



Pfizer Australia Modern Slavery Statement FY 2021

Breakthroughs that change patients' lives



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Introduction

This statement is for the period from 1 December 2020 to 30 November 2021 (**FY21** or **Reporting Period**) and has been prepared pursuant to the Modern Slavery Act 2018 (Cth) (**the Act**) in consultation with all reporting entities named below (**Reporting Entities**):

Reporting Entities	ABN
Pfizer Australia Pty Ltd	ABN 50 008 422 348
Pfizer (Perth) Pty Ltd	ABN 32 051 824 956
Pfizer PFE Pty Ltd	ABN 17 169 276 920
Pfizer Australia Investments Pty Ltd	ABN 86 146 429 138
Hospira Australia Pty Ltd	ABN 58 097 064 330
Hospira Adelaide Pty Ltd	ABN 60 007 988 767
Hospira Holdings (S.A) Pty Ltd	ABN 14 121 147 019
Pfizer Australia Holdings Pty Ltd	ABN 91 108 292 799

This report relates to all of Pfizer's activities in Australia.

In this Statement, "Pfizer Australia" refers to the reporting entities named above and their owned or controlled entities, collectively. "Pfizer" refers to the global group of companies owned by Pfizer Inc. Terms such as "our" and "we" refer to either Pfizer Australia or Pfizer; where the meaning of these words may not be clear from the context, we have inserted footnotes for clarity.

This Statement details the actions we have taken to assess and address modern slavery risks in our operations and supply chains, our progress on the work described in our FY20 report and our plans for the future.

Our Purpose and Values

'Breakthroughs that change patients' lives'

Pfizer's purpose 'Breakthroughs that change patients' lives' fuels everything we do. In 2021, we reached an estimated 1.4 billion patients with our medicines and vaccines.¹

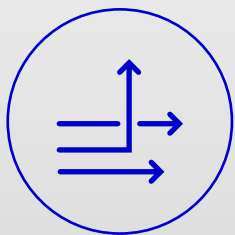
Pfizer is actively working with governments and health partners around the world toward fair and equitable access to COVID-19 vaccines and treatments. Pfizer is also providing expertise and resources to help strengthen health care systems that need greater support. To accelerate efforts to reach vulnerable populations, we pledged to provide 2 billion doses of our COVID-19 vaccine to low and middle income countries in 2021 and 2022 – having met our goal of delivering the first one billion by the end of 2021.

We innovate every day to help make the world a healthier place. From scientific discovery to breakthrough products to our essential partnerships around the world, we're committed to quality healthcare for everyone. Because every individual matters.

Our Values

To fully realise our purpose, we have established a clear set of expectations regarding "what" we need to achieve for patients and "how" we will go about achieving those goals.

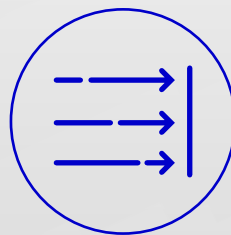
The "how" is represented by four simple, powerful values:



Courage



Excellence



Equity



Joy

In March 2022, Pfizer was named one of the world's most ethical companies by Ethisphere. This list is a recognition of companies which demonstrate a commitment to ethical business practices through programs that positively impact employees, communities, and broader stakeholders, and contribute to sustainable and profitable long-term business performance.²

¹ Patients counts are estimates derived from multiple data sources.
² <https://ethisphere.com/2022-worldsmoethical-news/>

Our Structure, Operations and Supply Chain

Pfizer Australia is a subsidiary of Pfizer Inc., a company with its global headquarters in New York with operations around the world. In Australia, there are two commercial offices and two manufacturing sites that export to more than 60 countries.

Our Company Global Snapshot³



Our Company Australia⁵



Pfizer Australia's operations are divided into two categories. The commercial business is a local sales and marketing affiliate of Pfizer Inc. which, among other things, distributes medicines to all states and territories in Australia. Pfizer Australia Pty Ltd is Pfizer's sales and marketing entity in Australia.

In addition, the manufacturing site entities manufacture medicines for both the Australian and overseas markets. Pfizer (Perth) Pty Ltd and Hospira Australia Pty Ltd operate Pfizer's two manufacturing sites in Australia. Hospira Adelaide Pty Ltd was the entity operating a manufacturing site in Adelaide which has been sold.

