



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	175
Contact name	Robin Rumler
Contact Position	CEO
Sector	Pharmaceuticals & Biotechnology
Date	28/01/2011

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. By 2003, Pfizer had carried out some 123 clinical trials with some 3,000 patients in Austria alone. In 2003, Pfizer Austria opened a new Clinical Research Unit and, with a growing number of employees, it is already working on over 30 phase II-IV clinical trial projects in the therapeutic areas of oncology, infectiology, psychiatry, neurology, rheumatology, cardiology, urology, endocrinology and coagulation. 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 175 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 proud and happy being able to present the first Communication of Progress (COP) of Pfizer Austria to you. Although this is our first COP, Pfizer Austria has a long standing tradition of taking on social responsibility. For us, **Corporate Social Responsibility (CSR)** means that – apart from economic growth and success - social and ecological criteria will receive adequate consideration in our business activities and will be equally relevant for us. Not only on a global level, but also here in Austria our actions and activities will be governed by the principles of Global Compact, with Pfizer Inc. being a founding member and with Pfizer Austria having become a member of its own in 2009. We have committed ourselves to implement the principles and objectives of the UN Global Compact and to report on our progress. All our efforts will be based on our values and our mission and vision – “Working together for a healthier world“ (in German: “Gemeinsam für eine gesündere Welt“).

What else is of particular importance for us?

- ✓ Our responsibility goes beyond the field of medicine alone. Only together with partners we will be able to improve health and the healthcare system.
- ✓ It is our mission to discover and develop new medicines and to provide these medicines to people around the globe.
- ✓ Even in times of crisis CSR is no luxury for us, but an integrated component of our enterprise.

For us, and for our stakeholders, this COP covers important social topics and is to show and demonstrate our social and healthcare activities. We have already developed special programs for various CSR fields or are about to do so, e.g. FAIR PLAY network for topics relating to our employees. The “Pfizer goes Green” initiative for environmentally friendly and ecological working procedures is currently in the planning phase. In addition, we cooperate intensely with a number of patient organizations and have also focused activities on other topics such as drug safety and disease prevention.

Naturally, whatever we will achieve, will be achieved by the joint efforts of hundreds of Pfizer colleagues here in Austria – and thousands of colleagues worldwide.

It is of particular importance to intensify inclusion and integration of our stakeholders and to ensure their cooperation; because confidence and trust will not be established by itself, but much rather by an atmosphere of openness and dialog and by appropriate transparency of our activities and objectives. We will continue to employ our best efforts to maintain and fulfill your trust and your expectations and will not rest on what has already been achieved: in 2010 we have conducted a detailed stakeholder analysis and have started to revise and update our CSR strategy and objectives to reduce any possible deficits and fully exhaust all potentials; and for 2011 a large-scale stakeholder dialog has been planned, among others.

In January 2011 Pfizer Austria has published its first sustainability report based on the recognized guidelines of the Global Reporting Initiative and is therefore one of the pioneers in the pharmaceutical industry in respect to CSR-reporting in Austria. The following pages are an excerpt of the report and all pages mentioned in this COP relate to the report.

Even in times of unease and unrest we are facing the future with an optimistic stance. Please join us in doing so!

Yours

Dr. Robin Rumler
Executive Director Pfizer Austria
Vienna, 2010



THE 10 PRINCIPLES - OUR PROGRESS

The UN Global Compact established in 2000 is based on 10 principles derived from basic ethical principles such as human rights, labour standards, environmental protection and anti-corruption. The 7000 members to date (as with 2009) have committed themselves to socially responsible action within their sphere of influence and to the publication of an annual Communication on Progress. For more detailed information on UN Global Compact please visit www.unglobalcompact.org.

Pfizer Austria has signed the UN Global Compact in April 2009. The present tabulated Communication on Progress provides a survey of how Pfizer Austria has implemented the 10 principles of UN Global Compact in its business activities and which results could be obtained in the year reported on.

Principle	Commitment	Systems	Measures and Achievements 2009
Human Rights			
Principle 1 Support and respect 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 values into all its business activities and continually also develops new programs and measures to represent a good role model also beyond its sphere of influence	<ul style="list-style-type: none"> Code of Business Conduct (Pfizer Blue Book, p.14) Open Door Policy (p. 14) Environment, Health & Safety (internal compliance program) (p.16) UN Global Compact (p.11) 	<ul style="list-style-type: none"> Audit "Job and family" (p.11,20)
Principle 2 Exclude any abuse of human rights			
Labour Standards			
Principle 3 Uphold freedom of association and recognize the right of collective bargaining	Pfizer ensures fair working conditions for its employees and customers 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, gender, religious confession, etc. (p. 16-17, 19-20).	<ul style="list-style-type: none"> Code of Business Conduct (Pfizer Blue Book, p.14) Open Door Policy (p.14) UN Global Compact (p.11) 	<ul style="list-style-type: none"> Pfizer Working Group FAIR PLAY (p.20)
Principle 4 Engage in the abolition of any kind of forced labour			
Principle 5 Engage in the abolition of any kind of child labour			
Principle 6 Engage in the elimination of any kind of discrimination in respect of employment and occupation			<ul style="list-style-type: none"> Audit "Job and family" (p.11,20)
Environment			
Principle 7 Engage in and support environment protection	It is an essential goal of Pfizer to run a more environmentally friendly business and to sensitize its employees for environmental protection. Currently, the discussions on planned future ecological measures are ongoing (p.35,36,38)	<ul style="list-style-type: none"> UN Global Compact (p.11) 	<ul style="list-style-type: none"> Recyclable office material (p.35) Ecological office building (p.35)
Principle 8 Initiatives to promote environmental responsibility			
Principle 9 Develop, enhance and promote environmentally friendly technologies			
Anti-corruption			
Principle 10 Measures against corruption, extortion and bribery	Pfizer has shown a longstanding business policy prohibiting employees working on behalf of Pfizer to provide persons or institutions with payments or other compensations in order to influence any officials in illegal manner or to obtain an unfair business advantage (p.13,14)	<ul style="list-style-type: none"> Code of Business Conduct (Pfizer Blue Book, p.14) Pharmig Code of Conduct (p.13,31) 	<ul style="list-style-type: none"> Employee trainings (p.21-22)



