



Supplier Conduct Position Statement

At Pfizer, trust is everything; responsible supply chain management is core to how we do business. We operate within a framework of principles aligned with ethical, social, and environmental responsibilities to help ensure sustainability of our business and the communities in which we operate. We set high standards for responsible supply chain management, guided by robust governance processes. This helps ensure the safety and quality of the medicines and vaccines we produce and aligns with our core value of Equity. We also work through organizations such as the Pharmaceutical Supply Chain Initiative ([PSCI](#)) to ensure alignment across the industry.

Pfizer is a founding member and an active participant in PSCI. Working through PSCI, Pfizer and other leading research-based biopharmaceutical companies developed the “Principles for Responsible Supply Chain Management” (the “Principles”) which address five areas of responsible business practices – Governance and Management Systems, Ethics, Human Rights, Health and Safety, and Environment.

Pfizer aims to partner with external suppliers that are committed to operating their businesses in a responsible and ethical manner, respecting the rights of the individuals whom they employ, and helping protect the environment. Our collaborations with our suppliers are focused on compliance with laws and improving sustainability of operations. Accordingly, we have adopted the PSCI Principles as our own Supplier Conduct Principles and require our supply partners to adhere to them or adopt their own codes that include or exceed expectations similar to ours.

More specifically, we require our suppliers to operate in a manner consistent with our Supplier Conduct Principles including:

- Operating in full compliance with all applicable laws, rules, and regulations.
- Facilitating continuous improvement and compliance with the expectations of these principles by using management systems.
- Conducting business in an ethical manner, acting with integrity.
- Committing to upholding the human rights of workers and to treat them with dignity and respect.
- Providing a safe and healthy work environment, including any company-provided living quarters.
- Operating in an environmentally responsible and efficient manner to minimize adverse impacts on the environment, including developing and progressing science-based greenhouse gas emission reduction targets.
- Understanding the impact of their operations and assuring they do not adversely impact the health or environment of the communities in which they operate.
- Cascading these principles to their supply partners.

Pfizer assesses the performance and adherence to the Supplier Conduct Principles by conducting routine evaluations and onsite assessments. Failure to comply, or failure to correct non-complying situations are grounds for business relationship termination.