



# Discover Pfizer

PSSM Sandwich

Pharmaceutical Sciences Small Molecule (& more)



Breakthroughs that  
change patients' lives

# A Center of Excellence for Drug Development

More than **700 scientists and R&D professionals** in Sandwich are critical to Pfizer's mission to be the premier innovative biopharmaceutical company.

In close collaboration with Pfizer research teams across the globe, Sandwich colleagues work to fulfill Pfizer's purpose.

**Nearly every Pfizer medicine is touched by Sandwich colleagues.**

## **Our Purpose:**

Breakthroughs  
that change  
patients' lives

# Worldwide Research, Development and Medical

At Pfizer, we apply science and our global resources to bring treatments and therapies to people all over the globe. Every day, we work to advance wellness, prevention, treatments and cures that challenge the most feared diseases of our time. For more than 150 years, we've worked to make a difference for all who rely on us.

Research and Development is at the heart of fulfilling Pfizer's purpose as we work to translate advanced science and technologies into therapies that matter for patients in need.

We focus our resources in disease areas with the best chance of scientific and commercial success:



**Oncology**



**Internal Medicine**



**Devices**



**Inflammation &  
Immunology**



**Rare Disease**



# A lot goes into Making a Medicine

The story of bringing a medicine to life is no different than any other process of creation.

It requires innovation, imagination, and restless perseverance in the face of obstacles both expected and unforeseen.



# Diversity & Inclusion

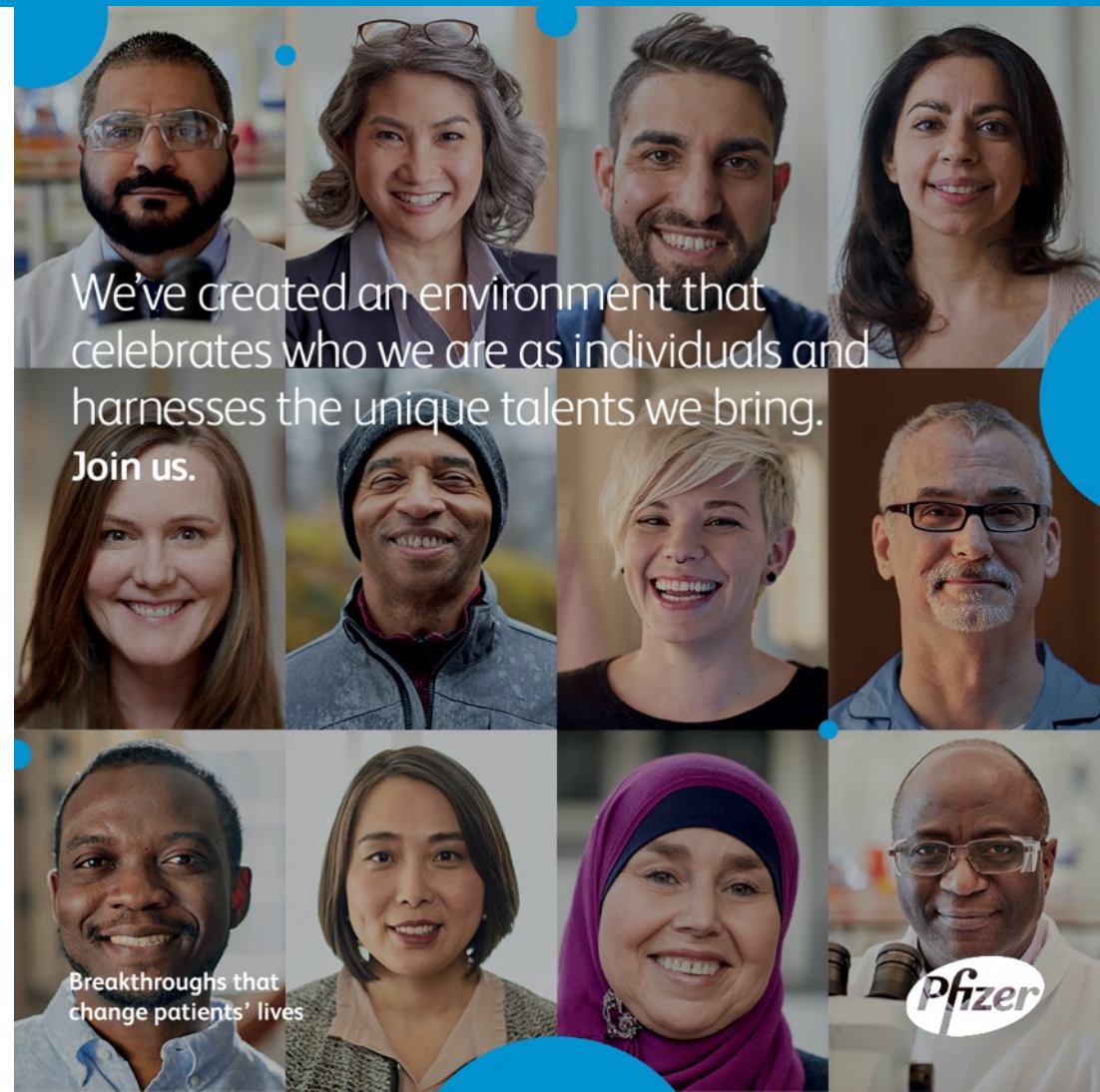
At Pfizer, we strive to be as diverse as the patients and communities we serve.

