

THE UNITED NATIONS GLOBAL COMPACT COMMUNICATIONS ON PROGRESS thru April 2005 PFIZER INC

Commitment:

“We continue to play an active role in the United Nations Global Compact, a network of UN agencies, companies, civil organizations and academic institutions. Companies joining the Compact agree to strive for a shared set of principles on human rights, labor and the environment. In response to advice from various groups in the Compact, we are improving our communication about Pfizer’s goals, actions and performance in corporate citizenship.”

**Hank McKinnell
Chairman of the Board and Chief Executive Officer
26 February 2004
Pfizer Inc Annual Review 2003**

In 2002 Pfizer, Inc. signed the United Nations Global Compact. Pfizer is still the only U.S. pharmaceutical company to participate in the Compact.

We signed the Global Compact because we wanted to build relationships with influential critics on issues that were important to them and to us – and to do so with a foundation of global principles that were recognized by external stakeholders. Since then, the Compact has served as a catalyst for Pfizer developing new relationships, new insights on the linkages between business success and corporate, and new engagement with employees.

Pfizer’s commitment to advancing the 10 principles is publicly affirmed in speeches, panel sessions, websites, book chapters and brochures. Internally, we affirm the principles in training manuals, policy discussions and forums such as our global company online newsletter.

Business Roundtable (BRT) Global Disasters Response Speech (On April 25th 2005, Dr. Hank McKinnell President of the BRT and Chairman & CEO of Pfizer, cited the Global Compact at an unprecedented gathering of U.S. business leaders, United Nations officials and representatives of the world's leading nonprofit relief organizations. He spoke of the Compact as a structure that supports more effective responses to global disasters and emergencies.) Please see <http://www.businessroundtable.org/newsroom/Document.aspx?qs=58F6BF807822B0F1AD6448E22FB51711FCF50C8>.

International Economic Development Panels (In April 2005, at both Harvard University’s Kennedy School of Government and The Center for Corporate Citizenship at Boston College’s 20th International Corporate Citizenship Conference Pfizer presented its strategic approach to international economic development. Pfizer attributed the signing of the UNGC as a moment in company history where the true global nature of the corporate identity was acknowledged. This action was a catalyst for Pfizer to meet its global economic development responsibilities through programs such as Pfizer’s Global Health Fellows and Pfizer’s rapid and comprehensive response to the Tsunami.)

Pfizer Code of Conduct & Compliance Training (Pfizer requires all colleagues to read and complete a test on the company Code of Conduct and Compliance Policies. This mandatory exercise ensures that all employees are informed and accountable to the standards described in the book. The Global Compact and Pfizer's commitment to its principles are delineated on page 32.) Please see: http://www.pfizer.com/download/investors/corporate/business_conduct_policies_summary_2003.pdf

Book- Corporate Social Opportunity! (David Grayson and Adrian Hodges wrote a book that outlines "7 steps to make corporate social responsibility work for your company". On page 120, Dr. McKinnell's decision to have Pfizer sign the UNGC is presented as a case for how a company's strategic mission can be aligned with and even complemented by the UNGC's goal of "stability, prosperity and the sharing of the benefits of globalization of all peoples".) Please see: <http://www.davidgrayson.net/download.php?filename=462.pdf>

Article- New York Stock Exchange Magazine (Dr. Hank McKinnell, Pfizer's Chairman and CEO, wrote an editorial article that promoted some of the business benefits of having signed the UNGC. For instance, Pfizer's participation in The Global Compact opens untraditional channels of business into emerging markets, such as China. The multi-sector exposure that the UNGC offers has enabled Pfizer to better understand the trends and opportunities that exist in the Chinese markets. (November, 2004)) Please see: http://www.nyse.com/pdfs/nysemag05_jan_feb.pdf

"How Are We Doing?" Pfizer Corporate Citizenship Brochure (Pfizer's first corporate citizenship publication is a brochure that aims to illustrate to Pfizer's stakeholders how Pfizer is a responsible company and a good citizen. In addition, the brochure solicits input from the readers in how Pfizer can do better. Pfizer's participation in the UNGC is discussed in the section entitled Conducting Business Responsibly on page 8, which is opposite the letter from Dr. McKinnell, Pfizer's Chairman and CEO.) (October, 2004) Please see: http://www.pfizer.com/subsites/corporate_citizenship/Pfizer_CorpCit.pdf

