

# GRI INDEX

## 1. Strategy and Analysis

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
1.1 Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	● <a href="#">From Our CEO</a>	
1.2 Description of key impacts, risks, and opportunities.	● <a href="#">From Our CEO</a> ● <a href="#">Research and Development</a> ● <a href="#">Environment, Health and Safety</a>	8

● Covered ● Partially Covered ● Not Covered

## 2. Organizational Profile

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
2.1 Name of the organization.	● <a href="#">Corporate Overview</a>	
2.2 Primary brands, products, and/or services.	● <a href="#">Pfizer Products</a>	
2.3 Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	● <a href="#">How We Are Organized</a>	
2.4 Location of organization's headquarters.	● <a href="#">Contact</a>	
2.5 Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	● <a href="#">Global Sites</a>	
2.6 Nature of ownership and legal form.	●	
2.7 Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	●	
2.8 Scale of the reporting organization	● <a href="#">About This Review</a>	
2.9 Significant changes during the reporting period regarding size, structure, or ownership	●	
2.10 Awards received in the reporting period.	● <a href="#">Accolades</a>	

● Covered ● Partially Covered ● Not Covered

### 3. Report Parameters

REPORT PROFILE		
GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
3.1 Reporting period (e.g., fiscal/calendar year) for information provided.	● <a href="#">About This Review</a>	
3.2 Date of most recent previous report (if any).	● <a href="#">Financial Reports</a>	
3.3 Reporting cycle (annual, biennial, etc.)	● <a href="#">About This Review</a>	
3.4 Contact point for questions regarding the report or its contents.	●	
REPORT SCOPE AND BOUNDARY		
GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
3.5 Process for defining report content.	● <a href="#">About This Review</a>	
3.6 Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	● <a href="#">About This Review</a>	
3.7 State any specific limitations on the scope or boundary of the report.	●	
3.8 Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	●	
3.9 Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	●	
3.10 Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	N/A	
3.11 Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	N/A	
GRI CONTENT INDEX		
GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
3.12 Table identifying the location of the Standard Disclosures in the report.	● <a href="#">GRI Index</a>	
ASSURANCE		
GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
3.13 Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).	●	

● Covered ● Partially Covered ● Not Covered

## 4. Governance, Commitments, and Engagement

GOVERNANCE		CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
GRI GUIDELINE			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	● <a href="#">Corporate Governance</a>	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	● <a href="#">Pfizer Executive Leadership Team</a>	
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	● <a href="#">Fact Sheet</a>	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	● <a href="#">Contact Directors</a>	
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	● <a href="#">Compensation</a>	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	● <a href="#">Director Code of Conduct</a>	
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	● <a href="#">Corporate Governance</a>	
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	● <a href="#">Compliance</a>	
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	●	
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	●	

## COMMITMENTS TO EXTERNAL INITIATIVES

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
4.11 Explanation of whether and how the precautionary approach or principle is addressed by the organization.	●	7
4.12 Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	● <a href="#">Sales and Marketing</a> <a href="#">Expanding Access to Health</a> <a href="#">Manufacturing and Supply Chain</a>	
4.13 Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: - has positions in governance bodies; - participates in projects or committees; - provides substantive funding beyond routine membership dues; - views membership as strategic.	● <a href="#">Trade Association Memberships</a>	

## STAKEHOLDER ENGAGEMENT

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
4.14 List of stakeholder groups engaged by the organization.	●	
4.15 Basis for identification and selection of stakeholders with whom to engage.	● <a href="#">Expanding Access to Health</a>	
4.16 Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	● <a href="#">Expanding Access to Health</a>	
4.17 Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	●	

● Covered ● Partially Covered ● Not Covered

## 5. Management Approach and Performance Indicators

### ECONOMIC DISCLOSURES

The economic dimension of sustainability concerns the organization's impacts on the economic conditions of its stakeholders and on economic systems at local, national, and global levels. The Economic Indicators illustrate:

- Flow of capital among different stakeholders; and
- Main economic impacts of the organization throughout society.

Financial performance is fundamental to understanding an organization and its own sustainability. However, this information is normally already reported in financial accounts. What is often reported less, and is frequently desired by users of sustainability reports, is the organization's contribution to the sustainability of a larger economic system.

### DISCLOSURE ON MANAGEMENT APPROACH (ECONOMY)

Provide a concise disclosure on the Management Approach items outlined below with reference to the following Economic Aspects:

- Economic Performance;
- Market Presence; and
- Indirect Economic Impacts.