We realize that means not just attracting the best and brightest talent. But also ensuring our colleagues can thrive in an environment and culture where we champion Diversity and Inclusion every day, around the world.

## **Equity runs through everything we do.**

We want all patients to have equal access to healthcare, and accessible and affordable drugs. Within our business, we believe everyone deserves to be seen, heard and respected for who they are.

**But this isn't just about what we do as a business:** it's about who we are. We want all our colleagues to develop, grow, and succeed. We commit to making that happen, and to sharing and celebrating our successes as we bring together people from all backgrounds, geographies and perspectives.



# PSSM Sandwich

is a center of excellence for drug development, offering technologies, capabilities including:

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Design and develop manufacturing routes to supply API for clinical and commercial supply

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Pilot Plant scale capability (unique to Sandwich)

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Expertise in materials sciences, formulation design and process understanding to deliver innovative new parenteral and solid oral dosage forms, to the patient and global markets

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Experimental and data driven design of analytical methodology to facilitate in-depth understanding of pharmaceutical manufacturing processes and to ensure a drug's quality, efficacy and stability to support global clinical and commercial authorizations

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Use advanced manufacturing technology to manufacture novel drug products in our solid dose manufacturing facility for use in clinical trials

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Package, label and ship drugs to clinical trial sites around the world

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Design commercial processes for API and DP

