GLOBAL COMPACT ANNUAL COMMUNICATION ON PROGRESS

Company Name	**Pfizer Corporation Austria**
Address	**Floridsdorfer Hauptstrasse 1, 1210 Vienna**
Country	**Austria**
Membership date	**2009/04/14**
Number of employees	**225**
Contact name	**Robin Rumler**
Contact Position	**CEO**
Sector	**Pharmaceuticals & Biotechnology**
Date	**2012/08/08**

Brief description of nature of business

Pfizer Corporation Austria is the Austrian branch of Pfizer Inc., the world's leading supplier of innovative medicines in the field of human and animal medicine.

The Pfizer branch in Vienna was opened in 1956. Pfizer Austria has been able to steadily expand its market position in recent years and, since 2003, has occupied a leading position in the prescription pharmacy market. More than 100 Pfizer products are available on the Austrian market.

In January 2009 Robin Rumler took over the management of Pfizer Austria. He is also Director of the Business Unit Primary Care. There are currently some 225 employees working for Pfizer Austria. Since the beginning of 2005, Pfizer Austria has been domiciled at Floridotower, in the 21st district of Vienna.

Statement of support

Ladies and Gentlemen,

I'm very pleased that you have received our second sustainability report and I'm very proud of the fact that you show such an interest in our sustainability efforts and progress activities. This report is strictly governed by the guidelines of the Global Reporting Initiative (GRI) and will for the first time allow for a comparison between the business years 2009 and 2010/2011. In this way, changes and ongoing developments at Pfizer Austria will become more transparent for you and you will be given a more conspicuous overview. In addition, this report also includes the so-called Communication on Progress of the UN Global Compact the principles of which Pfizer Austria is committed to follow.

In our first sustainability report we already presented our ambitious objectives and goals for the future. We are very proud that many of these goals could already be achieved and first success has become apparent. It is especially in the field of our environment that our "Pfizer goes Green" initiative helped us to implement many minor, but also some major measures and to reduce our "ecological footprint". Our longstanding corporate employee program, the so-called Corporate Volunteering Days with Pfizer employees volunteering for work in a social institution continues to be a full and major success for all those involved. Moreover, our company has also been honored with the full certificate "beruf und familie" ("job and family") by the Federal Ministry of Economic Affairs, Families and Young People for its particular awareness of family issues in professional life.

The complete pharmaceutical industry, and consequently also Pfizer, has been subject to continual and challenging changes and developments. With the integration of the Wyeth in the year 2009 – having been completed in Austria in 2010 – Pfizer has become one of the leading competitors in the field of biologicals and vaccines. This merger has also expanded our product portfolio with OTC products and food supplements such a vitamin preparations. Since fall 2011 Pfizer Austria has also started offering generic products. Thus, Pfizer has taken a more diversified market position than ever before and can offer optimized solutions for patients during all ages of life.

However, one thing that has not changed is our commitment and engagement in following our corporate mission "**Working together for a healthier world"**. This tradition as "good corporate citizen" also implies that we are committed to our local health programs and social initiatives to provide help and support where such support and help is needed. We are convinced that such social commitment of enterprises will create a win-win situation with all those involved deriving a benefit – including our partners and society as a whole, but ultimately also the company itself.

For Pfizer Austria, the relationship with important stakeholders is the foundation for committed economic action and for continued development of activities serving sustainability. This sustainability report is to communicate our values and activities but also give a clear picture of things achieved and challenges and open items for the future in truthful honesty and openness. Achieving mutual trust and transparency is our ultimate goal – serving as a basis for the dialog with our stakeholders.

As a subsidiary of an enterprise with worldwide operation we will also be dependent on international decision-makers and processes. All the more so, it is our intention to take active responsibility in our immediate environment and field of activities – with the active support of our employees. And we have done so already. Thus, I'm very proud being able to present to you examples of our commitment and would like to thank all those who helped and supported in preparing this report.