All other entities listed in the Introduction to this report are either holding companies for the purposes of consolidating results or inactive or asset companies, none of which have employees.

Pfizer Australia's commercial business consists of 6 therapeutic areas:



³ As at December 2021

⁴ Patient counts are estimates derived from multiple data sources.

⁵ As at November 2021

Pfizer Australia's employees perform roles from a variety of fields including science, medical, regulatory affairs, manufacturing, sales and marketing, health economics, research and development, as well as administrative services. Our medicines in Australia are distributed through wholesalers. In 2021, we implemented a change to Pfizer Australia's distribution model, from a direct to pharmacy model to a Community Service Obligation wholesaler model. Pfizer Australia works with major Australian pharmaceutical wholesalers and uses a global provider for our warehousing and distribution needs. This distribution model is the majority of Pfizer Australia's spend on freight and logistics and a targeted risk assessment was completed on this area, which is outlined later in this statement.

Joint Venture – Australia

Outside of Australia, Zydus Hospira Oncology Private Limited (**ZHOPL**) is a Joint Venture between Cadila Healthcare Limited and Hospira Australia Pty Limited (**Hospira**). The company manufactures anti-cancer formulations in Pharmez, Special Economic Zone near Ahmedabad, India. The company started commercial production on 1 May 2009 and Hospira owns 50%. Pfizer Australia does not operate the assets.

Our Supply Chain

Pfizer's global manufacturing network includes 39 sites across various countries. The Global Manufacturing and Research and Development sites can be found here – <https://www.pfizer.com/products/how-drugs-are-made/global-supply>. This network supplies a significant proportion of the products sold by Pfizer Australia. There is more information about Pfizer's standards for its sites below.

Our most important suppliers are our related Pfizer entities that supply us with medicines and vaccines that are distributed in Australia. These sites operate according to Pfizer's policies and procedures including those outlined in this Statement. In particular, our Environment Health & Safety (**EHS**) policies include topics such as workers' rights, health and safety and the protection of the environment. The performance of Pfizer's sites is monitored and regularly reviewed to ensure our standards of conduct meet our high expectations.

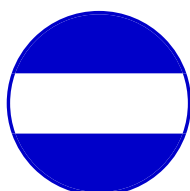
Regarding Pfizer Australia's third-party suppliers, we have categorised Pfizer Australia's non-related direct suppliers into 57 categories to assist with assessing risk. The top 10 categories by number of suppliers are as set out below:

- Maintenance, Repair and Operations
- Consulting & Professional Services
- Freight & Logistics & Shipping Materials
- Capital Equipment
- Lab & Medical Equipment and Supplies
- Marketing & Communications Agencies
- Facilities
- Third Party Manufacturing
- IT Hardware, Supplies & Software
- Chemicals & Biologicals

Based on the information gathered during the due diligence process to date (discussed in more detail below), 79% of our non-related direct suppliers are domiciled in Australia. Based on volume, we have the most suppliers in the following countries overseas:



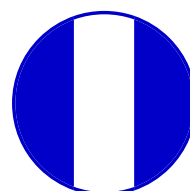
USA



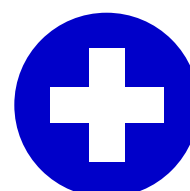
GERMANY



UK



ITALY



SWITZERLAND

Out of Pfizer Australia's top 10 suppliers by spend during the reporting period, 26% are related to Freight and Logistics, 7% are related to Facilities Supplies & Services, 4% are related to Capital Equipment and 7% are related to each of Packaging Materials, Digital, Market Research & Assistance Programs and Rubber.

Risks of Modern Slavery in Pfizer Australia's Operations and Supply Chain⁶

Operations

For the reasons described below, we believe that the risk of modern slavery in our Australian operations is low.

- Almost 90% of our employees are hired on a permanent basis.
- The contractors we engage directly as part of our operations are generally in highly skilled and professional roles.
- Manufacturing sites hire machine operators and technical roles such as Engineers and Scientific roles through labour hire agencies.
- We have arrangements with only a small select number of agencies, with modern slavery clauses in our standard supplier contracts.
- Everyone working in our operations is 18 years or older.
- All of our employees are paid in excess of minimum wage.
- Our employees are free to join a union of their choice and we have active trade unions at our manufacturing sites.

