



Our People

Culture

Pfizer's **OWNIT!** culture empowers all colleagues to be accountable, to foster innovative thinking, to be ready for change and to build collaborative relationships that drive positive business results.

We believe our **OWNIT!** culture also positions Pfizer for long-term success and ensures the growth and development of colleagues.

“Our **OWNIT!** culture fosters colleagues’ accountability to deliver on their commitments that ultimately have a deep and meaningful impact on the lives of the patients that we serve. Our colleagues are encouraged to think innovatively and to leverage their collective experience on behalf of patients.”

Pamela Puryear

Ph.D., Senior Vice President and Chief Talent Officer, Pfizer



Global **OWNIT!** Day: Celebrating Our Colleagues and Our Culture

Pfizer held its fourth annual global **OWNIT!** Day in April 2016. Throughout the company and around the world, colleagues took time to reflect and celebrate Pfizer's **OWNIT!** culture, with a core focus on accountability.

Fostering a Culture of Diversity and Inclusion

Pfizer's Colleague Resource Groups (CRGs) are open to all colleagues and help drive diversity and inclusion (D&I) throughout our business.

CRGs sponsor various activities, including local health fairs in underserved communities, meaningful work opportunities for high school students with developmental and intellectual disabilities, helping veterans find employment, advocacy on behalf of the LGBT community and furthering education.

Our CRG groups and membership continue to grow:

- 94 CRGs globally focused on providing professional networking and developmental opportunities to members and driving business results on behalf of patients.
- 10,885 Pfizer colleague members.



- In 2016, the Disability CRG at Pfizer's Andover, Mass. site piloted a program with local high schools to bring students with intellectual and developmental disabilities to work in part-time jobs alongside Pfizer colleagues.
- The Latino CRGs hosted community health fairs in Latino communities that featured free health screenings and educational sessions.
- Several CRGs gave science, technology, engineering and mathematics (STEM) informational sessions to students in their communities.
- The Italy CRG commissioned an artist to paint a mural celebrating diversity on a building.

The 2016 Hero Awards: Showcasing Employee Impact in Emerging Markets

The Hero Awards is Pfizer's internal, global awards program that honors colleagues who embody an entrepreneurial spirit and who go above and beyond to bring innovative ideas to life. This year's awards generated more than 100 submissions that showed the true breadth of how we are accelerating patient impact across emerging markets.

- We are inspired by all of our submissions that underscore how Pfizer is making a meaningful impact in emerging markets. Some examples of our top 2016 submissions include:
 - **Project ECHO – Effort to Demonstrate and Resolve Real World Access Challenges in Indian Breast Cancer Treatment Landscape:** Project ECHO addresses a critical unmet need to elevate awareness of breast cancer screening and early diagnosis in India. Through Project ECHO, Pfizer partnered with NGOs (non-governmental organizations) to conduct awareness and screening camps in Madhya Pradesh, Andhra Pradesh, Assam and Chhattisgarh.
 - **Adding Prevenar 13[®] to the National Immunization Program (NIP) in Iraq and Lebanon:** Despite a challenging environment in Iraq and Lebanon, the Pfizer vaccines team challenged the status quo and utilized all cross-functional Pfizer capabilities to ensure children in these areas will have access to Prevenar 13 on its National Immunization Program (NIP).
 - **Saudi Arabia “Hemophilia Home Care” Project:** Pfizer launched the “Hemophilia Home Care” project, which provides clinical care for hemophilia patients in their homes by offering visits with trained nurses. These nurses distribute treatment to patients, while also training patients and caregivers on how to administer the medication. To implement the program, the Pfizer hemophilia team worked closely with hematologists and home therapy advisers to ensure hemophilia patients adhered to prophylaxis treatment protocol.

Ensuring the Safety of Our Colleagues

At Pfizer, we have a corporate imperative to protect our employees' health and safety, the environment and the communities in which we operate. We leverage our **OWNIT!** Culture as we strive toward a workplace free of injury and illness. We have developed an Environment, Health and Safety (EHS) onboarding process that accelerates the integration of new companies into Pfizer. This process helps ensure long-term sustained safety improvements and a healthy, resilient and high-performing workforce. In 2016, our EHS integration activities were focused on our newest employees from Hospira, Inc., Medivation, Inc. and Anacor Pharmaceuticals, Inc.



“As part of our integration with Pfizer, over 4,000 colleagues from legacy Hospira India were introduced to Pfizer’s deep commitment to creating a healthy and safe culture at work, in the community and in the environment. I am delighted to see all of our colleagues across our manufacturing and R&D sites in India take pride and be enthusiastically engaged in initiatives that achieve Pfizer’s global Environment, Health & Safety standards. The collaborative effort of our global and India teams is helping to accelerate the implementation of these policies.”

Srini Srinivasan

Managing Director, Pfizer Global Supply and R&D, India

Providing Employees with Hands-on Global Experience while Addressing Local Health Challenges

Every year, we offer select colleagues and teams the opportunity to be paired with international development organizations to strengthen health services and build health care capacity for people in developing and emerging communities around the world. The Global Health Fellows program (GHF) is an international corporate volunteer program where Pfizer colleagues use their health and business expertise to promote access, quality, outcomes and efficiency of health services for people in need.

