

Pfizer Australia Modern Slavery Statement FY 2022

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Introduction

This statement is for the period from 1 December 2021 to 30 November 2022 (**FY22 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
ResApp Health Limited	ABN 51 094 468 318

This Statement 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 FY22 report and our plans for the future.

Our Purpose and Values

'Breakthroughs that change patients' lives'

At Pfizer, our purpose—Breakthroughs that change patients' lives—is rooted in achieving social good. We know that when we succeed, our breakthroughs can potentially have life-changing effects. We aim to be the solution for illnesses from widespread infectious diseases to conditions with historically unmet need. Pfizer is mindful of the urgency of our mission, as the world fights against the spread of deadly new diseases and struggles with inequities in health outcomes among populations. Our goal is to leverage partnerships and programs to allow quick and widespread access to our breakthrough medicines and vaccines across all corners of the world.

In 2022, more than 1.3 billion patients around the world were treated with our medicines and vaccines.¹

In 2022, Pfizer continued our commitment to reach vulnerable populations where there is demand through a pledge to make available at least 2 billion doses of the Pfizer-BioNTech COVID-19 vaccine to low- and middle-income countries through 2022. As of the end of 2022, Pfizer met the demand for the vaccine from these markets, delivering nearly 1.7 billion doses to 112 countries, including South Africa, Kenya, Rwanda, Jordan, Ukraine, Dominican Republic, Honduras, Indonesia, Vietnam, and Malaysia—among many others. We also continue to work closely with COVAX and partners like the U.S. Government and European Union to supply the vaccine to meet current global demand in low- and middle-income countries. Pfizer remained the top supplier to COVAX in 2022, contributing around 30% of their total supply—nearly 600 million doses of the Pfizer-BioNTech COVID-19 vaccine. Pfizer also supports bilateral donations between governments to help ensure access.

Accord for a healthier world

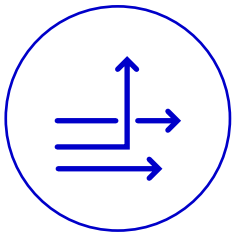
'An Accord for a Healthier World' is a first-of-its-kind initiative to enable sustained, equitable access to high-quality, safe, and effective medicines and vaccines with the potential to improve the health of 1.2 billion people living in 45 lower-income countries around the world. Through this groundbreaking initiative, Pfizer now offers on a not-for-profit basis the full portfolio of medicines and vaccines for which we have global rights to 45 lower-income countries—with the hope of giving the 1.2 billion people living in these countries access to hundreds of lifesaving and life-changing products that they couldn't access before.

¹ The patients treated metric is calculated from Pfizer and third-party datasets. Figures may be limited given the coverage provided by external sources. (e.g., calendar duration, geographic and product coverage). Numbers are estimates and in some cases use global volume, daily dosage and number of treatment days to facilitate calculations. Methodologies to calculate estimates may vary by product type given the nature of the product and available data. Patients taking multiple Pfizer products may be counted as multiple patients towards total. Numbers include estimated patient counts from U.S. Patient Assistance Programs, ex-U.S. access & affordability programs, product donations and Global Commercial Access Partnerships (this does not include An Accord for a Healthier World). Historical estimates may periodically be subject to revision due to restatements in the underlying data source.

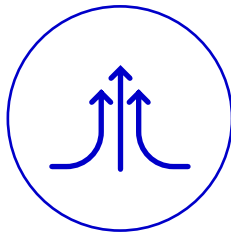
Our Values

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.