In our last report we discussed the Zydus joint venture, which Pfizer Australia does not operate. We continue to assess modern slavery risk of that operation and to manage any identified risks. By way of example, ZHOPL is required to comply with Pfizer Environment Health & Safety EHS policy requirements and to conduct regular audits (please see this page for information on Pfizer's EHS standards and process <https://www.pfizer.com/about/responsibility/ehs-governance>). At the time of Hospira's integration with Pfizer, a comprehensive EHS baseline assessment on worker protection was conducted, which included matters such as working conditions and employer safety procedures. We had originally planned to request annually the processes and procedures that the joint venture has in place to address modern slavery risk, but have progressed with more effective risk assessment procedures.

The procedures are summarised below:

- The Board of the joint venture have committed to aligning themselves with Pfizer's stringent EHS standards and policies.
- The site will be subject to a Pfizer EHS audit with a similar scope and approach as that applied to other Pfizer manufacturing sites.
- As per the risk assessment for determining EHS audits, the site has been selected for a focused labour and ethics audit to take place in 2022.
- From a contractual perspective, the Master Services Agreement between ZHOPL and Hospira was assessed from a modern slavery perspective and express warranties were agreed to by ZHOPL, including regarding modern slavery and related risks, requirements for ZHOPL's suppliers and disclosure and cooperation if any issues are identified.

⁶ All references to "we" and "our" in this section headed "Risks of Modern Slavery in Pfizer Australia's Operations and Supply Chain" refer to Pfizer Australia.

Supply Chain

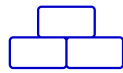
In seeking to identify the modern slavery risks in the Pfizer Australia supply chain, we considered the potential for our business to cause, contribute to, or be directly linked to modern slavery. Our supply chain includes a broad range of direct suppliers from various locations and industries, including those generally considered a higher risk for modern slavery by virtue of their sector risk. Based on the guidance of a number of international bodies, the following categories within our supply chain have an inherent modern-slavery risk, irrespective of geographic location:



Freight and Shipping



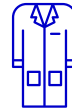
Raw Material Supply



Building and Construction



Electronics and telecommunications, including IT hardware



Garment Supply



Personal Protective Equipment (PPE)



Industrial Cleaning Services

We understand that the risk profile of the above sectors is heightened by the utilisation of lower skilled workers (possibly some on temporary visas) with limited ability to negotiate their wages and rights in the workplace. Further information on additional due diligence conducted in three of these categories is provided below under the heading “Due Diligence”.

As noted above, 79% of non-related suppliers that supply directly to our Australian entities are Australian domiciled companies. However, our supply chain is exposed to modern slavery risks by virtue of the fact that some of our suppliers have operations in higher risk jurisdictions and have their own supply chains.



Actions Taken to Assess and Address the Modern Slavery Risks

Policies and Governance

As noted in the FY20 Statement, during 2020, Pfizer developed a global corporate labour and ethics standard for our supplier base with a focus on modern slavery. This risk-based governance process was implemented in 2021. The standard includes requirements for mitigating potential risk of harm to people arising from violation of human rights and labour standards. The program for Pfizer's manufacturing supply chain includes a risk-based assessment process that results in a supplier risk score (i.e., acceptable risk, high risk or priority high risk). Pursuant to the standard, suppliers that are deemed high risk or priority high risk are subject to a human rights assessment as part of determining whether to appoint them as a supplier.

Pfizer Australia continues to have an active Modern Slavery working group, consisting of members from various functions including legal, procurement and supply chain. This working group is overseen by members of the Board and is responsible for implementing the actions set out in this Statement, developing further actions and monitoring Pfizer's modern slavery commitments.