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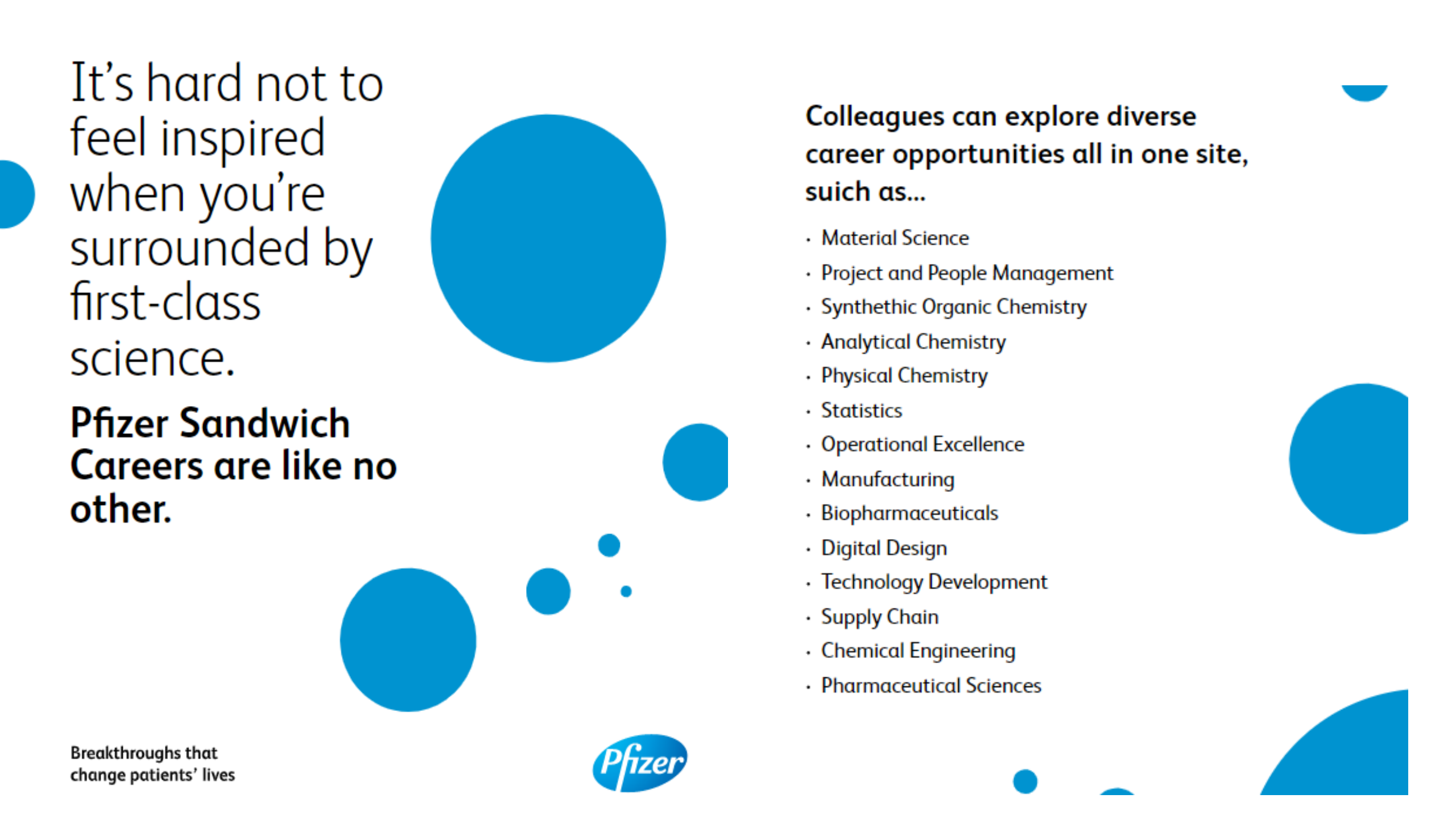
Leveraging advanced digital skills to enable expedited drug development

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Partner with regulatory and global supply lines for commercial launch

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Embedded in the process from Discovery through to Launch



It's hard not to feel inspired when you're surrounded by first-class science.

**Pfizer Sandwich Careers are like no other.**

Breakthroughs that change patients' lives



**Colleagues can explore diverse career opportunities all in one site, such as...**

- Material Science
- Project and People Management
- Synthetic Organic Chemistry
- Analytical Chemistry
- Physical Chemistry
- Statistics
- Operational Excellence
- Manufacturing
- Biopharmaceuticals
- Digital Design
- Technology Development
- Supply Chain
- Chemical Engineering
- Pharmaceutical Sciences



# We surveyed a group of recent hires across Pharmaceutical Sciences to ask:

“What attracted you to come & work for Pfizer?”

*here's what they had to say....*





# After their first year at Pfizer

## Colleague highlights

- I am **respected** for my opinion and contribution
- **Comfortable**, flexible, full of wide open spaces and lots of natural light
- I was **immediately** involved in high profile projects
- **Mentorship** from excellent scientists
- My department's involvement with outside charities is **meaningful**
- Got to steer work in a direction I felt **was impactful**
- I already feel useful and have an **impact**
- Nearby suburbs are rapidly growing and offer **diverse**, fun activities
- Midwesterners seem to **genuinely** care about each other
- Pay is at a **competitive** level



# What Can You Find at Sandwich site?

Modern laboratories, advanced manufacturing facilities and digital technology set in a scientific hub (Discovery Park)

On site offerings such as Colleague Resource Group activities, occupational health, a private gym, full-service café, training sessions, and volunteer opportunities

PSSM fully support professional development through mentoring, coaching and bespoke training sessions.



