



Pfizer Statement of Compliance California Transparency in Supply Chains Act

The California Transparency in Supply Chains Act of 2010 (SB 657) is designed to provide consumers with information regarding manufacturers and retailers' efforts to address the issue of slavery and human trafficking. At Pfizer, responsible supply chain management is core to our business and we strive to uphold human rights in all our business activities.

Pfizer fully supports the principles in United Nations Declaration on 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 have committed to support the ten principles on human rights, labor, environment, and anti-corruption, including principles 4 and 5, which call for the elimination of all forms of forced and compulsory labor and the effective abolition of child labor.

Pfizer is also a co-founder and sits on the Board of Directors 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 labor practices. PSCI's Principles regarding labor state that suppliers shall not use forced, bonded, indentured, or child labor. The PSCI Principles are available online at: <http://www.pharmaceuticalsupplychain.org>.

Pfizer strongly encourages our supply partners to support our [Supplier Conduct Principles](#), which incorporates the PSCI Principles. 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.
- Provide a safe and healthy work environment, including any company-provided living quarters.
- Operate in an environmentally responsible and efficient manner to minimize adverse impacts on the environment.
- Facilitate continuous improvement and compliance with the expectations of these principles by using management systems.

Our standard supplier contract requires suppliers to covenant that the work they perform for Pfizer will be conducted in a manner consistent with all the PSCI Principles. A supplier's failure to comply with the PSCI Principles, or failure to correct non-complying situations are grounds for business relationship termination.

Pfizer audits select prospective and current suppliers for a range of issues, which may include labor issues. Certain auditors have been given awareness training on forced labor, child labor, inhumane treatment of workers, and discriminatory labor practices.