Audits

Globally, Pfizer audits the potential for EHS and labour and ethics risks, including modern slavery, in its direct material supply chain. Labour and ethics audits are completed by independent third-party auditors engaged by Pfizer and follow Pharmaceutical Supply Chain Initiative (**PSCI**) standard audit protocols which include standard labour and ethics criteria and involve interviews with employees, contracted staff and management. In 2021, Pfizer conducted a combination of 122 remote and on-site Supplier Environment, Health and Safety audits, with 34 of these including Labour and Ethics audits. Of the suppliers audited, 5 were identified as not meeting Pfizer's expectations for EHS performance which resulted in Pfizer not pursuing business with these suppliers. We shared our observations and encouraged these suppliers to take the appropriate action. There has also been other work in this area with some suppliers to establish action plans to mitigate identified risks, including of modern slavery, and we continue to monitor their implementation of agreed actions.

Human Rights Policy

In line with the United Nations (**UN**) Guiding Principles on Business and Human Rights, Pfizer's Human Rights Policy focuses on addressing risks that could have the most severe impact on people: our patients, our employees, the workers of our business partners, and the communities in which we operate. Our responsibility to respect human rights extends throughout our operations, from lab to patient, including our diverse global supply chain of numerous local, third-party vendors. In addition, Pfizer's human rights commitments are outlined in Pfizer's Blue Book Code of Conduct (see page 27 <https://www.pfizer.com/about/responsibility/compliance/code-of-conduct>). Code of Conduct training is assigned to all new colleagues upon hire and to existing colleagues regularly. The training includes a certification to confirm that colleagues are familiar with and agree to abide by the Code of Conduct and that they understand their responsibility to report and have reported any potential violations of law, regulations, ethical standards or Pfizer policy. Pfizer's Human Rights Policy Statement can be found here - <https://www.pfizer.com/about/responsibility/human-rights>.

Supplier Conduct Position Statement

Pfizer continued to encourage our suppliers to support our Supplier Conduct Principles or adopt their own codes which include expectations similar to ours.

- [Download Pfizer's Supplier Conduct Position Statement \(PDF\)](#)
- [Download Pfizer's Supplier Conduct Principles \(PDF\)](#)

Among other things, the Supplier Conduct Principles ask suppliers to commit to upholding the human rights of workers and to treat them with dignity and respect, including adhering to express prohibitions against the use of forced, bonded or indentured labour, and child labour.

Suppliers that provided goods or services to the Australian entities during FY21 and received the Modern Slavery Questionnaire were provided with Pfizer's Supplier Conduct Principles and were asked whether they had adequate policies, controls, procedures and training in place designed to prevent, detect, assess, manage and remedy modern slavery in their operations and supply chains.

All suppliers that have completed the due diligence questionnaire have confirmed that they either have adequate policies, controls, procedures and training designed to prevent, detect, assess, manage and remedy modern slavery in their operations and supply chain or have agreed to adhere to our Supplier Conduct Principles within their operations and supply chains.

Contract Clauses

Pfizer has modern slavery clauses in all standard third-party contracts. In 2021, our third-party contracting policy was updated to require relevant contracts based on third-party templates to include modern slavery clauses.

Remediation

Raising Concerns

Globally, we have many channels for raising concerns. Pfizer is dedicated to fostering a culture in which all colleagues can ask questions, raise concerns and report potential misconduct without fear of retaliation. We measure colleague comfort and awareness about raising concerns through an anonymous culture survey sent to all colleagues annually.

Many channels exist for raising questions and reporting concerns, including the Compliance Helpline (third-party public hotline available by phone or web, with anonymous reporting where allowed under local law), the Compliance Division (through email, phone, fax and colleagues), management, and our Open Door Policy (whistleblower policy), which encourages colleagues to present ideas, ask questions and raise concerns.

In addition, our Office of the Ombuds is a resource to support colleagues with information and guidance to help them resolve work related issues.

Pfizer takes reports of known or suspected violations of company policies and applicable law seriously; our goal is to respond promptly to all questions and reported concerns. We aim to identify and address any potential inappropriate conduct as early as possible, prevent future recurrences, and inform continuous improvement.

In 2021 there were no complaints received in Australia regarding modern slavery.

Page 9 of Pfizer's Blue Book – our Code of Conduct – is accessible online and it sets out the different reporting mechanisms.

