Corporate Social Responsibility at Pfizer Australia 2015

Welcome to the inaugural Pfizer CARES Report. Globally and locally Pfizer has been contributing well beyond the quality medicines and vaccines we research and supply for millions of Australians each year. As an organisation made up of caring colleagues, we continue to partner with our community to live out our mission; Making a meaningful difference to the health of Australians.

Colleagues raising awareness about R U OK day?
Supporting Patient Groups – Grants and Fundraising

- Pfizer proudly supports a large number of patient organisations through grants and sponsorships of their patient support and awareness activity. In 2015, we provided over half a million dollars to support these organisations.

- Our colleagues also helped to fundraise and volunteer their time with organisations such as Glaucoma Australia, Rare Cancers Australia, Rare Voices Australia, Ronald McDonald House, Variety Australia, the McGrath Foundation and many more. We raised an estimated $40,000 for patient groups and charities from the generosity of Pfizer colleagues.

Pfizer CARES for PATIENTS

Patients remain at the heart of what we do. We seek to provide high quality medicines that cure and treat disease as well as support the healthcare community.

Making Quality Medicines

- We manufacture high quality, life saving and life changing medicines, consumer health goods and vaccines - this is our core business. We have one of the largest portfolios of hospital and prescription products in Australia.

- We were very pleased to bring new medicines to Australian patients to treat lung cancer, arthritis, deep vein thrombosis and pulmonary embolism through PBS reimbursement.

- In 2015, we manufactured 95 million individual sterile injectable ampoules for Australia and five million units of oncology medicines for global use. At our Perth manufacturing site, we also manufactured five million specialty syringes, vials and tubes to export to Asia and Japan. At our West Ryde manufacturing site, we manufactured 705 million individual hard tablets and capsules. These medicines are high technology, high quality and Australian made. Following our integration with Hospira in 2016, Pfizer is expanding its manufacturing capabilities in Australia.

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Supporting the Clinical Community

- Pfizer believes in advancing patient care by supporting independent education of Health Care Professionals through educational grants, fellowships and sponsorship of independent educational meetings. In 2015, we provided close to two million dollars in support of clinical education of this kind.

- Pfizer also delivers its own clinical education programs featuring local and global clinical leaders.

- In addition, we supported the clinical community with $150,000 research grant fellowships program to support three up and coming researchers in Australia.

Supporting Patients

- Pfizer provides information, device training and sharps disposal for a number of our medicines. This is especially important for patients suffering Arthritis, Haemophilia and Growth Hormone deficiency.

- Our medical information service responded to approximately 15,500 requests. We also have a medical information mobile app for our products and a mobile app that supports Australians to keep track of their vaccination requirements - Vaximate™

Research and Development

- In 2015, Pfizer invested more than $17 million in Australian clinical trials with around 800 patients participating in clinical research of cutting edge medications, supporting earliest possible access to these innovative treatments.

- Nine disease areas are being studied including; Cardiovascular, Gastrointestinal, Infectious Diseases, Inflammation, Metabolic Diseases, Neuroscience, Oncology, Pain and Vaccines.
Pfizer CARES for COMMUNITY

Our colleagues are highly engaged in supporting their community and Pfizer is proud to support these efforts.

Community Grants and Donations
- In 2015, we initiated our Charity of Choice Grants with the inaugural recipient being Carers Australia. Pfizer provided financial support towards their great work, and encouraged colleagues to take a break during National Carers Week.
- In late 2015, Pfizer colleagues voted for The Smith Family as the Charity of Choice for 2016 and we look forward to working with The Smith Family to support their efforts.

Colleague Volunteering
- Pfizer offers up to four days leave for colleagues to volunteer for charities they are passionate about. In 2015, we increased volunteer participation by approximately 600 hours and we aim to do even more in 2016.
- In 2015, individuals and teams of colleagues volunteered for a number of organisations including – Variety The Children’s Charity, The Starlight Foundation, The McGrath Foundation, Samaritans Purse, Oz Harvest, Parramatta Mission, and Ronald McDonald House Westmead.

Community Grants and Donations
- Additional funds were also donated to Variety The Children’s Charity, Gig Buddies and The Starlight Children’s Foundation.
- This year colleagues called for donations of shoes and handbags for a women’s charity – Fitted for Work. Plus we collected piles of gifts for The Smith Family Christmas Gift Appeal. We also supported Samaritans Purse Christmas box appeal.

Colleague Fundraising
- Pfizer colleagues raised in excess of $40,000 from their own pockets and community networks for charities through participating in endurance and cycling events, cake and food stalls, BBQs, Tupperware sales, breakfasts and raffles.
- Funds were raised by Pfizer Australia colleagues for the Red Cross to support victims and rebuilding efforts following Cyclone Pam in March 2015. These funds were matched by Pfizer Australia for a total of $7,000. In addition, the Pfizer Foundation provided a $10,000 grant to the American Red Cross, designated for Australia Red Cross relief efforts.
- Our Perth manufacturing colleagues raised more than $10,000 from casual dress days that was contributed to The Princess Margaret Hospital for their Artist in Residence program.

Just some of the boxes colleagues donated for Samaritans Purse “Operation Christmas Child”

The Red Cross Mobile Blood Bank Service visited Pfizer West Ryde campus three times in 2015 and collected enough donations to save 336 lives.

