

Human Rights

At Pfizer, our purpose is to *innovate to bring therapies to patients that significantly improve their lives*. High among our stated corporate values is *respect for people*, and in that spirit, Pfizer strives to uphold human rights in all of our business activities. Through our products and services, we advance human rights by improving the health of people around the world. Given its reach and perspectives, the biopharmaceutical industry is well positioned to support global human rights, and companies should codify responsible business policies and practices while providing treatments to advance individual and public health.

Background

Human rights are generally defined as the basic freedoms believed to be inherent to all people without exception. They are outlined in the Universal Declaration of Human Rights, www.un.org/en/documents/udhr, which was adopted by the United Nations (U.N.) in 1948 in response to the atrocities committed during World War II and include rights such as freedom from forced labor, the right to a standard of living adequate for health and well-being, and freedom of expression.

Although governments have the primary duty to protect these rights, companies share a responsibility to act in ways that support them. Building on the Universal Declaration of Human Rights, the U.N. Guiding Principles for Business and Human Rights, a widely supported global guidance document adopted by the U.N. in 2011, outlines how governments, companies, and other actors can meet their responsibilities to protect these rights. For companies, it advocates proactive due diligence in operations and remediation of any negative impacts. Companies also have independent opportunities to advance human rights through their products and services and through their contributions to economic development and philanthropy. **Pfizer is committed to these principles in its operations and is continually working with partners and stakeholders to advance and protect these rights.**

Pfizer supports the Universal Declaration of Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work. We were an early signatory to the U.N. Global Compact — a document that asks companies to embrace universal principles and to partner with the U.N. — that endorses 10 principles on human rights, labor, environment, and anticorruption.

Representative Concerns

Pfizer strives to uphold human rights in all our business activities. Below are areas of particular concern to Pfizer and some of the ways in which we are addressing them:

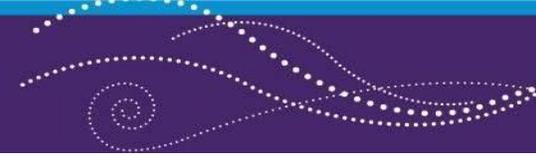
Access to Health — Globally, underserved populations often struggle to access functioning health care systems and therefore do not have consistent access to safe and reliable medicines. The number of people without access to essential health care services is estimated at 400 million.¹

- Pfizer's products and pipeline address 19 of the top 21 global burdens of disease.²
- Pfizer is helping to end trachoma, the leading infectious cause of blindness, by partnering with the World Health Organization's Alliance for the Global Elimination of Blinding Trachoma by the Year 2020 and the International Trachoma Initiative. Although substantial progress to eliminate trachoma has been made, 182 million people in 42 countries are still at risk.³
- Pfizer RxPathways™ (PRxP) helps eligible patients in need in the U.S. get access to their Pfizer medicines by connecting them to a range of support programs, including insurance counseling, co-pay help, providing Pfizer medicines for free or at a savings, and more. In the last five years (2012–2016), Pfizer has helped more than 1.6 million uninsured and underinsured patients get access to more than 19 million Pfizer prescriptions.⁴
- Through the Pfizer Global Health Fellows and Teams, our international skills-based corporate volunteering program, more than 300 Pfizer colleagues have worked with nonprofit partners throughout the developing world to strengthen capacity in local health care systems. Over 14 years, Pfizer colleagues have provided more than 340,000 hours in pro bono service valued at more than \$50 million in 44 countries.

Discrimination — In some countries, women, minorities in those countries, and LGBT people are discriminated against regarding access to employment and education. In the US, women and minorities represent a lower proportion of the overall science and engineering workforce than they do of science and engineering degree recipients.

- In 2017, Pfizer has once again been named as one of the Best Places to Work for LGBT Equality by the Human Rights Campaign, scoring a perfect 100 percent since 2004 on the Human Rights Campaign's Corporate Equality Index..
- Pfizer's Business Code of Conduct prohibits discrimination and harassment of any kind. The Code of Conduct training is provided to all colleagues. In addition, the Pfizer Integrity Pledge is issued annually to confirm colleagues are familiar with the Code of Conduct and agree to uphold Pfizer's core values and follow Pfizer's policies.