Compliance Division Contact the Compliance Division directly to ask questions, present ideas, or raise concerns. The Compliance Division website includes additional policies, procedures, and resources.	<ul style="list-style-type: none">• Your Compliance Division contact• corporate.compliance@pfizer.com• Compliance Division Website: https://integrity.pfizer.com• +1-212-733-3026• +1-917-464-7736 (secure fax)• 235 East 42nd Street, New York, NY 10017
Helpline The Compliance Helpline provides a way to report concerns or get advice. 24 hours a day, 7 days a week, 365 days per year. Anonymous reporting is available in many locations, subject to local laws.	<ul style="list-style-type: none">• Visit pfizer.ethicspoint.com to make a report• Visit helpline.pfizer.com for local phone numbers• Visit makingcomplianceconcerns.pfizer.com for information for your facilities• In the U.S.: 1-866-866-PT32 (7349)
Office of the Ombuds Pfizer's Office of the Ombuds provides a safe, informal place where colleagues can confidentially get information and guidance to help address and resolve work-related issues. Conversations with the Office of the Ombuds are "off the record" and not disclosed to anyone unless they involve a risk of physical harm.	<ul style="list-style-type: none">• U.S.: +1-855-Pfizer-OMBD (1-855-733-6623) or Ombuds@pfizer.com• Ex-U.S.: Ombuds@pfizer.com• Visit Ombuds.pfizer.com for more information and local phone numbers

Further to this, for any issue that concerns an immediate violence or threat or other serious situation, the Global Security Operations Centre is available with 24 hour contact.

Whistleblower Protection Policy

Further to international anti-retaliation policies, Pfizer Australia has an established Whistleblower Protection Policy which reinforces whistleblower protection in Australia. The policies provide comprehensive information to employees about the types of disclosures that qualify for protection under the Whistleblower Protection Scheme as well as information about the protections available. It also outlines who to disclose to, how Pfizer Australia will investigate disclosures that qualify for protection, ways the whistleblower will be protected from detriment as well as ensuring the fair treatment of employees who are mentioned in these disclosures. In 2021, disclosures of modern slavery were added to the list of examples of protections under the policy.

Training

Training on modern slavery is conducted as part of Pfizer Australia's annual legal training which is compulsory for all commercial employees in Australia. This training gives a high-level overview of the legislation and how to identify modern slavery risks and red flags. This training commenced in 2020 and continues to be conducted annually. We are looking at expanding the audience who undertake the training in future years.

Training on modern slavery was introduced in 2021 as part of the orientation program for Pfizer Australia to ensure that all new commercial employees undertake awareness training when commencing employment.

All members of the Pfizer Australia modern slavery working group, including Procurement employees at each entity, undertook more specific training in this area by completing the course work for the SA 8000 standard.

Due Diligence⁷

During FY21, Pfizer Australia continued using the ethiXbase platform to assist with the assessment of potential modern slavery risks in our direct suppliers. As described in our FY20 Statement, the platform issues a Modern Slavery Questionnaire (MSQ) on our behalf which asks vendors about their operations, what policies they have in place, information about their workforce, the goods and services they produce, the work they have undertaken in respect of human rights, how much training they have completed and confirming whether or not they could agree to Pfizer's Supplier Conduct Principles.

The MSQ was designed with five key risk areas in mind:

- a. Jurisdiction/country of origin risk
- b. Industry/product risk
- c. Utilisation of vulnerable workers
- d. Prior human rights impact assessment
- e. Implementation of policies, procedures and systems

The analytics underpinning the MSQ generated a modern slavery risk rating for each supplier based on responses to the weighted questions. The analytics datasets are driven by global indices on modern slavery and human rights risks.

We went to great efforts to follow up suppliers who had not yet completed the questionnaire and were pleased to increase the response rate from the original list from 50% in 2020 to more than 70% in 2021. We will continue to work with suppliers and are developing a strategy to encourage responses from the remainder of our suppliers.

For all new suppliers, Pfizer Australia has implemented a due diligence process for modern slavery risk at the time of onboarding. New vendors to the business must certify that they will complete the due diligence questionnaire within six (6) weeks of commencing work with Pfizer or risk termination of the onboarding process. A follow up process is being developed to ensure vendors complete the survey as required, but to date all new suppliers since implementation have complied.

⁷ All references to "we" and "our" in this section headed "Due Diligence" refers to Pfizer Australia.