Annual Review – 2003 (Pfizer printed 3.2 million copies of its 2003 Annual Review for distribution in 2004 to shareholders and stakeholders. The Chairman's Letter to Shareholders includes a description of the Global Compact's purpose, principles and participants. He says: "In response to advice from various groups in the Global Compact, we are improving the company's communications about Pfizer's goals, actions and performance in corporate citizenship.") Please see: http://www.pfizer.com/are/investors_reports/annual_2003/review/p2003ar01_02_03.htm.

Internet Website on Corporate Citizenship (The Pfizer corporate citizenship internet site, launched on June 22, 2004, is Pfizer's first comprehensive communications about corporate citizenship at Pfizer. The homepage includes a link to the UN Global Compact website, and two sub-pages on how Pfizer is participating in, supporting and implementing the Global Compact. This website also offers stakeholders the opportunity to provide feedback.) Please see: www.pfizer.com/corporatecitizenship.

Brochure on Access to Medicines in Developing World (In June 2004, Pfizer published A Prescription for Access, a 32-page booklet that outlines Pfizer's five principles on access to medicines in the developing world. The Global Compact is referenced on page three as a key part of corporate citizenship at Pfizer, and for easy reference the Compact has a full page on the outside back cover. The text says: "Ultimately, the Global Compact is designed to engage business in becoming a systematic part of the

solution to global social issues, leading to a more stable world.” It includes an example of Pfizer’s implementation.) Please see:http://www.pfizer.com/subsites/philanthropy/access/access_spring_2004.pdf

Book Chapter - Pfizer: A New Mission in Action (Pfizer contributed a chapter to a book in 2004 about the Global Compact called, ‘Learning to Talk: Corporate Citizenship and the Development of the UN Global Compact,’ edited by Malcolm McIntosh and published by Greenleaf Publishing. The book chapter, ‘Pfizer: A New Mission in Action,’ chronicles Pfizer’s internal process of evaluating, adopting and beginning to implement the Global Compact. This includes a description by which senior management made the decision to sign the Compact, weighing the pros and cons, and how a decentralized company with 122,000 employees in over 100 countries began implementation.) Please see: www.pfizer.com/corporatecitizenship.

System:

The following chart shows the breadth of Pfizer’s Corporate Citizenship system based on the UN Global Compact Principles – along with program impacts and external evaluations. This chart illustrates examples of Pfizer’s **Action** & **Performance** for each of the Global Compact’s four main categories: Human Rights, Labor, Environment & Anti-Corruption:

GLOBAL COMPACT PRINCIPLES Definition	GLOBAL COMPACT Expanded Definition	<u>ACTION</u>	<u>PERFORMANCE</u>
ALL 10 PRINCIPLES		<p><u>CONTEXT:</u> Pfizer began implementing the UN Global Compact in 2002 by creating a global cross-divisional team of about 25 management-level employees who came from all operating divisions representing many different functions — ranging from research and development to investor relations.</p> <p>The team established goals, collected data and compared Pfizer’s policies and practices to the Compact’s Principles. Pfizer developed a plan educate employees and improve company performance. Today Pfizer’s Summary of Policies on Business Conduct, which is distributed to all 122,000 employees, includes information on the Global Compact as one way we strive to strengthen corporate citizenship at a local and global level.</p>	<p>Pfizer was awarded the annual Prism Award by WEPR on Nov. 4, 2004 for Pfizer’s leadership role in bringing the Global Compact to the attention of the business community in the US, as well as Pfizer’s internal actions to implement the Principles of the Global Compact.</p> <p>http://www.wepr.org/awards_winners.asp</p>
HUMAN RIGHTS			
Principle #1 Business should	To ensure the companies are not complicit in human	<p><u>CONTEXT:</u> While business is familiar with consumer rights, civil rights and labor rights, the issue of human rights is gaining more visibility on the business agenda. In the pharmaceutical industry,</p>	