# Pfizer at Discovery Park, Sandwich

Pfizer is one of a number of tenants based at the Discovery Park site in Sandwich which accommodates more than 150 companies with a total of more than 3500 employees

Pfizer established operations here in 1954, and now employs ~700 colleagues

A number of global Pfizer teams critical to the delivery and support of the company's mid to late stage R&D and marketed product portfolio are located at Discovery Park

Pfizer's unique pilot plant production site at Sandwich plays an essential role within Pfizer's drug development process, supplying the active pharmaceutical ingredient for a large proportion of the company's clinical trial programmes

The clinical supplies manufacturing and packaging groups also play important roles at the site in the supply of medicines for Pfizer's clinical trials

Working closely with colleagues in nearly every country across the world, the Worldwide Regulatory teams at Sandwich create and manage regulatory submissions for every medicine in Pfizer's portfolio





# Pfizer UK locations

## Hurley

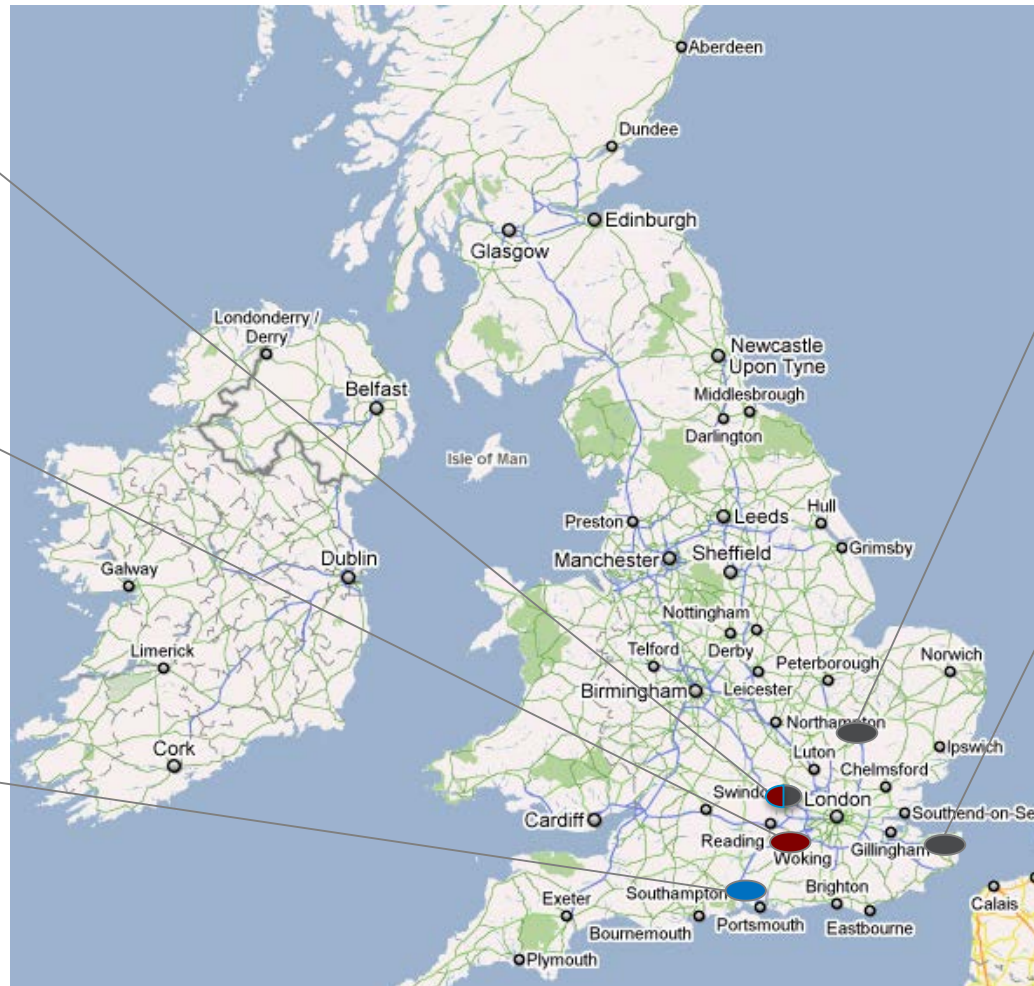
Regulatory, Quality Assurance, Vaccines

## Walton Oaks

224,000 sqft  
UK Commercial HQ

## Havant

300,000 sqft  
Manufacturing Distribution Centre



## Cambridge

31,000 sqft  
Device Centre of Excellence /  
Business Development

## Sandwich

360,000 sqft  
Medicinal Sciences – Small Molecule  
Pharmaceutical Sciences/  
Medical / Regulatory/  
EMA/UK Support Functions

