

Pfizer Builds a Culture of Safety



At Pfizer, ensuring the safety of our colleagues, contractors and visitors runs deeper than simply putting proactive preventative measures in place and reacting to and correcting issues after an accident occurs. We strive to build a strong safety culture at each of our sites so that safety is not just something we do as part of our jobs, but is something that is in the heads, hands and hearts of all Pfizer

colleagues and contractors at all times.

We believe safety culture is one in which our colleagues and contractors shares the vision and belief that they are accountable for their own safety, as well as that of their colleagues', and have the right and duty to mitigate unsafe situations. We work to instill a prevention mindset in all our colleagues and contractors.

This added awareness is the key to achieving an injury free environment. Colleagues must truly believe in a safety culture and work collectively to achieve safety goals for the efforts to be effective.

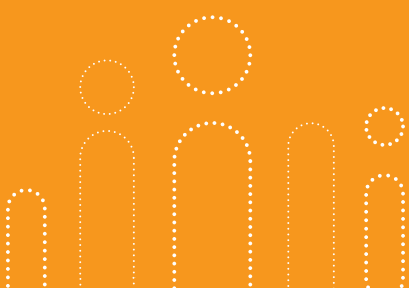
Pfizer is guided by the principles that an injury-free environment is one in which: leaders are actively engaged and visibly demonstrate their commitment to eliminating injuries and incidents; effective risk management identifies and controls all hazards to an acceptable level; and the necessary steps are taken to prevent the reoccurrence of injuries or incidents through investigation, action plan completion and sharing learnings with other locations as appropriate.

For this safety culture to be successful, the following imperatives must be in place:

- Safety is a value held by all.
- All colleagues and contractors have the knowledge, skills and competency to safely carry out their duties.
- All colleagues and contractors feel responsible by actively caring and being prepared to put safety of coworkers as well as themselves above all else.
- An open and trusting environment enables coaching and feedback, and openly reporting and investigating incidents and injuries.
- Robust management systems are supported by adequate resources that encourage continuous improvement.

A safety culture takes time to develop because changing human behavior is a big challenge – especially when it is behavior that may go against human nature. It is often human nature to want to take risks and shortcuts, so it can often be difficult to change the mindset of large groups across geographies and cultures. But, as soon as you walk onto a Pfizer site you can sense the safety culture that we've developed and how well it's working.

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It is observed when a colleague notices a spill on the floor and stops to clean it up. It is observed on the roads where safety extends beyond the factory floor to ensure that Pfizer sales colleagues are driving safely and in reliable cars. And, it is observed where the same consciousness and commitment to safety is brought home at the end of the day. In short, the culture promotes an ingrained intolerance toward wrong or unsafe procedures.

And the difference is profound. We've already achieved great strides in working toward an injury-free workplace, reducing the number of accidents by 40 percent within two years – one year earlier than our target date. This accomplishment proves that the combination of using our heads to learn how to take the proper precautions, our hands to operate the technical safety solutions and our hearts to look out for each other works to make safety second nature.