<p>support and respect the protection of internationally proclaimed human rights within their sphere of influence</p> <p>Principle # 2</p> <p>“Business should make sure their own corporations are not complicit in human rights abuses”</p>	<p>rights violations, either direct, beneficial or silent, emphasis must be placed on growth of a civil society, transparency and accountability</p>	<p>human rights issues range from compliance with the rule of law to access to medicine.</p> <p>To contribute to the global debate, Pfizer participated in the UN’s first consultation on business and human rights sponsored by the UN Office of the High Commissioner for Human Rights. At the consultation in Geneva, Pfizer was the only US company among the 18 companies attending. Pfizer’s submission is posted at http://www.ohchr.org/english/issues/globalization/business/contributions.htm</p> <p>PROGRAMS: To improve access to medicine and health to those who need it most, we are building our access programs around 4 approaches:</p> <ul style="list-style-type: none"> • Improving Access to Medicine • Building Healthcare System Capacities • Teaching Disease Management • Managing Disaster Relief & Recovery <p><u><i>Improving Access to Medicine Programs:</i></u> -Helpful Answers is a comprehensive US medicine savings programs for people without prescription medicine coverage. Sharing the Care, Connection to Care, Pfizer Pfriends and Programs for Individual Medicines are all components of Pfizer’s comprehensive program that is reaching-out to the uninsured in the US by partnering with local health centers, physicians and the government. For example, Pfizer’s Sharing the Care donates its most advanced medicines to low income, uninsured patients through community, migrant and homeless health centers throughout the country. Pfizer’s Connection to Care provides free medications to eligible uninsured patients. The Pfizer Living Share Card helps low income Medicare beneficiaries get a 30 day prescription for \$15 and get information on up to 16 health topics. For more programmatic information please see http://www.pfizerhelpfulanswers.com/</p>	<p>The 2004 Excellence in Corporate Philanthropy Award – The Committee to Encourage Corporate Philanthropy (CECP)</p> <p>All segments of society must work together on many fronts to help Americans who are uninsured or underinsured. I commend Pfizer for helping families get access to the life-saving and life-enhancing drugs they need." Tommy Thompson Former Secretary, Dept of Health and Human Services</p> <p>"I applaud the steps Pfizer is taking today, which will provide America’s uninsured with access to medicine at significant savings. Pfizer is helping those in dire need get the medicine they often require." Hillary Rodham Clinton, U.S. Senator- New York</p> <p>-Sharing the Care-Since its inception, 3 million patients</p>
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		<p>www.floridahealthy.org</p> <p>-Pfizer's Diflucan Partnership Program is a public-private partnership that donates Diflucan ® (fluconazole) for two opportunistic infections associated with HIV/AIDS in developing countries, and trains health care providers. For more programmatic information please see http://www.pfizer.com/subsites/philanthropy/caring/global.health.hiv.diflucan.html</p> <p>-Pfizer's International Trachoma Initiative (ITI) in partnership with the World Health Organization (WHO), aims to eliminate Trachoma, the leading cause of preventable blindness, by donating the antibiotic Zithromax, in combination with public health education. The WHO Safe Strategy, which is a combination of antibiotic face washing, environmental access to clean water and surgery when necessary, is used as the programmatic approach for the treatment and prevention of Trachoma. For more programmatic information please see http://www.trachoma.org/home.asp</p> <p>-Southern HIV/AIDS Prevention Initiative launched in 2003, will direct \$3 million over three years to fund innovative HIV/AIDS prevention programs in multi-cultural communities in nine southern states: Alabama, Florida, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee or Texas. For more programmatic information please see http://www.pfizer.com/subsites/philanthropy/caring/global.health.hiv.southern.html</p>	<p>- As of January 2005, the Diflucan Partnership Program has donated more than \$100 million in medicine to 30 countries in more than 1,000 sites in Africa, Asia, the Caribbean and Latin America, and treated more than 110,000 patients. More than 18,000 health care providers have been trained in the diagnosis and treatment of fungal opportunistic infections.</p> <p>-The ITI has treated 19+ million patients in 11 African and Asian countries with Pfizer's antibiotic, Zithromax (azithromycin), and trained thousands of health care professionals who, in turn, have completed 130,000 surgeries to treat advanced cases of trachoma.</p> <p>"For community-based prevention organizations, the Initiative is one of the most creative and ingenious programs the Pfizer Foundation could have developed." Sandra McDonald Founder of Outreach Inc. in Atlanta</p>
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LABOR			
<p>Principle #3</p> <p>Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</p>	<p>Businesses should safeguard against direct and indirect forms of discrimination, as discrimination restricts the labor pool and slows economic growth for society.</p>	<p>CONTEXT: In the pharmaceutical industry, employee skills, innovation and commitment are a company's greatest assets.</p> <p>Pfizer recognizes that progressive labor policies are good business practices, especially for a global company. We uphold laws and nurture a work environment that welcomes diversity and fair treatment for recruitment and employees.</p>	
<p>Principle #4</p> <p>Businesses should uphold the elimination of all forms of forced and compulsory labor</p>	<p>Companies can institute barrier to discrimination in the workplace and encourage communities to build a culture of tolerance.</p>	<p>In addition to many equal opportunity programs, our social responsibility highlights two programs: our <u>global policy on HIV & AIDS in the workplace</u> and our <u>diversity affinity groups</u>.</p> <p>PROGRAMS: In 2004 Pfizer instituted a unique global policy on HIV & AIDS in the workplace, addressing issues of non-discrimination, awareness, prevention and health support. Pfizer's HIV & AIDS programming is holistic in that it addresses not only discrimination, but awareness, prevention and health support as well – even in cultures where AIDS is a taboo.</p>	<p>- Perfect score of 100 percent in the Human Rights Campaign Foundation's Corporate Equality Index recognizing fair and equitable workplace policies. http://www.business-humanrights.org/Categories/Miscellaneous/Ratingsindexes/HRCCorporateEqualityIndexUSA</p>
<p>Principle #5</p> <p>Businesses should</p>			

