



# Pfizer Fiscal Year 2019 Modern Slavery Statement<sup>1</sup>

This Statement provides stakeholders with information regarding Pfizer's efforts to address the issue of modern slavery. As used in this Statement, modern slavery includes forced or compulsory labour, debt bondage and human trafficking, whether involving adults or children.

At Pfizer, we strive to uphold human rights in all our business activities, including [responsible supply chain management](#). Pfizer fully supports the principles of the United Nations Declaration of Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work. As a signatory of the United Nations Global Compact, we also have committed to support the ten principles on [human rights](#), labour, environment, and anti-corruption, including principles 4 and 5, which call for the elimination of all forms of forced and compulsory labour and the effective abolition of child labour.

The risks of occurrence of modern slavery within Pfizer-owned and -operated businesses worldwide are considered remote due to the nature of the workforce and the strength of our internal policies and procedures on business and ethical conduct as captured in Pfizer's Code of Conduct known as the [Blue Book](#).

Pfizer relies on an extensive supply chain, which includes raw material suppliers, manufacturers, logistics providers, contract research organizations, and other business partners. In recognition of our role in the supply chain, Pfizer is a co-founder and active member of the Pharmaceutical Supply Chain Initiative (PSCI), a group of pharmaceutical companies that have established a set of principles (PSCI Principles) to aide pharmaceutical suppliers in establishing sustainable business practices, including ethical and responsible labour practices. PSCI's Principles regarding labour state that suppliers shall not use forced, bonded, indentured, or child labour. The PSCI Principles are available online at: <https://pscinitiative.org/resources>.

Pfizer strongly encourages our supply partners to support our [Supplier Conduct Principles](#), which incorporate the PSCI Principles.

The [Supplier Conduct Position Statement](#) indicate, among other things, that we expect our supply partners to:

- Operate in full compliance with all applicable laws, rules and regulations.
- Conduct their business in an ethical manner, acting with integrity.
- Commit to upholding the human rights of workers and to treat them with dignity and respect, including adhering to express prohibitions against the use of forced, bonded or indentured labour, and child labour.
- Provide a safe and healthy work environment.
- Facilitate continuous improvement by using relevant management systems.

<sup>1</sup>Provided pursuant to the California Transparency in Supply Chains Act and the U.K. Modern Slavery Act 2015. In relation to Pfizer companies operating in the UK, this statement has been prepared on behalf of Pfizer Limited and its associated companies: Hospira UK Limited, Pfizer Consumer Healthcare Limited, John Wyeth and Brother Limited, Pharmacia Limited, Pfizer R&D UK Limited and Pfizer Development Services Limited.

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Pfizer assesses the performance and adherence to the Supplier Conduct Position Statement by conducting routine evaluations and onsite assessments. Failure to comply and/or failure to correct non-complying situations are grounds for business relationship termination.

Pfizer is addressing the issue of modern slavery on multiple fronts. First, we participate in multi-stakeholder initiatives to address this issue, since modern slavery cannot be eliminated by the actions of any single company. Being a member of PSCI allows Pfizer to contribute to many PSCI committees and sub-teams. We actively engage in the Supplier Capability Committee, which aims to use member companies' expertise to drive continuous supplier improvement and advance best practices. Pfizer also participates on the Human Rights and Labour Sub-Team, which, for example, in 2019 drove the recognition of the UN Guiding Principles on Business & Human Rights into the PSCI Principles. In 2019, PSCI trained pharmaceutical industry suppliers around the world, through conferences and webinars on labour and ethics risks. Pfizer also presented learnings from labour & ethics Audits Pfizer conducted in India as part of the 2019 India PSCI Capability Conference.

In addition to its engagement with PSCI, Pfizer focuses on targeted high-risk areas as identified by the Global Slavery Index and has taken the steps described below to address these risks.

- In support of the Supplier Conduct Principles using standard supplier contracts, which require suppliers to covenant that the work they perform for Pfizer is conducted in a manner consistent with the PSCI Principles, including those pertaining to forced, bonded, indentured, or child labour, and in compliance with law.
- Auditing the potential for environmental, health and safety, and labour and ethics risks (including modern slavery in our direct material supply chain. These announced audits cover suppliers of starting materials, intermediates, active pharmaceutical ingredients, and finished products. Labour and ethics audits are completed by independent third-party SA8000-certified auditors. Due to COVID-19, on-site supplier audits in 2020 have largely been suspended and alternative risk monitoring processes (e.g., remote audits) are being developed.
  - Audits conducted to date have not identified significant modern slavery risks at our direct material suppliers. Most audit deficiencies were related to procedures in place at supplier locations to oversee modern slavery risks and regulatory compliance gaps against local labour laws. Action plans have been put in place to address gaps identified.
- Focusing on the continuous improvement of our labour and ethics program, including evaluating potential labour and ethics risks concerning modern slavery, such as, for example, modern slavery risks related to lower tier commodity suppliers and ongoing training for colleagues with direct responsibility for supply chain management.

