

UN GLOBAL COMPACT COMMUNICATION ON PROGRESS



PFIZER CORPORATION AUSTRIA

UN Global Compact Communication on Progress 2015

Company name	Pfizer Corporation Austria Gesellschaft m.b.H.
Address	Floridsdorfer Hauptstrasse 1, 1210 Wien
Country	Austria
Membership date	2009/04/14
Number of employees	260
Contact name	Robin Rumler
Contact position	CEO
Sector	Pharmaceuticals & Biotechnology
Date	July 2016

Brief description of nature of business

Pfizer Corporation Austria is the Austrian branch of Pfizer Inc., one of the world's leading suppliers of innovative medicines in the field of human medicine. Pfizer began operating in Vienna, Austria in 1956. Since then, Pfizer has contributed significantly to economic and workforce development, invested heavily in innovation and research to support the development of new medicines, and given back to the community through new partnerships and philanthropic ventures. Located in Vienna, Floridotower, Pfizer has been one of the leading pharmaceutical companies in Austria and is a reliable partner for patients, doctors, pharmacists, and the healthcare system. More than 135 Pfizer products are available on the Austrian market. Our portfolio includes medicines and vaccines as well as many of the world's best known consumer health care products.

Our mission

Good health is vital to all of us, and finding sustainable solutions to the most pressing health care challenges of our world cannot wait. That's why we at Pfizer are committed to applying science and our global resources to improve health and well-being at every stage of life. We strive to provide access to safe, effective and affordable medicines and related healthcare services to the people who need them.

Our strategic imperatives

1. Innovate and lead: Improve Pfizer's ability to innovate in biomedical R&D and develop a new generation of high value, highly differentiated medicines and vaccines.
2. Maximize Value: Invest and allocate our resources in ways that create the greatest long-term returns for our shareholders.
3. Earn Greater Respect: Earn society's respect by generating breakthrough therapies, improving access, expanding the dialogue on healthcare and acting as a responsible corporate citizen.
4. Own Our Culture: Build and sustain a culture where colleagues view themselves as owners, generating new ideas, dealing with problems in a straightforward way, investing in open and candid conversations and working as teammates on challenges and opportunities.

Statement of support



Ladies and Gentlemen,

In accordance to our vision „Together for a healthier world“ Pfizer researches, develops and produces modern medicines and does everything in its power to make these available to patients. That is our core business.

This is how we want to contribute to a healthier world while at the same time remaining economically successful.

At Pfizer we can look back at the past year with pride. Much has happened: In 2015 we incorporated the biosimilar specialist Hospira into our company at an international level. In Austria, approximately 500 employees currently work at our two locations (in Vienna and

Orth an der Donau). The different remits for each of the sites poses a particular challenge. In Vienna we are a purely marketing and sales-oriented organization, whereas Orth/Donau is a production site. In order to sensitize our colleagues in both companies to the different work areas and challenges, it was decided to introduce the initiatives „How to run a plant“, and „How to run a corporation“. The employees based at the Viennese branch experienced what it means to manufacture vaccines first hand, while the colleagues from the Orth site learned in Vienna how a sales organization functions.

It is our aim to be a responsible company in all areas. We are highly conscious of the fact that our decisions and activities have consequences and impacts not only on our employees, customers, business partners and patients, but on our society as a whole and on our environment. We are doing everything in our power to maximize the positive effects of our actions and to avoid and/or minimize any negative consequences. In order to identify the changing needs of all our stakeholder groups and to react accordingly, in fall 2015 we carried out our first stakeholder survey, by means of a materiality analysis, in order to find out which future areas of action are of strategic importance for our company from an internal and external perspective.

We have managed to achieve a lot in the past years – and we are really proud of this. However, we also know that we still have a lot to do. This is why we are continuously working to further advance our responsible actions and to improve them. In order to ensure that we can keep our promises to our patients, customers and shareholders in the future, we want to concentrate on our business methods, on transparency, and on the inclusion of the views of all the people who are involved in decision making in health care.

I would like to invite you to read more about our projects and successes in 2015 on the following pages! For more details please visit: <http://www.pfizer.at/verantwortung/nachhaltigkeitsberichte.html>

Sincerely yours,

A handwritten signature in black ink, appearing to read "Robin Rumler".

Prof. Dr. Robin Rumler
Country Manager Pfizer Austria

At a glance

Business location



Production in Orth/Donau



Distribution in Vienna



Kwizda warehouse in Leopoldsdorf

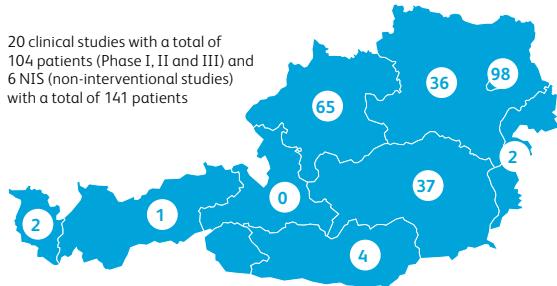
Contribution to health

11,804,285

Medicine packs sold in Austria

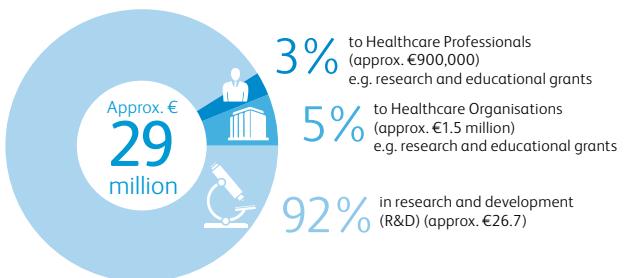
Research in Austria

245 patients took part in Pfizer clinical studies throughout the year 2015.