<p>uphold the effective abolition of child labor</p> <p>Principle # 6</p> <p>“Businesses should uphold the elimination of discrimination in respect of employment and occupation.”</p>		<p>While the programs are locally based and designed to meet local conditions, the overarching policy of HIV/AIDS applies to all employees of the Company and its subsidiaries. To this end, Pfizer workplace sites around the world seek to develop local programs and policies to adhere to the following guidelines: Non-discrimination- HIV-testing, Confidentiality & Disclosure- Promoting a Safe Work Environment- Education & Awareness- Access to Treatment & Care- Implementation. For more programmatic information please see http://www.pfizer.com/are/about_public/mn_about_hiv_aids_policy.html</p> <p>-Pfizer’s Diversity Affinity Groups is a multi-award winning programmatic approach to addressing minority, gender, and cultural discrimination.</p> <p>Pfizer currently has 17 networks that include Asian, African-American, Hispanic, Women and Gay and Lesbian (LGBT). The goal is to provide educational opportunity to members, community outreach and assist Pfizer in achieving its corporate mission. They assist with recruiting and on-boarding and provide support mechanisms for members.</p>	<p><i>A sample of 2004 Diversity Programming Awards follows:</i></p> <ul style="list-style-type: none"> -Humanitarian of the Year Award Hispanic Counseling Center -Top 50 Diversity Employers - Universum Communications -One of the 100 Best Companies for Working Mothers - Working Mother Magazine - National Association of Colored People Health Advocacy Program Award Pfizer Share Card Program <p>A more complete list of awards can be found at http://www.pfizer.com/are/careers/mn_working_accolades.html</p>
<p>ENVIRONMENT</p>			
<p>Principle #7</p> <p>Businesses should support a precautionary approach to environmental</p>	<p>Businesses must develop and utilize “environmentally friendly”, or “environmentally sound” technology. Changes must be</p>	<p>CONTEXT: As a pharmaceutical company, the advancement of good health occurs not only through the innovation, production and distribution of medicines, but also through the preservation and creation of a healthy environment.</p> <p>Pfizer is dedicated to identifying emerging environmental issues</p>	<p>Pfizer’s efforts to enhance the EHS profile of Viagra® (sildenafil citrate) were honored in 2003 with the receipt of the UK Institute of Chemical Engineers "Crystal Faraday Award for Green Chemical</p>