- Pfizer has more than 100 regional and local business resource networks of diverse colleagues that inform and implement strategies and initiatives that align with Pfizer's business imperatives and values. More than 20 percent of our workforce – 21,000+ colleagues – are actively engaged in diversity and inclusion efforts.

Responsible Conduct of Clinical Trials — Clinical trials are required to establish the safety and efficacy of medicines. All Pfizer-sponsored interventional clinical studies are conducted in accordance with local laws and regulations as well as relevant international standards, including:

- International Ethical Guidelines for Biomedical Research Involving Human Subjects, issued by the Council for International Organizations of Medical Sciences (CIOMS 2002).
- International Conference on Harmonisation Good Clinical Practices (ICH-GCP) Guidelines.
- Ethical principles set forth in the Declaration of Helsinki (World Medical Association 2013).
- United States Belmont Report (1974).

Privacy — Respecting the privacy of individuals who entrust us with their personal information is of the utmost importance to Pfizer. For this reason, the company has policies in place that are designed to safeguard personal information and ensure that personal information is collected, used, and shared for the development and marketing of medicines in an appropriate manner and in conformity with our promises and legal obligations. Pfizer abides by all privacy-related legislation in the countries where it operates, including to offer individuals choices as appropriate with respect to their personal information when interacting with the company.

Working Conditions in the Supply Chain — Addressing worker health and safety across our supply chain is an important part of our business and we strive to uphold human rights in all of our business activities. Pfizer is 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. Pfizer strongly encourages our supply partners to support our Supplier Code of Conduct which incorporate the PSCI Principles.

- Pfizer's "Supplier Conduct Position Statement," http://www.pfizer.com/sites/default/files/b2b/pfizer_supplier_conduct_position_statement.pdf, provides a framework of principles that outline responsible ethical, social, and environmental practices.
- Pfizer partners with organizations such as the [Institute for Supply Management](#) and the [Pharmaceutical Supply Chain Initiative](#) to drive alignment with these principles.
- Pfizer complies with the California Transparency in Supply Chains Act and Section 54 of the U.K. Modern Slavery Act — http://www.pfizer.com/files/responsibility/workplace_responsibility/California-Transparency-UK-MSA-2017.pdf

Pfizer's Position

We are committed to respecting and advancing human rights while delivering health care solutions and products, and to codifying these rights in our operations. Our commitment is reflected in Pfizer's policies and practices, which are updated regularly to ensure that we maximize our impact in this area. Pfizer recently took an important step in better understanding further opportunities we have around human rights management by completing a corporate-level Human Rights Impact Assessment, considered a best practice amongst multinational firms. This assessment highlights areas where Pfizer's efforts are critical, such as working to improve access to and ensuring a high level of ethics in research and development. As a global leader in health care, we play an important role in advancing human rights by bringing medicines to market that improve the health and well-being of people around the world. Pfizer encourages other companies to leverage their scale and global reach to similarly develop policies and practices to advance human rights.

How Patients and Health Care Professionals Benefit

Our medicines help patients live longer, healthier lives and assist health care providers in their ability to support patient health and quality of life. Pfizer is committed to ensuring that the development, manufacturing, marketing, and sales of our products are done in a manner that respects human rights. As a responsible employer, we contribute to the overall economic health of individuals and communities.

What It Means for Pfizer

Developing medicines and providing access to those medicines in a responsible way ensures the sustainability, value, and longevity of our business. Strong protections of both human rights and the rule of law create the environment we need to meet society's global health care challenges.

¹ According to the World Health Organization, http://apps.who.int/iris/bitstream/10665/174536/1/9789241564977_eng.pdf?ua=1

² Pfizer 2016 Annual Review. Available at: https://www.pfizer.com/files/investors/financial_reports/annual_reports/2016/our-business/performance/index.html

³ International Trachoma Initiative. About Trachoma. Available at: <http://trachoma.org/about-trachoma>

⁴ Data on file.