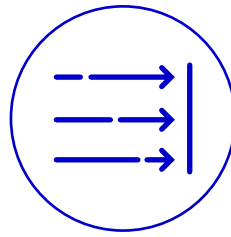
The “how” is represented by four simple, powerful values:



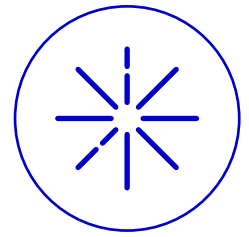
Courage



Excellence



Equity



Joy

For the second year in a row, in March 2023, 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

Human Rights and Modern Slavery

Pfizer is committed to conducting business in an ethical and responsible manner. This includes respecting internationally recognised human rights throughout our operations and supply chains. Human rights are fundamental rights and freedoms to which all people are entitled, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. These rights are enshrined in the International Bill of Human Rights³ and other international treaties and instruments, including the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work. Pfizer is also committed to acting in line with the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises. 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 honoring our commitment, we seek to prevent and mitigate adverse human rights impacts in our global operations and supply chains, and remediate any adverse human rights impacts we may cause or contribute to. Wherever we can, we also seek to advance human rights.

In line with the UN Guiding Principles on Business and Human Rights and OECD Guidelines for Multinational Enterprises, Pfizer’s human rights approach 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 and global third-party vendors.

As a biopharmaceutical company, the right to health is of paramount importance. Other salient human rights are the principle of non-discrimination; the right to privacy; freedom from slavery and forced labour; the right to enjoy just and favorable conditions of work; the right to a safe workplace; and the right to a clean, healthy, and sustainable environment.

Pfizer prohibits the use of all forms of forced, bonded, indentured, or compulsory labour in our supply chain and business operations. We recognise that the risks of modern slavery are heightened where our business partners rely upon migrant workers and other workers who are particularly vulnerable to exploitation. We conduct due diligence to assess and address risks of modern slavery in our own operations and in our supply chain. In 2021, Pfizer rolled out a global corporate labour and human rights standard for our supplier base with a focus on modern slavery. The standard includes requirements for mitigating potential risk of harm to people arising from violation of human rights and labour standards. Pfizer also continues to have active modern slavery working groups, consisting of members from various functions including legal, procurement, Global Health & Social Impact, and Global Environment, Health and Safety.

² <https://ethisphere.com/2022-worldsmostethical-news/>

³ The International Bill of Human Rights consists of the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Covenant on Civil and Political Rights and its two Optional Protocols.

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, for FY22, there were two commercial offices and two manufacturing sites that export to more than 60 countries.

Our Company Global Snapshot⁴



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. For FY22, Pfizer (Perth) Pty Ltd and Hospira Australia Pty Ltd operated Pfizer's two manufacturing sites in Australia. Our manufacturing site in Perth was sold in April 2023.

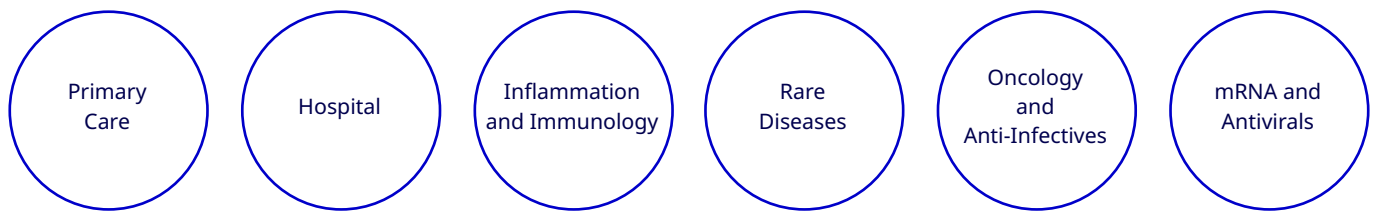
Pfizer Australia Holdings Pty Limited acquired 100% of the shares in Brisbane based ResApp Health Limited (**ResApp**) on 26 September 2022 under a scheme of arrangement. ResApp Health Limited develops digital healthcare solutions designed to assist healthcare providers and consumers in relation to respiratory disease diagnosis and management. The rationale for the acquisition was to expand research and development and enhance innovation by combining each company's expertise in respiratory disease and digital health product development.