<p>challenges</p> <p>Principle #8</p> <p>Businesses should undertake initiatives to promote greater environmental responsibility</p> <p>Principle # 9</p> <p>"Businesses should encourage the development and diffusion of environmentally friendly technologies."</p>	<p>implemented at unit level, by means of manufacturing technique or materials, as well as at a strategic level through company policy, stakeholders, R&D, and constant monitoring of environmental issues and initiatives.</p>	<p>relevant to the pharmaceutical industry, to leading efforts to address them before they become hazardous to the environment and to reducing the potential EHS impacts of Pfizer's products and processes through innovation and technology.</p> <p>These are key principles of the Pfizer Environment, Health and Safety (EHS) Policy, and Pfizer's <u>Green Chemistry Program</u> is a systemic approach to help ensure that Pfizer meets these commitments:</p> <p>PROGRAMS: Green Chemistry is the design, manufacture and use of efficient, effective, safe and environmentally friendly chemical products and processes and is integral to the way we do business. The principles of Green Chemistry enable Pfizer to create the best products and processes to develop medicines, while protecting the environment and the health and safety of colleagues, customers and the communities where Pfizer colleagues live and work.</p> <p>-Pfizer is appointing a Vice President of Green Chemistry to oversee these initiatives.</p> <p>-The Pfizer Education Initiative provided a grant to SMART schools throughout the country to educate middle school-aged students about Green Chemistry and what it means to be environmentally responsible. The curriculum calls for students to participate in a product development exercise to learn how products can be created through the most environmentally safe means possible.</p> <p>-Pfizer is also invested in providing Green Chemistry education opportunities for college-aged students. By supporting workshops in universities, such as the partnership with the University of California at San Diego, Pfizer hopes to help cultivate an appreciation of Green Chemistry among future scientists.</p> <p>For more programmatic information please see http://www.pfizer.com/ehs/initiatives/green_chemistry.html</p>	<p>Technology." Pfizer scientists in Ireland and the UK designed the Viagra® (sildenafil citrate) process so that it reduced the use of organic solvent and recovers high percentages of those solvents it does use. As a result, Pfizer cut the amount of organic process wastes generated from 4,300 tons per year to only 300 tons per year.</p> <p>In 2002, Pfizer received the U.S. Environmental Protection Agency Presidential Green Chemistry Award for applying Green Chemistry to the manufacturing of Zolof. Pfizer doubled the product yield and significantly reduced EHS impact in the process.</p>
<p>ANTI-</p>			

CORRUPTION			
<p>Principle #10</p> <p>“Business should work against all forms of corruption, including extortion and bribery”</p>	<p>“Businesses must lead against corruption and call for a “level playing field.” This entails the integration of values, ethics and standards throughout the organization, such that every colleague actively upholds the highest standards.”</p>	<p>CONTEXT: The UN Global Compact added this principle in 2004 (with the consent of its signatories) because corruption is a root cause of poor governance, lack of economic development and chronic poverty. Corruption can also be a barrier to access to health, which causes the suffering and death of many around the world.</p> <p>Pfizer was an early and vocal supporter of this principle, and currently serves on the Global Compact 10th Principle Working Group to provide guidance on implementing the principle.</p> <p>PROGRAM: Hank McKinnell, Pfizer’s Chairman and CEO, was a vocal supporter of the <i>proposed</i> principle in Davos in 2003. In 2004, McKinnell, also in his role as Chairman of the Business Roundtable, put anti-corruption on the BRT’s agenda and announced a new initiative at the UN Global Compact Leaders Summit in June 2004 http://www.pfizer.com/are/news_releases/2004pr/mn_2004_0624.html</p>	<p>-Pfizer serves on Transparency International’s Steering Committee on Business Principles for Countering Bribery as well as the board of Transparency International USA.</p> <p>“Long Term Excellence in Corporate Governance” Award, presented by The Vail Leadership Institute’s Center for Corporate Change. To be awarded June 2005.</p> <p>“Business Leaders to Back UN Action on Anti-Corruption,” Financial Times, June 23, 2004</p> <p>In 2004, during its third consecutive evaluation of Pfizer corporate governance, Governance Metrics International (GMI), a corporate governance research and ratings agency, issued its highest overall rating of 10 to Pfizer - Governance Metrics International</p> <p>Pfizer received top ranking in governance transparency by Sibson Consulting and Spencer Stuart (2003)</p>