Chains Act*, the U.S. 48 C.F.R. § 52.222-50 *Combating Trafficking in Persons*, Section 54 of the U.K. *Modern Slavery Act*, the Australian *Modern Slavery Act 2018*, and other similar legislation. Pfizer's Modern Slavery Statement can be found [here](#).

<sup>10</sup> International Labor Office. (2017). Global estimates of modern slavery. Retrieved from [https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/documents/publication/wcms\\_575479.pdf](https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/documents/publication/wcms_575479.pdf)





We provide fair remuneration, benefits, and hours. Our performance management system also helps to support these values by measuring leaders not only on what they achieve but how they achieve it.

### Right to a Safe Workplace

Our long-standing commitment to protecting the health and safety of our colleagues and contractors in the workplace is outlined in Pfizer's corporate environmental, health, and safety policy. This policy is supported by a range of global health and safety standards that detail the requirements to evaluate risks, implement controls, and comply with legal requirements to safeguard the health and safety of those involved in our operations. Further information on Pfizer's approach to workplace safety can be found [here](#).

### Right to a Healthy Environment

We believe that all communities have the right to a healthy environment, and we are committed to respecting this right. We recognize that climate change and other environmental issues can adversely impact health and other human rights. Thus, maintaining a healthy environment and mitigating climate change are critical to supporting a number of human rights – e.g. the rights to a healthy environment, life, health, water and sanitation, and standard of living – and that certain communities and groups are more vulnerable to environmental impacts than others. We are committed to maintaining compliance with laws related to the protection of the environment, health, and safety. We also implement our own standards and public corporate goals to further reduce environmental impact and mitigate climate change across our supply chain. For example, over the past 20 years we have reduced our greenhouse gas emissions by more than half and remain on track to meet carbon reduction goals in line with the most recent science per the Intergovernmental Panel on Climate Change. We are proud of these results but know there is more to do. You can read more about our work to reduce environmental impact [here](#).

## **3. Expectations of our Supply Chain**

Pfizer relies on an extensive supply chain, which includes raw material suppliers, manufacturers, logistics providers, contract research organizations, and other business partners. All members of our supply chain are expected to operate their businesses in a responsible and ethical manner, respecting human rights, as outlined in Pfizer's Supplier Code of Conduct. We also work with our peers through organizations such as the Institute for Supply Management and the Pharmaceutical Supply Chain Initiative to find new ways of tackling systemic issues in our shared supply chains. Further information on Pfizer's commitment to protect the human rights of those in our supply chain can be found [here](#).

## **4. Reporting Concerns**

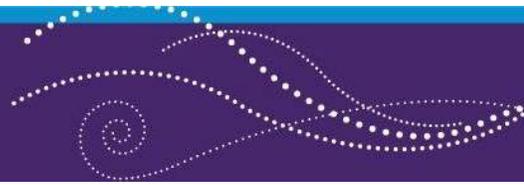
In line with Pfizer's Open Door policy and our value of courage, colleagues can report human rights violations or concerns to any level of leadership within the company, human resources, legal, or compliance. The Compliance Helpline, operated by specially trained third-party representatives, also provides a way to report concerns, anonymously in many cases<sup>11</sup>. All reports are handled promptly and confidentially. Retaliation against any employee who seeks advice, raises a concern, reports misconduct, or provides information in an investigation is strictly prohibited. Colleagues may also reach out to the Office of the Ombuds for information and guidance to help address and resolve work-related issues.<sup>12</sup> Further information on Pfizer's Open Door policy can be found [here](#).

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<sup>11</sup> Local privacy laws may affect availability and terms of use of the Compliance Helpline. Certain jurisdictions limit the topics that may be reported, and whether anonymous reporting is available depends on location.

<sup>12</sup> Colleagues are reminded that the Office of the Ombuds is not a formal reporting channel, and communications with the Office do not constitute official notice to the Company.





## 5. Governance

Pfizer's Human Rights Policy Statement was developed by the Corporate Affairs Department with input from a cross-functional group of colleagues across the company and external stakeholders. Pfizer's Sustainability Reporting Steering Committee is responsible for providing strategic direction and oversight for Pfizer's human rights work, including this policy statement. Pfizer is committed to regularly reviewing this policy to ensure it remains in line with international best practice, as well as the evolving expectations of our patients, colleagues, and communities.