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

⁴ As at 31 December 2022

⁵ As at November 2022

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



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, software development as well as administrative services. Our medicines in Australia are distributed through wholesalers. 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. 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 own 50%. Pfizer Australia does not operate the assets.

Our Supply Chain

Pfizer's global manufacturing network includes over 35 sites across various countries.⁶ 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 and standards include topics such as health and safety, the protection of the environment, and labour and human rights practices of suppliers of materials and services. 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 (excluding ResApp suppliers⁷), we have categorised Pfizer Australia's non-related direct suppliers into 72 categories to assist with assessing risk. The top 10 categories by number of suppliers are broadly categorised by the list below:

- MAINTENANCE, REPAIR & OPERATIONS (MRO)
- FREIGHT & LOGISTICS
- MEETINGS, CONGRESS & SYMPOSIA
- MARKETING & COMMUNICATIONS AGENCIES
- HEALTHCARE ADVISORY
- CAPITAL EQUIPMENT (e.g. manufacturing machinery and equipment)
- CONSULTING & PROFESSIONAL SERVICES
- TEMPORARY LABOUR (e.g. skilled admin, IT and procurement workers)
- FACILITIES (e.g. water, electricity, rent, facilities management)
- LAB & MED EQUIPMENT AND SUPPLIES

⁶ <https://www.pfizer.com/products/how-drugs-are-made/global-supply>

⁷ ResApp's suppliers are dealt with separately below, in the Supply Chain section.

Based on the information gathered during the due diligence process to date (discussed in more detail below), approximately 89% of our non-related direct suppliers are domiciled in Australia. Based on volume, we have the most suppliers in the following countries overseas:



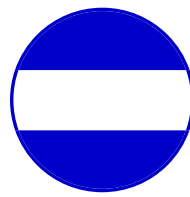
USA



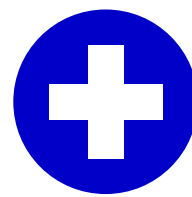
CANADA



UK

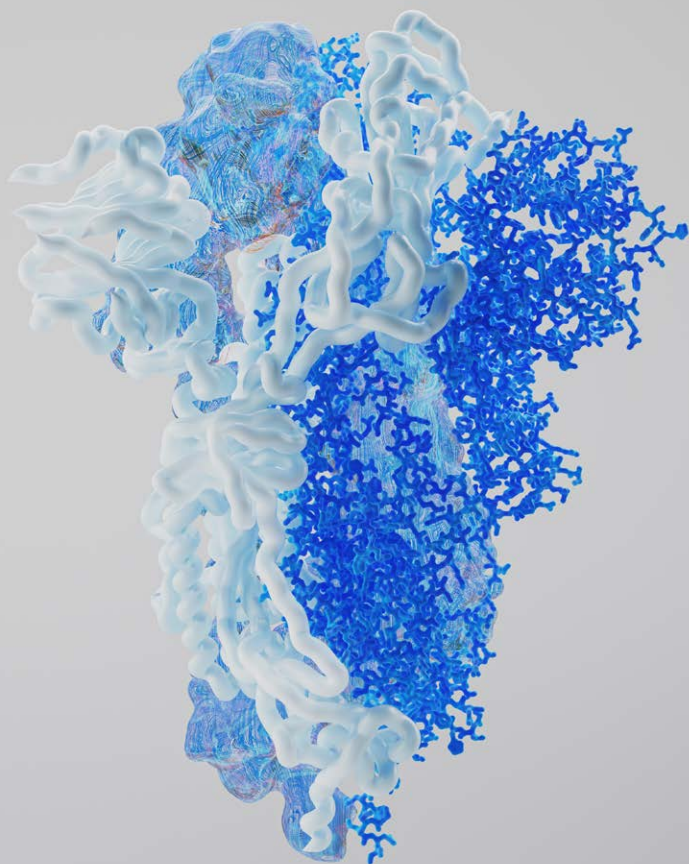


GERMANY



SWITZERLAND

Out of Pfizer Australia's top 10 suppliers by spend during the Reporting Period, the approximate split is related to:



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

Operations

For the reasons described below, we⁸ have assessed the risk that our activities have caused or contributed to modern slavery in our Australian operations to be 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.
- When manufacturing sites hire contractors, which include machine operators and technical roles such as Engineers and Scientific roles, they are generally doing so through labour hire agencies.
- We have arrangements with only a small select number of labour hire 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. More than 90% of the operators, lab analysts, mechanical fitters and warehouse staff at our Melbourne manufacturing site are members of a union.
- At our Melbourne manufacturing site, industry benchmarking data showed that Pfizer employees earn approximately 30% more in pay than comparable manufacturing professionals in the life sciences sector.

In our last modern slavery statement, we described the joint venture, ZHOPL, which Pfizer acquired as part of the Hospira integration and which Pfizer Australia does not operate. Pfizer continued 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 EHS standards 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. Subsequent EHS Audits of ZHOPL in 2018 and 2022 confirmed that appropriate EHS management systems are in place. The EHS audit conducted in October 2022 included detailed and focussed review of Labour & Ethics practices at the ZHOPL site conducted by a certified SA8000 auditor. The SA8000 Standard is based on internationally recognised standards of decent work, including the Universal Declaration of Human Rights, ILO conventions, and national laws. No major findings were identified in the October 2022 SA8000 audit.

⁸ 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 such as forced labour, debt bondage and the worst forms of child labour, irrespective of geographic location:



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, approximately 89% 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.

Of ResApp’s material direct suppliers, almost 64% are domiciled in Australia/New Zealand, with over 12% in the US and over 15% in Europe/UK. The main industries are:



The risks of modern slavery in ResApp’s direct supply chain is low given the fact that the abovementioned industries typically employ skilled workers in an office or lab environment, in countries where there are industrial relations regulations.

Actions taken to assess and address the modern slavery risks

Policies and Governance

We set high standards for our internal and external partners guided by our governance processes to support responsible supply chain management designed to help safeguard the safety and quality of everything we produce. Our evaluation extends to assessing environmental, health, safety, and sustainability performance, including labour and human rights reviews. Our collaborations with our key suppliers are focused on improving sustainability, compliance with laws, and alignment to our Supplier Conduct Principles and the Pharmaceutical Supply Chain Initiative (**PSCI**) Principles for Responsible Supply Chain Management. Pfizer Australia maintains a modern slavery program as described in this Statement which outlines our risk management approach in our supply chain and our operations.

Pfizer continued to apply our global corporate labour and ethics standard for our supplier base which includes modern slavery mitigation measures. This risk-based governance process commenced in 2021. The standard includes measures intended to mitigate potential risks of harm to people in connection with violations 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. Pursuant to the standard, suppliers that are deemed high risk or priority high risk are subject to a governance process which will either appoint the supplier on the basis of an agreed action plan with the supplier to mitigate identified risks or Pfizer will seek an alternative 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 of each Reporting Entity 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 PSCI standard audit protocols which include standard labour and ethics criteria and involve interviews with employees, contracted staff and management. In 2022, Pfizer conducted a combination of 116 remote and on-site supplier EHS audits, with 98 of these including labour and ethics audits. We share our observations with suppliers and ask them to establish action plans to mitigate identified risks, and we continue to monitor their implementation of agreed actions. As part of this audit process two suppliers were identified that did not meet Pfizer's expectations primarily related to workplace safety concerns, resulting in Pfizer not pursuing business with those suppliers.

Human Rights Policy

Pfizer remains firmly committed to conducting business in an ethical and responsible manner. This includes respecting internationally recognised human rights throughout our operations. Our responsibility to respect human rights extends throughout our operations from lab to patient, including our diverse global supply chain of numerous local and global third-party vendors. In line with the UN Guiding Principles on Business and Human Rights, Pfizer's Human Rights Policy Statement 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. We also seek to prioritise the individuals and groups who may be most vulnerable to impacts.

