At Pfizer, our purpose is to innovate to bring therapies to patients that significantly improve their lives. High among our stated corporate values is respect for people, and in that spirit, Pfizer strives to uphold human rights in all of our business activities. Through our products and services, we advance human rights by improving the health of people around the world. Given its reach and perspectives, the biopharmaceutical industry is well positioned to support global human rights, and companies should codify responsible business policies and practices while providing treatments to advance individual and public health.

Background

Human rights are generally defined as the basic freedoms believed to be inherent to all people without exception. They are outlined in the Universal Declaration of Human Rights, www.un.org/en/documents/udhr, which was adopted by the United Nations (U.N.) in 1948 in response to the atrocities committed during World War II and include rights such as freedom from forced labor, the right to a standard of living adequate for health and well-being, and freedom of expression. Although governments have the primary duty to protect these rights, companies share a responsibility to act in ways that support them. Building on the Universal Declaration of Human Rights, the U.N. Guiding Principles for Business and Human Rights, a widely supported global guidance document adopted by the U.N. in 2011, outlines how governments, companies, and other actors can meet their responsibilities to protect these rights. For companies, it advocates proactive due diligence in operations and remediation of any negative impacts. Companies also have independent opportunities to advance human rights through their products and services and through their contributions to economic development and philanthropy. Pfizer is committed to these principles in its operations and has made significant progress working with partners and stakeholders to advance and protect these rights.

Pfizer supports the Universal Declaration of Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work. We were an early signatory to the U.N. Global Compact — a document that asks companies to embrace universal principles and to partner with the U.N. — that endorses 10 principles on human rights, labor, environment, and anticorruption.

Representative Concerns

Pfizer strives to uphold human rights in all our business activities. Below are areas of particular concern to Pfizer and some of the ways in which we are addressing them:

Access to Health — Globally, underserved populations often struggle to access functioning health care systems and therefore do not have consistent access to safe and reliable medicines. The number of people without access to essential health care services is estimated at 1 billion due to the shortage of trained health workers.1

- Pfizer’s products and pipeline address 18 of the top 20 global burdens of disease.
- Pfizer is helping to end trachoma, an infectious disease afflicting an estimated 41 million people worldwide, by partnering with the World Health Organization’s Alliance for the Global Elimination of Blinding Trachoma by the Year 2020 and the International Trachoma Initiative.
- Pfizer RxPathways™ (PRxP) helps eligible patients in need in the U.S. get access to their Pfizer medicines by offering a range of support services, including insurance counseling, co-pay help, providing Pfizer medicines for free or at a savings, and more. In the last five years (2009–2014), Pfizer has helped nearly 2.5 million uninsured and underinsured patients get access to more than 30 million Pfizer prescriptions.2

- Through the Pfizer Global Health Fellows and Teams, our international skills-based corporate volunteering program, more than 400 Pfizer colleagues have worked with nonprofit partners throughout the developing world to strengthen capacity in local health care systems. To date, Pfizer colleagues have provided an estimated 348,000 hours in pro bono service valued at more than $50 million.

Discrimination — In some countries, women, minorities, and LGBT people are discriminated against regarding access to employment and education. Women and minorities represent a lower proportion of the overall science and engineering workforce than they do of science and engineering degree recipients.

- Pfizer has been named as one of the Best Places to Work for LGBT Equality by the Human Rights Campaign for the sixth consecutive year.
Pfizer’s Business Code of Conduct prohibits discrimination and harassment of any kind. The Code of Conduct training is provided to all colleagues. In addition, the Pfizer Integrity Pledge is issued annually to confirm colleagues are familiar with the Code of Conduct and agree to uphold Pfizer’s core values and follow Pfizer’s policies.

Pfizer has more than 90 regional and local business resource networks of diverse colleagues that inform and implement strategies and initiatives that align with Pfizer's business imperatives and values.

Responsible Conduct of Clinical Trials — Clinical trials are required to establish the safety and efficacy of medicines. All Pfizer-sponsored interventional clinical studies are conducted in accordance with local laws and regulations as well as relevant international standards, including:

• International Ethical Guidelines for Biomedical Research Involving Human Subjects, issued by the Council for International Organizations of Medical Sciences (CIOMS 2002).
• Ethical principles set forth in the Declaration of Helsinki (World Medical Association 2013).

Privacy — Respecting the privacy of individuals who entrust us with their personal information is of the utmost importance to Pfizer. For this reason, the company has policies in place that are designed to safeguard personal information and ensure that personal information is collected, used, and shared for the development and marketing of medicines in an appropriate manner and in conformity with our promises and legal obligations. Pfizer abides by all privacy-related legislation in the countries where it operates, including to offer individuals choices as appropriate with respect to their personal information when interacting with the company.

Working Conditions in the Supply Chain — Addressing worker health and safety across our supply chain is an integral part of business and is foundational to human rights. Pfizer has internal and external standards aimed at safeguarding workers and protecting our suppliers. We also have systems in place to ensure working conditions meet these high standards.

• Pfizer partners with organizations such as the Institute for Supply Management and the Pharmaceutical Supply Chain Initiative to drive alignment with these principles.

Pfizer’s Position

We are committed to respecting and advancing human rights while delivering health care solutions and products, and to codifying these rights in our operations. Our commitment is reflected in Pfizer’s policies and practices, which are updated regularly to ensure that we maximize our impact in this area. As a global leader in health care, we play an important role in advancing human rights by bringing medicines to market that improve the health and well-being of people around the world. Pfizer encourages other companies to leverage their scale and global reach to similarly develop policies and practices to advance human rights.

How Patients and Health Care Professionals Benefit

Our medicines help patients live longer, healthier lives and assist health care providers in their ability to support patient health and quality of life. Pfizer is committed to ensuring that the development, manufacturing, marketing, and sales of our products are done in a manner that respects human rights. As a responsible employer, we contribute to the overall economic health of individuals and communities.

What It Means for Pfizer

Developing medicines and providing access to those medicines in a responsible way ensures the sustainability, value, and longevity of our business. Strong protections of both human rights and the rule of law create the environment we need to meet society’s global health care challenges.

2 Data on file.