● R&D  
● COMMERCIAL  
● MANUFACTURING





# Kent is the Garden of England Sandwich

## Winter:

Canterbury Christmas Market  
Carols at Canterbury Cathedral  
Shopping Centre and great dining  
Travel to London on high speed train  
Marlowe theatre performances

## Spring:

Golf at Royal St Georges Course  
Charity Bike Rides  
Viking Coastal Path

## Summer:

Sandwich Food Festival  
Canterbury Music Festival  
Kent Cricket - Spitfire Cricket Ground  
Broadstairs Folk Music week

## Autumn:

Apple Festival on the Farm  
Fireworks and Halloween  
White Cliffs of Dover  
Gateway to travel to Europe



# Making a Difference in Our Communities\*



- Sandwich has a site Community and Academic Team that supports (financially and with resource) local volunteering schemes focusing on areas of education or health/wellbeing with impact in the community
- Pfizer Sandwich currently has more than 120 colleagues enrolled as STEM (Science, Technology, Engineering and Maths Network) ambassadors, providing STEM education and careers support to schools, colleges and other groups working with young people across the UK
- In 2020 Sandwich donated £70,000 to local community charities – with major donations to homeless, domestic abuse and food bank to provide aid during Covid 19 lockdown.
- Our STEM outreach work continued to engage with over 11,000 students during 2020. In June, the East Kent Science Jamboree was held virtually with over 8,800 hits on the website from local school students.



# Influence and external outreach and innovation:



Contributor to a number of EU industry policy organisations including the Academy of Pharmaceutical Sciences (APS), European Federation of Pharmaceutical Industries and Associations (EFPIA), Association of the British Pharmaceutical Industry (ABPI) and The Organisation for Professionals in Regulatory Affairs (TOPRA)



Significant financial and resource contribution across many areas of external science and technology research and development. For example, a number of Pfizer colleagues hold leadership positions in the European Innovative Medicines Initiative – a consortia driving projects for the development of innovative medicines, particularly in areas where there is an unmet medical or social, public health need



Various Pfizer colleagues have appointments to leading UK academic institutions including University College, London; University of Bath; De Montford University, Leicester; and Nottingham and Glasgow Universities. Additionally, the site is a diverse training ground for academic placements from institutions such as Cambridge University, Manchester University and King's College, London



Pfizer has worked closely with the UK Government to develop employer-led apprenticeship programmes across the life-science industry. Sandwich currently employs 40 Modern Day Apprentices and 29 undergraduate students

# Corporate Responsibility

As a member of today's rapidly changing global community, we are striving to adapt to the evolving needs of society and contribute to the overall health and wellness of our world.

We are building partnerships in communities throughout the world to strengthen health systems, increase access to our medicines, and find sustainable solutions to the health challenges of today, and tomorrow.

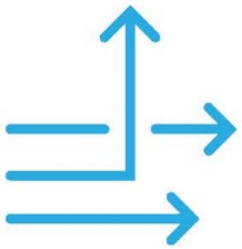
Pfizer consistently is a leader in corporate philanthropic giving, and our commitment to corporate citizenship and community involvement dates to our founding in 1849.

Through Pfizer's partnership with the International Trachoma Initiative, we provide the Zithromax needed in the effort to eliminate blinding trachoma by 2020 and help preserve and restore the health and well-being of affected families worldwide.





# Our Values



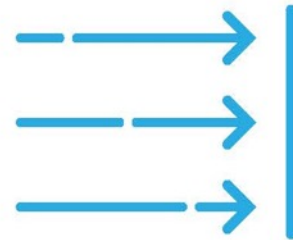
## Courage

Think big  
Speak up  
Be decisive



## Excellence

Focus on what matters  
Agree who does what  
Measure outcomes



## Equity

Be inclusive  
Act with integrity  
Reduce healthcare disparities



## Joy

Take pride  
Recognize one another  
Have fun