Internal training has been provided to relevant functions on Pfizer's Human Rights Policy.

As noted in our previous modern slavery statements, Pfizer's human rights commitments are outlined in Pfizer's Blue Book Code of Conduct which is updated periodically (see pages 27 and 28 <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 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 and more about Pfizer's commitment to human rights can be found here - <https://www.pfizer.com/about/responsibility/human-rights>.

Supplier Conduct Position Statement

Pfizer updated the following supplier conduct documents during the Reporting Period and 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 includes a section on labour that stipulates that suppliers shall:

- not use forced, bonded or indentured labour or involuntary prison labour;
- not use child labour. The employment of young workers below the age of 18 shall only occur in non hazardous work and when young workers are above a country's legal age for employment or the age established for completing compulsory education;
- provide a workplace free of harassment and discrimination;
- provide a workplace free of harsh and inhuman treatment;
- pay workers according to applicable wage laws, including minimum wages, overtime hours and mandated benefits; and
- respect the rights of workers as set forth in local laws, to associate freely, join or not join labour unions, seek representation and join workers' councils.

Suppliers that provided goods or services to the Australian entities during FY22 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 (**Adequate Procedures**).

The majority of suppliers that have completed the due diligence questionnaire have confirmed that they either have Adequate Procedures or have agreed to adhere to our Supplier Conduct Principles within their operations and supply chains.

Contract Clauses

Pfizer has modern slavery clauses in its standard third-party contracts, including representations and warranties regarding a third party's knowledge of modern slavery in its supply chain, rights to audit, notification obligations and obligations to follow Pfizer's Supplier Conduct Principles as well as the PSCI Principles for Supply Chain Management.

Remediation

Raising Concerns

Leaders and management are 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, including awareness of our whistleblower policy, through the confidential Pfizer Pulse Engagement Survey sent to all colleagues annually. The results are used to focus our leadership communications, training, and other proactive efforts to drive our ethical culture.

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, mail, and colleagues), management, and our Open Door Policy (whistleblower policy), which encourages colleagues to present ideas, ask questions, and raise concerns. Retaliation against anyone who seeks advice, raises a concern, reports misconduct, or provides information in an investigation is strictly prohibited by our policy that protects whistleblowers. 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. We investigate all referable compliance issues (**RCIs**) — significant potential, suspected, or actual violations of law or policy. For RCIs where there is a substantiated violation, we institute individual discipline where appropriate, including measures

such as coaching, warnings, and termination. Our compliance investigations process also includes analysis of the root cause of substantiated RCIs. After investigation, we work with accountable stakeholders to implement corrective and preventive actions. Pfizer has a process to escalate certain significant matters to the Executive Compliance Committee, the Regulatory and Compliance Committee, and the Audit Committee of the Board of Pfizer Inc.

In 2022 there were no complaints received from our workforce or from our supply chain in Australia regarding modern slavery.

Page 9 of Pfizer’s Blue Book – our Code of Conduct – is publicly accessible online and it sets out the different reporting mechanisms ([Blue Book](#)).

<p>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.</p>	<ul style="list-style-type: none"> Your Compliance Division contact corporate.compliance@pfizer.com Compliance Division Website: http://integrity.pfizer.com +1-212-733-3026 +1-917-464-7736 (secure fax) 235 East 42nd Street, New York, NY 10017
<p>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.</p>	<ul style="list-style-type: none"> Visit pfizer.ethicspoint.com to make a report Visit helpline.pfizer.com for local phone numbers Visit raisingcomplianceconcerns.pfizer.com for information for your location In the U.S.: 1-866-866-PFIZ (7349)
<p>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.</p>	<ul style="list-style-type: none"> U.S.: +1-855-PFE-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.