Further Due Diligence

Fourteen vendors had a risk score of medium or higher, which warranted further due diligence. As a remediation strategy, Pfizer Australia has implemented a further review of their operations and processes by issuing a qualification review that requires a self-assessment of labour practices. This self-assessment questionnaire is segmented into six key areas:

- Policy information & awareness
- Freely chosen labour
- Migrant workers
- Child Labour and Young Workers
- Non-Discrimination and Fair Treatment
- Wages, Benefits and Working Hours

Construction

In view of industry risk, vendors in the construction category are required to complete the further self-assessment questionnaire. We are working through these responses to ensure that our providers of construction services have adequate processes in place to mitigate against modern slavery risk.

Rubber Gloves

Pfizer has been following the United States Customs and Border Protection (**USCBP**) Withhold Release Orders (WROs) against multiple disposable rubber glove companies in Malaysia. The WROs apply to US entities, however Pfizer Inc. instructed its local affiliates to discontinue purchasing any gloves subject to the WROs. This is an industry-wide issue that is not unique to Pfizer, as the vast majority of disposable gloves used in the U.S. are manufactured in Malaysia by these manufacturers.

In response to the investigation by the USCBP, Pfizer initiated inquiries with local vendors of gloves manufactured in Malaysia under the Ansell brand. Pfizer Australia's distributor for Ansell disposable rubber gloves advised that:

- Ansell had begun development of alternative sources of supply for these gloves;
- they expected this process to be finalised in the course of 2022; and
- all relevant products will be moved to Ansell in-house manufacturing by July 2022.

We have also noted that Ansell has been commended on its modern slavery program.⁸ Given this dialogue, Pfizer decided to continue to source from our distributor for these highly specialised gloves which are critical to specific applications.

Freight and Logistics

We acknowledge that, in being reliant on an international supply chain, we are susceptible to modern slavery risks in transport and logistics, which is considered a higher-risk industry within any supply chain.

Pfizer Australia uses DHL as our main logistics service provider for the transportation and storage of our products. DHL Global Forwarding is our Customs Broker for our inbound deliveries. DHL have provided a Modern Slavery Statement for 2021. Some of the action taken by DHL include dual shifts to help protect its employees and conducting due diligence on suppliers.

During the pandemic there were many challenges in ensuring that medicines continued to be delivered safely and effectively throughout 2021. Such challenges included reduced airfreight capacity and availability of flights. Pfizer worked to ensure as minimal disruption to supplies as possible, whilst keeping in mind the increased risk of modern slavery and opting to pay premiums for continued services to mitigate this risk.

Small business payment terms

In 2021, Pfizer Australia implemented a small business payment terms policy, providing preferential 30-day payment terms for our small business suppliers. This may assist our small business suppliers with their cash flows and may help mitigate modern slavery risks in their operations and supply chains.

⁸ Sinclair, A., Dinshaw, F., (2022) *Paper Promises? Evaluating the early impact of Australia's Modern Slavery Act*. Human Rights Law Centre. <https://www.hrlc.org.au/reports/2022/2/3/paper-promises-evaluating-the-early-impact-of-australias-modern-slavery-act>

Assessing Effectiveness⁹

As outlined, we have a number of existing measures in our business to mitigate the risk of modern slavery and Pfizer Australia is in the process of establishing further frameworks to assess the modern slavery risks of our suppliers. One of the means by which we will assess the effectiveness of our actions, year-on-year, is to compare the results of our modern slavery questionnaires.

In our third year of reporting, we will seek to implement the further actions mentioned in this Statement and we will track our performance against the successful implementation of the actions and the completion rates of suppliers undergoing due diligence assessments.

We will seek to conduct additional due diligence in 2022 on other high-risk industries and locations within our supply chain to better understand the risks of modern slavery beyond the first tier of our supply chain.

Our boards will continue to be kept abreast of our progress and ongoing activities.

From an industry perspective, Medicines Australia member companies have agreed to add the topic of modern slavery within the CFO working group, to share best practices and leverage collective insights. Pfizer Australia is an active member of the group and this work will assist us in assessing effectiveness of actions to mitigate modern slavery risks in pharmaceutical supply chains.