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
<b>GOALS AND PERFORMANCE</b> Organization-wide goals regarding performance relevant to the Economic Aspects. Use organization-specific Indicators (as needed) in addition to the GRI Performance Indicators to demonstrate the results of performance against goals.	<ul style="list-style-type: none"> <li>● <a href="#">From Our CEO</a></li> </ul>	
<b>POLICY</b> Brief, organization-wide policy (or policies) that defines the organization's overall commitment relating to the Economic Aspects listed above, or state where this can be found in the public domain (e.g., web link).	<ul style="list-style-type: none"> <li>● <a href="#">From Our CEO</a>  <a href="#">Financial Performance</a>  <a href="#">Global Opportunities</a>  <a href="#">Expanding Access to Health</a></li> </ul>	
<b>ADDITIONAL CONTEXTUAL INFORMATION</b> Additional relevant information required to understand organizational performance, such as: <ul style="list-style-type: none"> <li>• Key successes and shortcomings;</li> <li>• Major organizational risks and opportunities;</li> <li>• Major changes in the reporting period to systems or structures to improve performance; and</li> <li>• Key strategies for implementing policies or achieving performance.</li> </ul>	<ul style="list-style-type: none"> <li>● <a href="#">From Our CEO</a>  <a href="#">Financial Performance</a>  <a href="#">Global Opportunities</a>  <a href="#">Expanding Access to Health</a></li> </ul>	

## ECONOMIC PERFORMANCE INDICATORS

### ASPECT: ECONOMIC PERFORMANCE

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
EC1 Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	● <a href="#">Financial Performance</a>	
EC2 Financial implications and other risks and opportunities for the organization's activities due to climate change.	● <a href="#">Climate Change Position Statement</a>	7, 8
EC3 Coverage of the organization's defined benefit plan obligations.	●	
EC4 Significant financial assistance received from government.	●	

### ASPECT: MARKET PRESENCE

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
EC5 Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	●	6
EC6 Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	●	
EC7 Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.	●	6

### ASPECT: INDIRECT ECONOMIC IMPACTS

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
EC8 Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	● <a href="#">Expanding Access to Health</a>	
EC9 Understanding and describing significant indirect economic impacts, including the extent of impacts.	● <a href="#">Expanding Access to Health</a>	

## ENVIRONMENTAL DISCLOSURES

The environmental dimension of sustainability concerns an organization's impacts on living and non-living natural systems, including ecosystems, land, air, and water. Environmental Indicators cover performance related to inputs (e.g., material, energy, water) and outputs (e.g., emissions, effluents, waste). In addition, they cover performance related to biodiversity, environmental compliance, and other relevant information such as environmental expenditure and the impacts of products and services.

### DISCLOSURE ON MANAGEMENT APPROACH (ENVIRONMENT)

Provide a concise disclosure on the Management Approach items outlined below with reference to the following Environmental Aspects:

- Materials;
- Energy;
- Water;
- Biodiversity;
- Emissions, Effluents, and Waste;
- Products and Services;
- Compliance;
- Transport; and
- Overall

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
<b>GOALS AND PERFORMANCE</b> Organization-wide goals regarding performance relevant to the Environment Aspects. Use organization-specific Indicators (as needed) in addition to the GRI Performance Indicators to demonstrate the results of performance against goals.	● <a href="#">Protecting the Environment</a>	
<b>POLICY</b> Brief, organization-wide policy (or policies) that defines the organization's overall commitment related to the Environmental Aspects listed above or state where this can be found in the public domain (e.g., web link).	● <a href="#">EHS Policy Statement</a>	
<b>ORGANIZATIONAL RESPONSIBILITY</b> The most senior position with operational responsibility for Environmental Aspects or explain how operational responsibility is divided at the senior level for these Aspects. This differs from Disclosure 4.1, which focuses on structures at the governance level.	● <a href="#">EHS Governance</a>	
<b>TRAINING AND AWARENESS</b> Procedures related to training and raising awareness in relation to the Environmental Aspects.	● <a href="#">Supplier Review</a>	
<b>MONITORING AND FOLLOW-UP</b> Procedures related to monitoring and corrective and preventive actions, including those related to the supply chain. List of certifications for environment-related performance or certification systems, or other approaches to auditing/verification for the reporting organization or its supply chain.	● <a href="#">Key Performance Indicators</a>	

### ADDITIONAL CONTEXTUAL INFORMATION

Additional relevant information required to understand organizational performance, such as:

- Key successes and shortcomings;
- Major organizational risks and opportunities;
- Major changes in the reporting period to systems or structures to improve performance; and
- Key strategies and procedures for implementing policies or achieving goals.