Pfizer Australia’s Whistleblower Protection Policy

Further to international anti-retaliation policies, Pfizer Australia has an established Whistleblower Protection Policy which reinforces whistleblower protection in Australia. The policy provides 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. Disclosures of modern slavery are included in the list of examples of protections under the policy.

Pfizer Pulse Survey

We understand the importance of continuously listening and responding to colleague feedback, and our annual engagement survey, Pfizer Pulse, provides a forum for our colleagues to give structured feedback about their experience. Through this survey, we measure and track key areas of the overall colleague experience and equip leaders with actionable insights for discussion and follow up. We measure colleague comfort and awareness about raising concerns, including awareness of our whistleblower policy, through the confidential Pfizer Pulse Engagement Survey sent to all colleagues annually. The results are used to focus our leadership communications, training, and other proactive efforts to drive our ethical culture.

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, as well as colleagues’ responsibilities to mitigate the risks of modern slavery within their sphere of influence. This training commenced in 2020 and continues to be conducted annually. In 2022, we expanded the audience who undertake the training to include leaders at our manufacturing sites.

All members of the Pfizer Australia modern slavery working group, including Procurement employees at each entity, have completed the course work for the SA 8000 standard.

In addition, in 2022, we conducted all colleague modern slavery awareness training (attended by over 500 colleagues in Australia), presented by a leader of the Australian Federal Police Human Trafficking Team. The training highlighted the risks in the Australia context, red flags and how to report any suspected issues.

Due Diligence⁹

During 2022, Pfizer Australia continued using the ethiXbase platform to assist with the assessment of potential modern slavery risks in our direct suppliers. 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:

1. Jurisdiction/country of origin risk
2. Industry/product risk
3. Utilisation of vulnerable workers
4. Prior human rights impact assessment
5. 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. In comparing the completed MSQ results from 2021 and 2022, we observed a decrease in the average risk score from 4 to 3, both of which are within the low risk banding.

We have made an extensive effort to follow up with suppliers who had not yet completed the questionnaire and while in our 2021 report we had an increase to over 70% of vendors who responded from our original list, in 2022 we embedded the process that ensures all new vendors are sent the MSQ.

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, and a follow up process has been implemented.

Further Due Diligence

All vendors that have a high risk score via the questionnaire were the subject of further due diligence. 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 and Cleaning

In view of industry risk, vendors in the construction category completed the further self-assessment questionnaire and we worked through these responses to ensure that our providers of construction services have adequate processes in place to mitigate against modern slavery risk.

Similarly, vendors in the cleaning services category are undertaking a further self-assessment questionnaire and we will work through these responses to confirm that our providers 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 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 Australia initiated inquiries with local vendors of gloves manufactured in Malaysia under the Ansell brand, which was detailed in our last modern slavery statement.

