



Working together for a healthier world™

Improving Competencies through Training and Coaching



Pfizer's commitment to effective and responsible EHS management goes beyond our facilities' boundaries. As we expand our global reach in new and emerging markets, EHS' support of the business' outsourcing strategy is aligned and we are committed to helping our contract manufacturers and key suppliers in these markets improve their EHS competencies through training workshops and coaching sessions.

In short, our program does well by doing good: we help to elevate the EHS performance of our selected contractors, which benefits their workers and communities while at the same time protecting Pfizer against business interruption that could impact our supply chain and the delivery of medicines.

Recently, EHS colleagues went the extra mile, **literally!** – traveling to China, India, Latin America and Europe to share their safety expertise both in classroom training and on-the-job site coaching. Word of its success spread like wildfire – second day attendance of our suppliers doubled in some cases! Focus areas included an understanding of risks if process safety is not applied correctly to operations, general health and safety techniques and the potential consequence if compromised, and exposure impacts to workers if occupational hygiene best practices are undermined.

In 2008 the EHS Supplier Review Program supported focused training for suppliers in China and India with coaching provided to suppliers in Latin America and Europe. A total of 43 training sessions were completed at 25 different facilities and attended by 530 supplier colleagues throughout the year. In India and China, training was delivered at supplier facilities and focused on process safety and industrial hygiene.



Since quality is a cornerstone for our medicines and health and safety instrumental to Pfizer's mission (and why we do what we do!), it is germane our contractors and suppliers understand our processes and operations and embrace adequate standards. Through the training and expertise provided we are enabling them to do so.

In addition to training and coaching sessions, the EHS Supplier Review colleagues work closely with our businesses (e.g. Established Products, Emerging Markets) and Operational Units (e.g. Global Contract Manufacturing, Quality, Procurement) to ensure our suppliers maintain a high standard of performance and partners with them by development and implementation of improvement plans when those standards are not being met, enhancing EHS competencies to augment performance.