● [Protecting the Environment](#)

## ENVIRONMENTAL PERFORMANCE INDICATORS

### ASPECT: MATERIALS

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
EN1 Materials used by weight or volume.	●	8
EN2 Percentage of materials used that are recycled input materials.	●	8, 9

### ASPECT: ENERGY

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
EN3 Direct energy consumption by primary energy source.	●	8
EN4 Indirect energy consumption by primary source.	●	8
EN5 Energy saved due to conservation and efficiency improvements.	●	8, 9
EN6 Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	● <a href="#">Protecting the Environment</a>	8, 9
EN7 Initiatives to reduce indirect energy consumption and reductions achieved.	● <a href="#">Protecting the Environment</a>	8, 9

### ASPECT: WATER

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
EN8 Total water withdrawal by source.	● <a href="#">EHS Performance Dashboard</a>	8
EN9 Water sources significantly affected by withdrawal of water.	● <a href="#">EHS Performance Dashboard</a>	
EN10 Percentage and total volume of water recycled and reused.	● <a href="#">EHS Performance Dashboard</a>	8



**ASPECT: BIODIVERSITY**

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
EN11 Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	●	8
EN12 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	●	8
EN13 Habitats protected or restored.	●	8
EN14 Strategies, current actions, and future plans for managing impacts on biodiversity.	●	8
EN15 Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	●	8

**ASPECT: EMISSIONS, EFFLUENTS, AND WASTE**

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
EN16 Total direct and indirect greenhouse gas emissions by weight.	● <a href="#">Environment KPIs</a>	8
EN17 Other relevant indirect greenhouse gas emissions by weight.	●	8
EN18 Initiatives to reduce greenhouse gas emissions and reductions achieved.	● <a href="#">EHS Performance Dashboard</a>	8, 9
EN19 Emissions of ozone-depleting substances by weight.	●	8
EN20 NO, SO, and other significant air emissions by type and weight.	●	8
EN21 Total water discharge by quality and destination.	●	
EN22 Total weight of waste by type and disposal method.	● <a href="#">EHS Performance Dashboard</a>	8
EN23 Total number and volume of significant spills.	●	8
EN24 Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	● <a href="#">EHS Performance Dashboard</a>	8
EN25 Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	●	8

**ASPECT: PRODUCTS AND SERVICES**

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
EN26 Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	● <a href="#">Green Journey</a>	8, 9
EN27 Percentage of products sold and their packaging materials that are reclaimed by category.	●	8, 9

ASPECT: COMPLIANCE		
GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
EN28 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	● <a href="#">EHS Compliance</a>	8
ASPECT: TRANSPORT		
GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
EN29 Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	●	8
ASPECT: OVERALL		
GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
EN30 Total environmental protection expenditures and investments by type.	●	8

## SOCIAL DISCLOSURES

The social dimension of sustainability concerns the impacts an organization has on the social systems within which it operates. The GRI Social Performance Indicators identify key Performance Aspects surrounding labor practices, human rights, society, and product responsibility.

### LABOR PRACTICES AND DECENT WORK

The specific Aspects under the category of Labor Practices are based on internationally recognized universal standards, including:

- United Nations Universal Declaration of Human Rights and its Protocols;
- United Nations Convention: International Covenant on Civil and Political Rights;
- United Nations Convention: International Covenant on Economic, Social, and Cultural Rights;
- ILO Declaration on Fundamental Principles and Rights at Work of 1998 (in particular the eight core conventions of the ILO); and
- The Vienna Declaration and Programme of Action.

## DISCLOSURE ON MANAGEMENT APPROACH (LABOR PRACTICES AND DECENT WORK)

Provide a concise disclosure on the following Management Approach items with reference to the Labor Aspects listed below. The ILO Tripartite Declaration Concerning Multinational Enterprises and Social Policy (in particular the eight core conventions of the ILO) and the Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises, should be the primary reference points.

- Employment;
- Labor/Management Relations;
- Occupational Health and Safety;
- Training and Education; and
- Diversity and Equal Opportunity.

### GRI GUIDELINE

### CORRESPONDING PFIZER MATERIAL

### UNGC PRINCIPLE

#### GOALS AND PERFORMANCE

Organization-wide goals regarding performance relevant to the Labor Aspects, indicating their linkage to the internationally recognized universal standards. Use organization-specific Indicators (as needed) in addition to the GRI Performance Indicators to demonstrate the results of performance against goals.