Yours

Dr. Robin Rumler
Executive Director Pfizer Austria
Vienna, 2012

What we achieved in 2010/2011 and targets set for 2012/2013

Pfizer Austria has set itself quite some targets – and has already achieved many of these – to increase our sustainability in various fields. Because a lot of action has been taken since our last sustainability report which had also been our first one.

implemented | partly implemented | not done | planned

Anticorruption & Transparency

Targets to date	Measure	Status
> **Transparency**	> Publication of any support and donations >>Since 2010 and 2011 any payments & donations to self-help groups have been regularly published on the Pfizer website **www.pfizer.at**	> partly implemented

Targets for 2012/13	Measure	Status
> **Pfizer Blue Book**	> The **Pfizer Blue Book** — the internal code of business conduct for Pfizer employees – will be updated and published globally	> planned for 2012
> **Compliance**	> The role of a separate **Corporate Governance Officer** for Austria shall be created	> planned for 2012

Employees

Targets to date	Measure	Status
> **Work-Life-Balance on workplace & diversity management**	> Evaluation and further development of part-time and parental leave models implemented in the context of the **Working Group "Fair Play"** and by **certification as family-friendly employer** (Full Certificate for "beruf und familie" [job and family])	> implemented since 2010
	> Extension and promotion of paternal leave	> partly implemented
	> Programs for exchanging experience regarding parental leave and part-time work for interested employees	> planned
> **Increase of job satisfaction of employees**	> Regular employee surveys (last survey 2010 – implementation of a new system in 2012)	> implemented 2010
	> Evaluation of survey results and institution of a working group (successfully implemented in 2010 with external oversight)	> implemented 2010
	> A slight **reduction of employee fluctuation** could be achieved (minus 3 percent versus 2009) – but Pfizer continues to develop appropriate additional measures	> partly implemented
	> **Fruit basket** for promoting employees' health	
	> Implementation of **HR Source –** a globally accessible Human Resources service portal – for all employees in Austria with a variety of self-service functions for managers and employees	> implemented 2010 > implemented 2011

Targets for 2012/13	Measure	Status
> **Work-Life-Balance on workplace & diversity management**	>Implementation of a **Female Mentoring Program** >Extension of **executive staff in part-time employment** >**"Family-conscious management"** >Recruiting of executive staff in the context of **family-conscious personnel policy**	> planned for 2012/13 > planned for 2012/13 > planned for 2012/13 > planned for 2012/13
> **Initiative for creating a new company culture at Pfizer – OWN IT**	>Worldwide **internal Pfizer initiative** targeted to create a culture of responsibility. The campaign is to focus on the principle of individual responsibility with emphasis on the following aspects: education, understanding, adaptation, behavior, innovation, initiative, common culture, identity	> planned for 2012/13
> **Improvement of Intranet**	>Intranet for employees will be redesigned, updated and extended regarding usability and functionality as well as interactivity	> planned for 2012
> **Improvements in talent management**	>Creation of a globally interconnected **Human Resource communication network** intended to staff interesting international positions by a new internal job posting process for offering employees chances for further development	> planned for 2012

Society and social responsibility

Targets to date	Measure	Status
> **Creation of a Value Added Calculation**	>Establishment of a **detailed value added calculation** (financial contribution of Pfizer Austria to the private and public income including donations, dividend payouts, etc.)	> in planning
> **Stakeholder engagement**	>**Detailed stakeholder analysis** >**Stakeholder dialog** (e.g. through focus groups, surveys, etc.)	> implemented 2010 > implemented 2010
> **Extension of the Corporate Volunteering Initiative**	>The **scope of partners/institutions** participating in the Corporate Volunteering Program **has been extended**	> implemented 2011
> **Promotion of ecological & social consciousness**	>**Internal CSR Newsletter** for employees being published at regular intervals	> implemented 2011

Targets for 2012/13	Measure	Status
> **Engagement for non-smoker protection**	> An **extension of the cooperation with the Austrian Sports Aid** in the field of juvenile health and non-smoker protection has been foreseen.	> planned for 2012
	> Development of a specific **non-smoker application (App)** for smartphones.	> planned for 2012/13
> **Maintenance of prolonged partnerships**	> Maintenance of long-term partnerships regardless of the reduction of overall budget (additional contributions from other budgets, if this is feasible in the context of projects)	> planned for 2012
> **Increased involvement of employees**	> Attempts to increase involvement of own employees in the social engagement of the company to ensure that they can identify with social projects and act as ambassadors and messengers for such projects	> planned for 2012/13

Products and Drug Safety

Targets to date	Measure	Status
> **Extension of information materials for new dialog groups**	> Test and potentially improve **usability of website**	> partly implemented
	> Create **information materials and booklets** in additional languages such as Turkish, Serbo-Croatian and English	> in planning
> **Product and drug safety**	> Additional **studies and surveys** for detailed collection of information on the problems of the Austrian population with and their attitude towards counterfeited drugs	> implemented August 2010
> **Facilitate the provision of package leaflets for medications**	> Information of patients and public on the topic "Counterfeited drugs and drug safety" in 2010 in cooperation with Pharmig, Chamber of Pharmacists and 'Federal Ministry of Health	> implemented 2010
	> **Online provision** of all package leaflets for medications at www.pfizer.at	> implemented May 2011
	> As the first Austrian pharmaceutical enterprise Pfizer Austria has posted **online instructions for the use for the package leaflet:** i.e. posting of a so-called "**virtual package leaflet"** on the Pfizer website with explanations for the use and administration of medications but also including easy and simple explanations of technical terms	> implemented August 2011