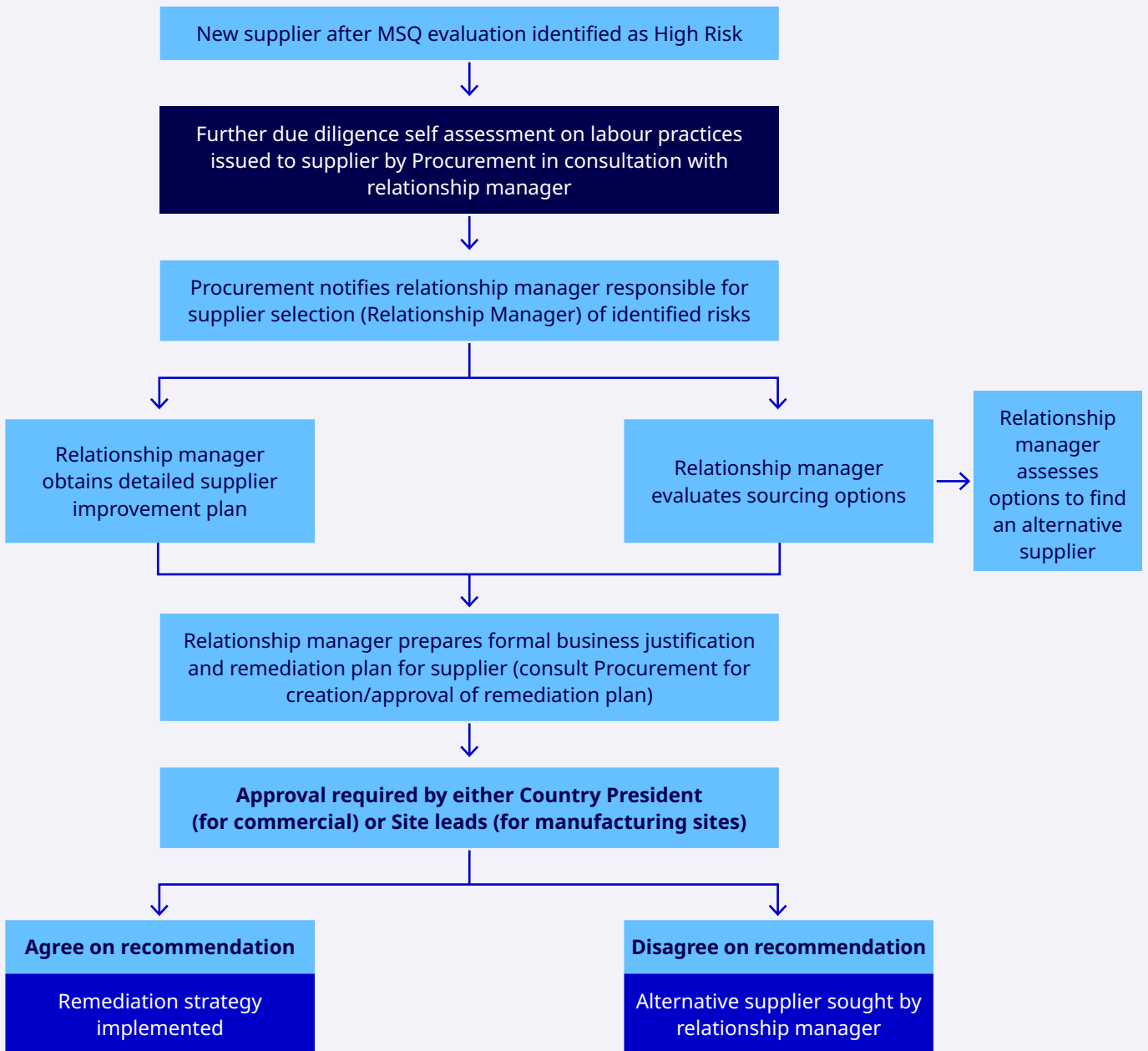
⁹ All references to "we" and "our" in this section headed "Due Diligence" refers to Pfizer Australia.

Since our last modern slavery statement, validation and trials have been conducted and Ansell is ready for production of alternatively-sourced rubber gloves at its in-house facility. Hospira Australia Pty Ltd has started its change control process to procure the new gloves.

Overall Risk Governance Process

Pfizer Australia has created a risk governance process for colleagues to follow once a supplier has been identified as potentially high risk for modern slavery. A flow chart of the risk governance process is shared below:

Priority High Risk - Governance Flow Chart



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 main Customs Broker for our inbound deliveries. DHL have provided Pfizer Australia with a Modern Slavery Statement for 2022. Some of the actions taken by DHL include dual shifts to help protect its employees and conducting due diligence on suppliers. In addition, Pfizer has added the topic of modern slavery to its regular engagements with DHL, to share knowledge and discuss potential initiatives to mitigate the risks of modern slavery.

Small business payment terms

Since 2021, Pfizer Australia has had in place 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.

