

STRONGER BUSINESS

COLLEAGUES

Colleagues at Pfizer are committed to building an organization that encourages the sharing of diverse ideas, taking accountability, acting with an entrepreneurial spirit and giving our best every day. Personal accountability and candid debate — we refer to this as Straight Talk — are core to our ownership culture and foundational to the way we need to work. Our ownership culture is what will differentiate us from our industry competitors.

“I
OWN
IT!”



OWN IT!

“We must try new approaches and think differently. Innovation and accountability need to happen right here, with me.”

NIVIN PEI

Director, Global Technology Services
Pfizer Global Supply

As part of our cultural transformation, colleagues participate in an annual survey, PfizerVoice. In 2012, more than 86,000 colleagues globally provided feedback about Pfizer's culture and how we are performing as an organization. The survey measures engagement levels and helps assess our progress in achieving the key dimensions of high performing organizations.



OWN IT!

"My team is Pfizer, and we're all about results. It's up to each of us to deliver on our commitments."

KAREN SANSONE
Senior Director, Business Technology



OWN IT!

"How well we do, as a business and as a force for good in this world, is up to us. That's how I approach every day."

ZOE ZAVATTIERI
Sales Director
Established Products Business Unit—
U.S. Brands

HEALTH AND SAFETY

"I own my career at Pfizer by being aware of my work environment every day. We have to be accountable for colleagues' safety. That's the best way to ensure an injury-free workplace for all of us."

JIM DESTEFANO
Welder, Pfizer Global Supply



Our recruitment brand, "Many Paths One Goal," continues to focus on attracting top talent around the world to the varied career opportunities that exist within Pfizer. Career paths range across general management, research and development, manufacturing, and enabling functions, but our goal is the same. By owning our careers at Pfizer, we make the world a healthier place.

TALENT DEVELOPMENT

"Colleagues must own their career development and, in turn, Pfizer is committed to supporting colleagues through a wide variety of tools and capabilities."

MELISSA A. GUNN
Chief of Staff, Senior Director of Operations
Oncology Business Unit



Pfizer colleagues around the globe have embraced our Diversity & Inclusion Strategy, which focuses on increasing access to diverse talent pools, engaging and developing diverse talent, and advancing the business.



DIVERSITY

“We are making an impact through our innovative *Get Old* partnership with SAGE, the oldest and largest services and advocacy group for LGBT seniors in the U.S.”

ANTHONY PALKOVIC
Director, Worldwide Commercial Development,
Business Development & Strategy

DIVERSITY

“Through the disAbility Pfizer Colleague Council, we are working to expand our access to diverse talent, including hosting Disability Mentoring Day, a longstanding partnership that Pfizer has with the Office of the Mayor of New York City.”

SEAN HUDSON
Brand Curriculum Development Lead,
Global Commercial Operations



DIVERSITY

“As a co-chair of OPEN-NY, I have the opportunity to shape the policies, strategies and partnerships that enhance Pfizer’s culture and our reputation among the LGBT community.”

ZAK KARIM
Director, Human Resources
Worldwide Research and Development