More transparency

For the year 2015 and for the first time, Pfizer has disclosed payments and other Transfers of Value (ToV) made to Healthcare Professionals (HCP) and Healthcare Organisations (HCO).



Donations of medicines in 2015 amounting to

€119,930

Living Diversity



LGBT Officer



Diversity Charter

26

nations represented

Number of audits carried out in 2014/15

9

CO₂ emissions 2015

54,755 t

2015: First Online Stakeholder Survey

40%

internal feedback rate

18%

external feedback rate

Volunteer program Pfizer Corporate Volunteering Days: since 2008

276

participants

80

CV Days

1,576

hours of volunteer work*

*As of January 2016

The 10 Principles – Our Progress 2015

Communication on Progress concerning the implementation of the 10 principles of the UN Global Compact

	Principles	Commitment	Systems	Measures and performances
Human rights	Principle 1 Support and respect the protection of internationally proclaimed human rights	Protecting human rights and other values of respectful human interaction have been integrated into all business activities at Pfizer Austria. Pfizer Austria also demands from its business partners to observe human rights.	<ul style="list-style-type: none"> • Mission Statement • Code of Business Conduct (Pfizer Blue Book) • UN Global Compact Principles 	<ul style="list-style-type: none"> • Works council monitors and guarantees that there are no violations of human rights • The Fair Play Network, a part of the global Diversity & Inclusion Group, consists of a team of Pfizer colleagues supporting and promoting equal chances and opportunities for all qualified office staff and field force and the compatibility of family and career. • Introduction of an LGBT officer
	Principle 2 Make sure that we are not complicit in human rights abuses			
Labour	Principle 3 Uphold the freedom of association and the effective recognition of the right to collective bargaining	<p>Pfizer is an attractive employer offering many opportunities for development in an international environment. Colleagues with innovative ideas and commitment can set trends here. At the same time, Pfizer supports a healthy work/life balance. This includes flexible working hours and the option of home office, for example. In addition, Pfizer promotes various internal and external projects as well as initiatives that reflect "diversity" and "inclusion" in a modern corporate culture.</p>	<ul style="list-style-type: none"> • Company Guidelines and Pfizer Imperatives • Code of Business Conduct (Pfizer Blue Book) • Pfizer Austria Leadership Charta • Pfizer OWN IT! Initiative 	<ul style="list-style-type: none"> • Continue the „OWN IT!“ initiative for cultural change at Pfizer • Re-assessment of „work-and-family“: Evaluation and extension of the „work-and-family“ certificate, which distinguishes Pfizer Austria as a family-friendly company • Home Office: Employee survey on the usefulness of and satisfaction with the home office • Improvement in the transparency of home office regulations • Expansion of virtual jobs • The connection of employees on leave to the company by means of a buddy system • Anchoring family-friendly leadership in the objectives for managers and qualitative objective assessment within the framework of the year-end performance appraisal
	Principle 4 The elimination of all forms of forced and compulsory labour			
Environment	Principle 5 The effective abolition of child labour		<ul style="list-style-type: none"> • UN Global Compact Principles • Pfizer's Green Journey Program 	<ul style="list-style-type: none"> • Labeling of products when shipping from the Austrian central warehouse in order to increase awareness (e.g., „Warning: Cytostatics“, „Warning: Glass“) • Optimization of e-invoicing for public vendors • Introduction of packaging with tamper proof seals that cannot be reverted to original state after the initial opening. • Promoting the use of environmentally friendly transportation (bike to work) • Continuation of the „Öffi subsidy“ or „job ticket“ • Energy efficiency audit • Increase awareness / information campaigns for employees: „We save“ • Conversion to electronic pay slips
	Principle 6 The elimination of discrimination in respect of employment and occupation			
Anti-Corruption	Principle 7 Support a precautionary approach to environmental challenges		<ul style="list-style-type: none"> • Pfizer Compliance System • Code of Business Conduct (Pfizer Blue Book) • Pharnig Code of Conduct 	<ul style="list-style-type: none"> • Implementation of the EFPIA disclosure initiative: Publication of payments to HCP (Health Care Professionals) and HCO (Health Care Organizations) such as presentation fees, support for congresses for 2015 • Publication of Pfizer lobbyists in the Austrian lobbying and advocacy register • Regular publication of all support services and donations to patient organizations and self-help groups • Updating and expansion of the „Pfizer Blue Book“
	Principle 8 Undertake initiatives to promote greater environmental responsibility			
	Principle 9 Encourage the development and diffusion of environmentally friendly technologies			
	Principle 10 Work against corruption in all its forms, including extortion and bribery	We at Pfizer are obligated to understand the legal and ethical aspects that influence our actions. It is everyone's responsibility to ensure that our actions always comply with the principles of integrity. Integrity means more than simply obeying the law and guidelines. It is one of Pfizer's core values. Integrity reflects who we are as a company and as individuals. Acting with integrity means that the people for whom we perform our services trust and respect us.		