⁹ All references to “we” and “our” in this section headed “Assessing Effectiveness” refers to Pfizer Australia.



Other Information

Pfizer is committed to conducting business in an ethical and responsible manner, which includes respecting internationally recognised human rights. Pfizer is proud to have been one of the early signatories to the United Nations (UN) Global Compact, an initiative that calls on companies to align strategies and operations with universal principles on human rights, labour, environment, and anti-corruption, and to take actions that advance societal goals. In honouring our commitment, we seek to prevent and mitigate adverse human rights impacts in our operations globally, and remediate any adverse human rights impacts we may inadvertently cause or contribute to. Wherever we can, we also seek to advance human rights. Our approach to human rights risks is informed by international standards, industry best practice, and expert assessment.

Pfizer fully supports the principles of the UN Declaration of Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work. As a signatory of the UN Global Compact, we also have committed to support the ten principles on human rights, labour, environment, and anti-corruption, including calling for the elimination of all forms of forced and compulsory labour and the effective abolition of child labour.

In line with the UN Guiding Principles on Business and Human Rights, Pfizer's human rights policy focuses on addressing risks that could have the most severe impact on people: our patients, our colleagues, the workers of our business partners, and the communities in which we operate. Our responsibility to respect human rights extends throughout our operations, from lab to patient, including our diverse global supply chain of numerous local, third-party vendors.

Pfizer is a co-founder and active member of the Pharmaceutical Supply Chain Initiative (PSCI), a group of pharmaceutical companies that have established a set of principles (PSCI Principles) to aide pharmaceutical suppliers in establishing sustainable business practices, including ethical and responsible labour practices. PSCI's Principles regarding labour state that suppliers shall not use forced, bonded, indentured, or child labour. Pfizer is a member and contributor to various PSCI committees including the Human Rights and Labour, Governance, Audit, Environmental, Scope 3, Process Safety, Worker Safety and Occupational Hygiene committees. We also chair the Partnerships Committee. We actively encourage our direct material suppliers to participate in capability building conferences and webinars.

For example, in India in 2021 training sessions were conducted on:

- Changes to Indian Labour Laws;
- Migrant Labour Protection During Covid;
- Human Right Due Diligence – Challenges and Developments in India.

Additional information about Pfizer's Environmental, Social and Governance (ESG) priorities is set out in Pfizer's Environmental, Social and Governance Report¹⁰ and 2021 Annual Review.¹¹

¹⁰ https://www.pfizer.com/sites/default/files/investors/financial_reports/annual_reports/2021/esg/

¹¹ https://www.pfizer.com/sites/default/files/investors/financial_reports/annual_reports/2021/

Consultation

All of the Pfizer Australia companies operate under a common set of global and local policies and procedures. The Pfizer Australia companies also share a number of common directors and have the same company secretary.

In addition to this common leadership, consultation on the contents of this Modern Slavery Statement also involved engagement with all of the Pfizer Australia Reporting Entities and their owned or controlled entities by virtue of senior managers and the members of our cross-functional Modern Slavery Working Group, who collectively have Australian group-wide responsibility, including for each of the Pfizer Australia Reporting Entities and their owned or controlled entities.

Modern slavery is discussed at every Board meeting for the Reporting Entities, and updates are regularly provided by the working group to the Board.

This statement has been approved by the board of each of the Reporting Entities.



Bradley Apps

Director

[Pfizer Australia Pty Ltd](#) | ABN 50 008 422 348

[Pfizer \(Perth\) Pty Ltd](#) | ABN 32 051 824 956

[Pfizer PFE Australia Pty Ltd](#) | ABN 17 169 276 920

[Pfizer Australia Investments Pty Ltd](#) | ABN 86 146 429 138

[Hospira Australia Pty Ltd](#) | ABN 58 097 064 330

[Hospira Adelaide Pty Ltd](#) | ABN 60 007 988 767

[Hospira Holdings \(S.A.\) Pty Ltd](#) | ABN 14 121 147 019

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Annexure 1

Reporting Criteria

Reporting criteria	Page
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4. Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes	9-12
5. Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	13
6. Describe the process of consultation with any entities the reporting entity owns or controls	15
7. Any other relevant information	14