Since 2003, more than 300 Pfizer colleagues have participated in the GHF program in more than 40 countries to address pressing global health challenges, such as limited access to care, lack of education and low immunization rates. During deployment, each Fellow works closely with a non-governmental organization (NGO) partner’s local office to help strengthen service delivery and operations for that particular organization, while also gaining new perspectives on global health challenges. By embedding our skilled colleagues in these high-need areas, we are directly impacting patients and gathering invaluable insights to drive future innovation and progress within Pfizer.

In 2016, Pfizer had nine Global Health Fellows who partnered with a variety of organizations in areas with the greatest unmet need, including:

- **Population Services Khmer (PSK):** From April through August, Rebecca served as a GHF with Population Services Khmer, the local affiliate of Population Services International (PSI), in Phnom Penh, Cambodia. PSI is a global health network across more than 50 countries dedicated to improving the health of people in the developing world by focusing on serious challenges like a lack of family planning, HIV and AIDS, barriers to maternal health, and the greatest threats to children under five, including malaria, diarrhea, pneumonia and malnutrition. While volunteering, Rebecca conducted a regional marketing assessment of PSI Asia’s social franchise models, analyzed universal health care coverage schemes and led training workshops.
- **Yayasan Sayangi Tunas Cilik (Save the Children’s local affiliate in Indonesia):** From April through July, Kristin served as a GHF with Yayasan Sayangi Tunas Cilik, the local affiliate of Save the Children (STC), in Jakarta, Indonesia. While volunteering for STC, Kristin focused on STC’s advocacy and awareness program to promote equitable access to newborn immunizations for vulnerable children.
- **IntraHealth International:** Francisco served as a GHF with IntraHealth International in Delhi, India from April through September to develop a three-to five-year business plan for mSakhi, an interactive smart phone app that supports frontline health workers in delivering health care services to rural mothers and their families, and helps them recognize maternal and neonatal danger signs.

“During my four month fellowship in Jakarta, I learned that more than 60 percent of the 18 million infants who don’t receive routine immunizations every year live here in Indonesia and nine other countries. This makes my work with partner organization Save the Children, which promotes access to newborn immunization for vulnerable children, even more meaningful.”

Kristin

Global Health Fellow, Pfizer Global Policy and International Public Affairs

In 2016, six Global Health Teams (GHT), consisting of three or four colleagues, were deployed to South Africa and India for a three-week intensive program. In May, Pfizer deployed 11 colleagues from around the world to Johannesburg, South Africa, where they worked directly with NGOs on projects to help advance their organizational capacity and accelerate impact in communities. In this deployment, three teams were assigned to the [Cancer Association of South Africa \(CANSA\)](#), [Population Services International](#) and the [Unjani Clinic](#). In October, 10 Pfizer colleagues participated in the GHT program in Mumbai, India. Colleagues were assigned to [ARMMAN](#), [Doctors for You](#) and [V CARE Foundation](#).

Our work in this area supports the United Nations’ Sustainable Development Goals (SDGs), Goals 3,5,9 and 17. Find out more on page 34.

The Pfizer Global Health Fellows:

The Global Health Fellows Program is an international volunteer initiative that places Pfizer colleagues and teams on short-term assignments with leading international development organizations in underserved communities around the world. Pfizer is proud of the Global Health Fellows program and the impact it has on building capacity in low-and-middle-income countries. Pfizer believes that every individual deserves to live the healthiest life possible.

300+
colleague
volunteers

13
years of
involvement

44
countries

340K
hours of
pro bono service

SHARING EXPERTISE & TRANSFERRING SKILLS

Pfizer colleagues with a variety of professional, medical, and business skills are matched with local partner organizations.



Medical Communications



Strategic Planning



Quality Assurance



Information Technology



Supply Chain Expertise & Planning

TACKLING 345 GLOBAL HEALTH PROJECTS IN 44 COUNTRIES FOR OVER 13 YEARS*

Our partner organizations address many pressing global health issues, including several which have been identified by the United Nations as Sustainable Development Goals. Once deployed, Fellows apply their skills to support projects that have a lasting impact.

Women & Children's Health and Education



Increase Understanding of Non-Communicable Diseases



Improve Access to Primary Care



WORKING WITH COMMUNITY-BASED PARTNERS

For more than ten years, Pfizer has partnered with 51 international development organizations around the world. During deployment, Fellows work closely with the partner's local offices to help strengthen service delivery and operations of the organization. Some of these partners include:



Family Health International (FHI)



CARE International



International Health



Save the Children



Population Services International



PharmAccess

SHORT-TERM ASSIGNMENTS WITH LONG-TERM IMPACT

Training and skills sharing have an enduring impact on partner organizations and the people they serve.

partnered with OVER 50

international development organizations to improve health care systems and address global health challenges

Pfizer Global Health Fellows supported our ongoing efforts as true colleagues. They served alongside our teams and brought unique expertise and perspective to our programs. They've helped us make a real difference improving the delivery of healthcare.

- International Health

The fellows' contributions have had an enduring impact on our team and provided us with valuable skills to meet the future needs of our organization.

- CARE

Through the Fellow's passion and expertise, PSI's mission has been greatly supported at a global scale. Together, we have created significant health impact for consumers and more efficient healthcare models for providers.

- Population Services International

Working with Fellows to jointly tackle issues that affect our community is a testament to the power of partnership.

- Save the Children

* These 345 projects represent all Global Health Fellow placements, rather than individual volunteer programs, as some Fellows were deployed to support different organizations within the same project.