- [Human Rights](#)

#### POLICY

Brief, organization-wide policy (or policies) that defines the organization's overall commitment related to the Labor Aspects, or state where this can be found in the public domain (e.g., web link). Also reference their linkage to the international standards indicated above.

- [Human Rights Compliance](#)

#### ORGANIZATIONAL RESPONSIBILITY

The most senior position with operational responsibility for Labor Aspects or explain how operational responsibility is divided at the senior level for these Aspects. This differs from Disclosure 4.1, which focuses on structures at the governance level.

- 

#### TRAINING AND AWARENESS

Procedures related to training and raising awareness in relation to the Labor Aspects.

- [Compliance](#)

#### MONITORING AND FOLLOW-UP

Procedures related to monitoring and corrective and preventive actions, including those related to the supply chain.  
List of certifications for labor-related performance or certification systems, or other approaches to auditing/verifying the reporting organization or its supply chain.

- [PSCI and External Certifications](#)  
[EHS External Supply Compliance](#)

#### ADDITIONAL CONTEXTUAL INFORMATION

Additional relevant information required to understand organizational performance, such as:

- Key successes and shortcomings;
- Major organizational environmental risks and opportunities related to issues;
- Major changes in the reporting period to systems or structures to improve performance; and
- Key strategies and procedures for implementing policies or achieving goals

- [Human Rights](#)

## LABOR PRACTICES AND DECENT WORK PERFORMANCE INDICATORS

### ASPECT: EMPLOYMENT

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
LA1 Total workforce by employment type, employment contract, and region.	●	
LA2 Total number and rate of employee turnover by age group, gender, and region.	●	6
LA3 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	●	6

### ASPECT: LABOR/MANAGEMENT RELATIONS

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
LA4 Percentage of employees covered by collective bargaining agreements.	●	1, 3
LA5 Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.	●	3

### ASPECT: OCCUPATIONAL HEALTH AND SAFETY

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
LA6 Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	●	
LA7 Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	● <a href="#">EHS Performance Dashboard</a>	
LA8 Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	●	
LA9 Health and safety topics covered in formal agreements with trade unions.	●	

### ASPECT: TRAINING AND EDUCATION

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
LA10 Average hours of training per year per employee by employee category.	●	
LA11 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	●	
LA12 Percentage of employees receiving regular performance and career development reviews.	●	

**ASPECT: DIVERSITY AND EQUAL OPPORTUNITY**

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
LA13 Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	●	1, 6
LA14 Ratio of basic salary of men to women by employee category.	●	1, 6

**HUMAN RIGHTS**

Human Rights Performance Indicators require organizations to report on the extent to which human rights are considered in investment and supplier/contractor selection practices. Additionally, the Indicators cover employee and security forces training on human rights as well as non-discrimination, freedom of association, child labor, indigenous rights, and forced and compulsory labor.

Generally recognized human rights are defined by the following Conventions and Declarations:

- United Nations Universal Declaration of Human Rights and its Protocols;
- United Nations Convention: International Covenant on Civil and Political Rights;
- United Nations Convention: International Covenant on Economic, Social, and Cultural Rights;
- ILO Declaration on Fundamental Principles and Rights at Work of 1998 (in particular the eight core conventions of the ILO); and
- The Vienna Declaration and Programme of Action.

**DISCLOSURE ON MANAGEMENT APPROACH (HUMAN RIGHTS)**

Provide a concise disclosure on the following Management Approach items with reference to the Human Rights Aspects listed below. The ILO Tripartite Declaration Concerning Multinational Enterprises and Social Policy (in particular the eight core conventions of the ILO which consist of Conventions 100, 111, 87, 98, 138, 182, 20 and 1059), and the Organisation for Economic Cooperation and Development Guidelines for Multinational Enterprises should be the primary reference points.

- Investment and Procurement Practices;
- Non-discrimination;
- Freedom of Association and Collective Bargaining;
- Abolition of Child Labor;
- Prevention of Forced and Compulsory Labor;
- Complaints and Grievance Practices;
- Security Practices; and
- Indigenous Rights.