Targets for 2012/13	Measure	Status
> **Mobile version of Pfizer website**	> A **mobile version of the Pfizer website** is to be created for smartphones to account for the newest technical facilities and the changing behaviors of consumers	> planned for 2012
> **Product and drug safety**	> In 2011 a new **EU Directive against Counterfeit Drugs** has come into force and has to be implemented in each EU member country. Pfizer Austria wants to take a leading role in the national implementation together with its partners	> planned for 2012
	> Focus of online information on the topic of counterfeited drugs at www.pfizer.at	> planned for 2012/13

THE 10 PRINCIPLES – OUR PROGRESS

The UN Global Compact is based on 10 ethical principles comprising topics such as human rights, labor standards, environmental protection and anti-corruption. The members of UN Global Compact established in the year 2000 have committed themselves to socially responsible action within their sphere of influence and to the publication of an annual Communication on Progress. More detailed information on UN Global Compact will be provided under >www.unglobalcompact.org.

Pfizer Austria has signed the UN Global Compact in April 2009. The tabulated Communication on Progress below provides a survey of the systems and measures utilized by Pfizer Austria for implementing the 10 ethical principles in its business activities and which results could be obtained during the reporting period.

Principles	Commitment	Systems	Measures and Achievements 2010- 2011
Human Rights			
Principle 1 Support and respect human rights **Principle 2** Exclude any violations of human rights	Pfizer Austria commits itself to the full and complete respect of human rights and expects the same of its business partners. Pfizer integrates human rights and ethical values into all its business activities (see p. 21)	• UN Global Compact (p. 13) • Open Door Policy (p. 22) • Code of Business Conduct (Pfizer Blue Book, p. 28) • Corporate Mission (p. 7)	• Audit "Job and Family" (p. 20) • Working Group FAIR PLAY (p. 20)
Labor Standards			
Principle 3 Uphold freedom of association and recognize the right of collective bargaining **Principle 4** Engage in abolition of any kind of forced labor **Principle 5** Engage in abolition of child labor	Pfizer ensures fair working conditions and commits itself to treat all employees, business partners and applicants with appropriate honesty and respect. Pfizer commits itself to equal rights and offers its employees and applicants equal employment chances regardless of ethnicity, confession, gender, etc. (p. 20 *ff*).	• UN Global Compact (p. 13) • Open Door Policy (p. 22) • Code of Business Conduct (Pfizer Blue Book, p. 28)	• Audit "Job and Family" (p. 20) • Working Group FAIR PLAY (p. 20)
Principle 6 Engage in the elimination of any kind of discrimination in employment and occupation			• Audit "Job and Family" (p. 20) • Working Group FAIR PLAY (p. 20) • Diversity Management (p. 21 *ff)*
Environment			
Principle 7 Engage in and support environment protection **Principle 8** Initiatives to promote environmental responsibility **Principle 9** Develop, spread and promote environment-friendly technologies	It is an essential goal of Pfizer to run a more ecology-focused business. Currently measures are being planned or are already ongoing to reduce utilization and consumption of resources and emissions. A central focus is also the sensitization and the ecological commitment of employees (p. 50 *ff*)	• UN Global Compact (p. 13) • Pfizer Goes Green Initiative (p. 53 *ff)*	• Green Office (p. 53) • Green Travel (p. 55) • Green Behavior (p. 55) • Internal CSR Newsletter (p. 55) • Internal contests for new ideas (p. 56)
Anti-corruption			
Principle 10 Measures against corruption, extortion and bribery	Transparent business practices and measures against corruption have been a longstanding component of Pfizer's business policy. Apart from the observation of an internal code of conduct Pfizer also complies with the strict code of conduct of the Pharmig (p.26 *ff)*	• Code of Business Conduct (Pfizer Blue Book, p. 28) • Pharmig Code of Conduct (p. 28)	• Employee trainings • Electronic review and approval procedures • Regular internal controls and audits • Transparent listing of any donations and payments • Publication of all Pfizer study results (p. 14 *ff)*