



## Pfizer Joint Statement of Compliance with California Transparency in Supply Chains Act and Section 54 of the U.K. Modern Slavery Act

The California Transparency in Supply Chains Act of 2010 (SB 657) and section 54 of the U.K. Modern Slavery Act 2015 are 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 important 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](#), 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.

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 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: <http://www.pharmaceuticalsupplychain.org>.

Pfizer strongly encourages our supply partners to support our [Supplier Code of Conduct](#) which incorporate 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.

A supplier's failure to comply with the PSCI Principles or failure to correct non-complying situations is grounds for business relationship termination.

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Through PSCI the following steps have been taken to address the potential risk of slavery and human trafficking in PSCI members' supply chains:

- In 2016, PSCI commissioned an independent review of the modern slavery risk in the pharmaceutical industry supply chain. Our company has reviewed the results of the study and has incorporated them as appropriate into our procedures.
- PSCI has trained and continues to train hundreds of pharmaceutical industry suppliers around the world through conferences and webinars on labour and ethics risks.

In addition, Pfizer has:

- Procedures to assess the potential for environmental health and safety (EHS), labour, and ethics risks in our direct material supply chain. This assessment covers suppliers for starting materials, intermediates, active pharmaceutical ingredients, and finished products.
- Consistently used our standard supplier contract and our [Supplier Code of Conduct position statement](#) which require suppliers to covenant that the work they perform for Pfizer will be conducted in a manner consistent with the PSCI Principles.
- An established EHS, labour, and ethics supplier review program that includes audits of suppliers deemed material to Pfizer's business and/or suppliers in countries that have potential elevated risk related to EHS, labour, and ethics practices.
- Provided awareness training on forced labour, child labour, inhumane treatment of workers, and discriminatory labour practices to colleagues with relevant responsibilities such as procurement, audit, and supply chain management.