PROSPECTS – THINGS WE STILL WANT TO ACHIEVE IN THE FUTURE

Pfizer Austria has made numerous plans to ensure more sustainable activities in various fields. On the one hand, we want to reduce our ecological footprint, i.e. by limiting our emissions and our energy consumption. On the other hand, we also want to enter into a more intense relationship with our stakeholders and collect and analyze their particular needs. In addition, it is our special intention to provide “a great place to work” for our employees and colleagues and to eliminate any weaknesses encountered in this respect. The following survey of our measures and objectives will provide a brief overview of the things we still intend to achieve:

Anti-corruption

Objective	Measures	Status
Transparency	○ Publication of all our support services and donations	● in planning

Human Rights

Objective	Measures	Status
Diversity	○ Establishment of a working group on the topic “Diversity”	● in planning

Employees

Objective	Measures	Status
Extension of work life balance at place of work	○ Evaluation and development of part-time and maternity leave models ○ Extension and promotion of paternity leave ○ “Exchange of experience” programs for maternity leave and part-time work for interested colleagues	● since 2010 ● as from 2011 ● as from 2011
Increase of employee satisfaction	○ Regular collection of employees’ opinion ○ Evaluation of opinion poll results and establishment of working groups ○ Reduction of fluctuation ○ “Fruit basket” for promoting employees’ health	● annually since 2010 ● since 2010 ● as from 2011 ● as from 2011

Society and social responsibility

Objective	Measures	Status
Calculation of value added	○ ○ Preparation of a detailed value added calculation (financial contribution of Pfizer Austria towards private and public income, including donations, distribution of profits, etc.)	● in planning
Intensification of stakeholder dialog	○ ○ Stakeholder analysis ○ Systematic stakeholder dialog (e.g. in focus groups, surveys, etc.)	● since 2010 ● since 2010
Extension of “Corporate Volunteering” Initiative	○ ○ Extension of partners/institutions participating in the “Corporate Volunteering Program	● since 2010



Product and drug safety

Objective	Measures	Status
Extension of information material for new dialog groups	○ Testing of website usability and improving usability as needed	● in planning
	○ Preparation and design of information materials and brochures in additional languages such as Turkish, Serbo-Croatian, English	● in planning
Product and drug safety	○ Additional studies and surveys for the purpose of analyzing the issue and the attitude of the Austrian population with regard to counterfeit drugs	● 2010
	○ Information work for patients/general public with regard to the topic "Counterfeit drugs and drug safety" in cooperation with Pharmig (Austrian Association of the Pharmaceutical Industry), Chamber of Pharmacists and Federal Ministry of Health	● 2010

Environment/Ecology

Ecological purchase	○	
	○ Use of products with eco-labels as far as possible	● since 2010
	○ Complete switch to recyclable office material (pens, copy and company paper, printing ink)	● as from 2011
Careful utilization of resources	○	
	○ Joint printer for all colleagues	● since 2010
	○ Double-sided printing of documents	● since 2010
	○ Switch to e-invoicing	● since 2009 – ongoing
	○ Switch to electronic pay slips	● since 2009 – ongoing
	○ Reduction of direct and indirect energy consumption by utilization of "Green" IT	● in planning
	○ Print shop – "Print on Demand"	● since 2010
○ Use of "eco-power for the Pfizer offices or extension of the share of "clean energy"	● as from 2011	
Make Pfizer mobility more ecological	○	
	○ Introduction of gasoline consumption trainings for all employees with company car	● in planning for 2011
	○ Extension of the car-sharing program	● In planning for 2011
	○ Reduction of CO ₂ emission by "green fleet" as from 2011	● implementation until 2015
	○ Reduction of CO ₂ emission by 10% in the year 2011	● continual transformation process
Evaluation of improvement potentials	○	
	○ Eco-business plan – the check: optional analysis of potentials with practice-oriented approaches for improvement	● as from 2011
	○ Initiative "Pfizer goes Green"	● since 2010
Green Behaviour	○	
	○ Incentive models for establishing green behavior among employees	● as from 2011
	○ Internal training events on sustainability topics	● since 2010
	○ Promotion of participation in external sustainability events	● as from 2011