Assessing Effectiveness¹⁰

As outlined, we have a number of existing measures in our business to mitigate the risk of modern slavery and Pfizer Australia is establishing further frameworks to assess the modern slavery risks of our suppliers. One of the means by which we assess the effectiveness of our actions, year-on-year, is to compare the results of our modern slavery questionnaires. As noted in the section on due diligence above, we observed a decrease in the average modern slavery risk rating in 2022 in comparison to the previous year, based on the MSQs.

In our third year of reporting, we have sought to implement the further actions mentioned in this Statement and we will continue to track our performance against the successful implementation of the further actions and due diligence assessment processes. In 2023, we plan to initiate a review of these processes, focusing on the below 3 areas:

1. Ongoing assessment of supply chain;
2. Risk Governance for targeted suppliers; and
3. Ongoing colleague awareness training.

We plan to conduct additional due diligence in 2023 on our cleaning contractors to more fully understand the potential risks of modern slavery.

In 2023, we intend to initiate the development of training for our key suppliers and contractors on modern slavery risks and Pfizer's expectations.

The Board of each Reporting Entity will continue to be kept abreast of our progress and ongoing activities.

We will also continue to work with Medicines Australia and our key suppliers to share knowledge and develop further initiatives aimed at addressing modern slavery risks. From an industry perspective, Medicines Australia member companies have incorporated 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 CFO working group and this work will assist us in assessing effectiveness of actions to mitigate modern slavery risks in pharmaceutical supply chains moving forward.

¹⁰ All references to "we" and "our" in this section headed "Assessing Effectiveness" refers to Pfizer Australia.



Other Information

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, Operations (including Governance), Audit, Environmental, Scope 3, Process Safety, Worker Safety and Occupational Hygiene committees. We also chair the Environmental and Operations Committees and had a Pfizer, India-based, colleague nominated to the Board of the PSCI at the 2022 AGM. We actively encourage our direct material suppliers to participate in capability building conferences and webinars.

In 2022, the Human Rights subcommittee of the PSCI, of which Pfizer are an active member, focused its activities on supplier human rights training and capability building. This included in September 2022 at the PSCI Supplier Conference in India a day long focus on Human Rights, Labour and Ethics training. The committee also developed foundational training materials for supplier members relating to the following topics: freely chosen employment; child labour and young workers; non-discrimination; fair treatment; wages, benefits, working hours; freedom of association; governance and management systems; and implementing the UN Guiding Principles on Business & Human Rights.

The training per topic includes the following information: basic definition of the human right in question; what it looks like in practice; prevalence of issues associated with this human right around the world and in the pharmaceutical industry specifically; monitoring for human rights issues in a supplier's operations and/or supply chain; what a supplier needs to do to prevent and/or remedy cases of those specific human rights issues; measures the supplier should take to prevent and/or remedy cases; a case study; and where to find further information.

Additional information about PSCI and its activities can be found here: <https://pscinitiative.org/home>

Additional information about Pfizer's ESG priorities and actions are set out in Pfizer's Environmental, Social and Governance Review¹¹ and 2022 Annual Report.¹²

¹¹ https://www.pfizer.com/sites/default/files/investors/financial_reports/annual_reports/2022/files/Pfizer_ESG_Report.pdf

¹² https://www.pfizer.com/sites/default/files/investors/financial_reports/annual_reports/2022/

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 each Board.

This Statement has been approved by the Board of each of the Reporting Entities.



Anne Harris
Country President

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[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

[ResApp Health Limited](#) | ABN 51 094 468 318



Annexure 1

Reporting Criteria

Reporting criteria	Page
1 & 2. Identify the reporting entity and describe its structure, operations and supply chains	3, 6-8
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls	9-10
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	11-16
5. Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	17
6. Describe the process of consultation with any entities the reporting entity owns or controls	19
7. Any other relevant information	18