The Smith Family

everyone’s family
Pfizer CARES for our ENVIRONMENT

Pfizer has a global and local commitment to reducing the impact of our manufacturing and commercial activity on our environment.

- Advancing recycling by introducing segregation of waste at the source by initiating recycling centres throughout our buildings. In 2015, this increased our recycling at West Ryde alone by 10%. Our admin building currently diverts 64% of onsite waste to recycling.

- Implementing “Follow-Me Print” across the West Ryde commercial operations. This has reduced our paper usage on average per person from 9,091 sheets to 5,319 - a 41% reduction in paper usage.

- Carpooling and cycling is encouraged and at our West Ryde Campus, we provide allocated car parking for car poolers and end of journey facilities are available for cyclists.

- Hybrid fleet cars are encouraged.

- Our manufacturing plant in Perth won a Water Wise Business Recognition through the Water Corporation – 25% improvement in Water Efficiency.

Sponsorships

- Pfizer Consumer Healthcare have a sponsorship partnership where 10 cents from the sale of each Dimetapp® Kids pack go towards the wonderful efforts of The Starlight Children’s Foundation. In 2015, we celebrated over 10 years of this partnership having generated more than **$1 million** for this charity.

- Pfizer Australia has had a long partnership with The McGrath Foundation and in 2015 proudly sponsored a McGrath Metastatic Breast Cancer Nurse in Northern Sydney for the next three years through a $300,000 sponsorship agreement.

“It is wonderful that Pfizer is able to support a dedicated metastatic breast cancer nurse as the demand for this support is growing”
CEO The McGrath Foundation
Petra Buchanan.

Charity of Choice 2015 - Carers Australia

Recycling at work

<table>
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<th>Year</th>
<th>Paper Usage (sheets)</th>
<th>Paper Usage per person</th>
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<td>9,091</td>
</tr>
<tr>
<td>2015 Follow-Me Print report</td>
<td>1,950,708</td>
<td>5,319</td>
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41% reduction in paper usage
Supporting Colleague Safety and Wellbeing

Our health and wellbeing strategy promotes ways to improve colleague health as well as creating a sense of community involvement and personal wellbeing. We do this each year by offering a range of services, leave and flexibility options to assist in managing both personal and community responsibilities, as well as individual health.

- Pfizer provides access to an onsite gym, or other wellness related benefits for colleagues without access to a gym, and annual vaccinations against influenza. In 2015, we also ran awareness days for colleagues including R U O K? day, Safety Week, Glaucoma, Haemophilia, Breast Cancer awareness, offered voluntary onsite skin cancer checks and a 24 hour employee assistance program.

- We offer various types of leave and flexible working options to support colleagues through different life events, as well as supporting colleagues to be active members of the community. Our Pfizer Pfamily program offers support services for colleagues and Pfizer offers up to four days leave for colleagues to volunteer for charities they are passionate about. In 2015 we increased volunteer participation by approximately 600 hours and we aim to do even more in 2016.

- In 2015, we were very fortunate to offer one of our Australian colleagues the prestigious Pfizer Global Health Fellow Scholarship, a professional volunteering secondment to assist a non-government organisation (NGO) in Cambodia for three months.

Pfizer CARES for COLLEAGUES

We can’t make and supply our medicines without amazing people. Following the integration with Hospira, we have more than 1700 colleagues located around Australia with offices in Sydney, Melbourne, Adelaide and Perth. We seek to provide a safe and engaging workplace that inspires innovation and high performance.

Pfizer’s culture is characterised by the notion of “ownership” because we consider that each and every colleague is responsible for the culture we create together at work.

The environment our colleagues work in each day is of such importance, that each year the business dedicates one day to focus on what we call our “OWNIT!” culture. In 2015, colleagues around the business were involved in a series of activities to share with colleagues what OWNIT! meant to them. In 2015, Pfizer conducted the annual colleague survey and used these insights to help make Pfizer an even better place to work.
Investing in People and Culture

- At Pfizer people and culture focuses on engagement, leadership and meaningful development for every colleague. We believe our people and culture strategy amplifies our mission of making a meaningful difference to the health of Australians.

- We believe working together within networks across our business, creates unique opportunities for growth and development.

Diversity and Inclusion

- We actively encourage diversity in all areas of our business ensuring the voice and perspectives of all colleagues are considered.

- In 2015, the Women’s Leadership Network focused on developing female leadership presence within the business. This was achieved through learning and development programs designed and facilitated by internal leaders, complemented by external speakers focusing on Gallup Strengths, work life balance, networking and mentoring.

Maximize the Matrix... Connect and Grow

Country Management Forum

Extended Leadership Forum

PfizerCares Network

Changing Games Talent Development Programme

Women’s Leadership Forum

Cross Business Sales Managers Forum

Cross Business Relationship Group Network

Business Managers Network

Cross Business Marketing and Medical Forum

Colleagues participating in 2015 OWNIT! Day activities

In 2015, the most senior leaders of our business came together for structured talent planning conversations across the whole ANZ business and facilitated feedback sessions with individual colleagues on the Leadership Strategy of the organisation.
In 2016 we celebrate 60 years of Pfizer in Australia and look forward to the next 60 years and beyond.