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
<b>GOALS AND PERFORMANCE</b> Organization-wide goals regarding performance relevant to the Human Rights Aspects, indicating their linkage to the international declarations and standards listed above. Use organization-specific Indicators (as needed) in addition to the GRI Performance Indicators to demonstrate the results of performance against goals.	<a href="#">Human Rights</a>	
<b>POLICY</b> Brief, organization-wide policy (or policies) that defines the organization's overall commitment to the Human Rights Aspects (including policies which may be reasonably considered likely to affect the decision of employees to join a trade union or bargain collectively), or state where this can be found in the public domain (e.g., web link). Also reference their linkage to the international declarations and standards indicated above.	<a href="#">Human Rights</a>	
<b>ORGANIZATIONAL RESPONSIBILITY</b> The most senior position with operational responsibility for Human Rights Aspects or explain how operational responsibility is divided at the senior level for these Aspects. This differs from Disclosure 4.1, which focuses on structures at the governance level.		
<b>TRAINING AND AWARENESS</b> Procedures related to training and raising awareness in relation to the Human Rights Aspects.		
<b>MONITORING AND FOLLOW-UP</b> Procedures related to monitoring and corrective and preventive actions, including those related to the supply chain. List of certifications for human rights-related performance, or certification systems, or other approaches to auditing/verifying the reporting organization or its supply chain.	<a href="#">PSCI and External Certifications</a> <a href="#">EHS External Supply</a> <a href="#">Corporate Compliance</a>	
<b>ADDITIONAL CONTEXTUAL INFORMATION</b> Additional relevant information required to understand organizational performance, such as: <ul style="list-style-type: none"> <li>• Key successes and shortcomings;</li> <li>• Major organizational risks and opportunities;</li> <li>• Major changes in the reporting period to systems or structures to improve performance; and</li> <li>• Key strategies and procedures for implementing policies or achieving goals.</li> </ul>	<a href="#">Human Rights</a>	

## HUMAN RIGHTS PERFORMANCE INDICATORS

### ASPECT: INVESTMENT AND PROCUREMENT PRACTICES

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
HR1 Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	●	1, 2, 3, 4, 5, 6
HR2 Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	●	1, 2, 3, 4, 5, 6
HR3 Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	●	1, 4, 5, 6

### ASPECT: NON-DISCRIMINATION

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
HR4 Total number of incidents of discrimination and actions taken.	●	1, 6

### ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
HR5 Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	●	1, 3

**ASPECT: CHILD LABOR**

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
HR6 Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	●	1, 5

**ASPECT: FORCED AND COMPULSORY LABOR**

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
HR7 Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	●	1, 4

**ASPECT: SECURITY PRACTICES**

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
HR8 Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	●	1, 2

**ASPECT: INDIGENOUS RIGHTS**

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
HR9 Total number of incidents of violations involving rights of indigenous people and actions taken.	●	1



## SOCIETY

Society Performance Indicators focus attention on the impacts organizations have on the communities in which they operate, and disclosing how the risks that may arise from interactions with other social institutions are managed and mediated. In particular, information is sought on the risks associated with bribery and corruption, undue impudence in public policy-making, and monopoly practices.

### DISCLOSURE ON MANAGEMENT APPROACH (SOCIETY)

Provide a concise disclosure on the following Management Approach items with reference to the Society Aspects:

- Community;
- Corruption;
- Public Policy;
- Anti-Competitive Behavior; and
- Compliance.

#### GRI GUIDELINE

#### CORRESPONDING PFIZER MATERIAL

#### UNGC PRINCIPLE

#### GOALS AND PERFORMANCE

Organization-wide goals regarding performance relevant to the Aspects indicated above.  
Use organization-specific Indicators as needed in addition to the GRI Performance Indicators to demonstrate the results of performance against goals.

● [Compliance](#)

#### POLICY

Brief, organization-wide policy (or policies) that defines the organization's overall commitment relating to the Society Aspects or state where this can be found in the public domain (e.g., web link).

● [Compliance](#)

#### ORGANIZATIONAL RESPONSIBILITY

The most senior position with operational responsibility for Society Aspects or explain how operational responsibility is divided at the senior level for these Aspects. This differs from Disclosure 4.1, which focuses on structures at the governance level.

● [Compliance](#)

#### TRAINING AND AWARENESS

Procedures related to training and raising awareness in relation to the Society Aspects.

●

#### MONITORING AND FOLLOW-UP

Procedures related to monitoring and corrective and preventive actions, including those related to the supply chain.  
List of certifications for performance or certifications systems, or other approaches to auditing/verifying the reporting organization or its supply chain.

● [Compliance](#)

#### ADDITIONAL CONTEXTUAL INFORMATION

Additional relevant information required to understand organizational performance, such as:

- Key successes and shortcomings;
- Major organizational risks and opportunities;
- Major changes in the reporting period to systems or structures to improve performance; and
- Key strategies for implementing policies or achieving performance.

● [Compliance](#)

## SOCIETY PERFORMANCE INDICATORS

### ASPECT: COMMUNITY

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
S01 Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	●	1

### ASPECT: CORRUPTION

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
S02 Percentage and total number of business units analyzed for risks related to corruption.	●	10
S03 Percentage of employees trained in organization's anti-corruption policies and procedures.	●	10
S04 Actions taken in response to incidents of corruption.	●	10

### ASPECT: PUBLIC POLICY

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
S05 Public policy positions and participation in public policy development and lobbying.	● <a href="#">Compliance</a>	10
S06 Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	● <a href="#">Compliance</a>	10

### ASPECT: ANTI-COMPETITIVE BEHAVIOR

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
S07 Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	●	

### ASPECT: COMPLIANCE

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
S08 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	●	

## PRODUCT RESPONSIBILITY

Product Responsibility Performance Indicators address the aspects of a reporting organization's products and services that directly affect customers, namely, health and safety, information and labeling, marketing, and privacy.

These aspects are chiefly covered through disclosure on internal procedures and the extent to which these procedures are not complied with.

## DISCLOSURE ON MANAGEMENT APPROACH (PRODUCT RESPONSIBILITY)

Provide a concise disclosure on the following Management Approach items with reference to the Product Responsibility Aspects:

- Customer Health and Safety;
- Product and Service Labeling;
- Marketing Communications;
- Customer Privacy; and
- Compliance.

### GRI GUIDELINE

#### GOALS AND PERFORMANCE

Organization-wide goals regarding performance relevant to the Product Responsibility Aspects.  
Use organization-specific Indicators (as needed) in addition to the GRI Performance Indicators to demonstrate the results of performance against goals.

#### POLICY

Brief, organization-wide policy (or policies) that defines the organization's overall commitment to the Product Responsibility Aspects, or state where this can be found in the public domain (e.g., web link).

#### ORGANIZATIONAL RESPONSIBILITY

The most senior position with operational responsibility for Product Responsibility Aspects, or explain how operational responsibility is divided at the senior level for Product Responsibility Aspects. This differs from Disclosure 4.1, which focuses on structures at the governance level.

#### TRAINING AND AWARENESS

Procedures related to training and raising awareness in relation to the Product Responsibility Aspects.

#### MONITORING AND FOLLOW-UP

Procedures related to monitoring and corrective and preventive actions, including those related to the supply chain.  
List of certifications for product responsibility-related performance or certification systems, or other approaches to auditing/verifying the reporting organization or its supply chain.

#### ADDITIONAL CONTEXTUAL INFORMATION

Additional relevant information required to understand organizational performance, such as:

- Key successes and shortcomings;
- Major organizational risks and opportunities;
- Major changes in the reporting period to systems or structures to improve performance; and
- Key strategies for implementing policies or achieving performance.

### CORRESPONDING PFIZER MATERIAL

- [Patient Safety](#)  
[Research & Development](#)  
[Sales and Marketing Compliance](#)

- [Patient Safety](#)  
[Research & Development](#)  
[Sales and Marketing Compliance](#)



- [Compliance](#)

- [Patient Safety](#)  
[Research & Development](#)  
[Sales and Marketing Compliance](#)

### UNGC PRINCIPLE



## PRODUCT RESPONSIBILITY PERFORMANCE INDICATORS

### ASPECT: CUSTOMER HEALTH AND SAFETY

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
PR1 Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	● <a href="#">Patient Safety</a> <a href="#">Research &amp; Development</a> <a href="#">Greener Process</a>	
PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	●	

### ASPECT: PRODUCT AND SERVICE LABELING

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
PR3 Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	● <a href="#">Product Labeling</a>	
PR4 Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	●	
PR5 Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	●	

### ASPECT: MARKETING COMMUNICATIONS

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
PR6 Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	● <a href="#">Compliance</a>	10
PR7 Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	●	

### ASPECT: CUSTOMER PRIVACY

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	●	

### ASPECT: COMPLIANCE

GRI GUIDELINE	CORRESPONDING PFIZER MATERIAL	UNGC PRINCIPLE
PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	●	

● Covered ● Partially Covered ● Not Covered