

Pfizer UK Environment, Health and Safety Policy

Pfizer's purpose is to innovate to deliver **breakthroughs that change patients' lives**. In support of this, we are **committed** to high standards of Environment, Health and Safety (EHS) performance. Our success will be judged in **achieving** the aims of this EHS Policy:

- Delivery of EHS management is a core business value. Compliance with applicable UK EHS legislation and corporate EHS standards is a minimum requirement.
- A Pfizer UK Director will be assigned EHS responsibility and relevant issues will be raised at board meetings. Senior management contribution to EHS performance will be incorporated in to annual performance review. Line management will ensure EHS hazards are identified and risk is reduced to as low as reasonably practicable, wherever Pfizer business is conducted.
- We will prioritise continual improvement of our EHS performance through the maintenance of an effective integrated EHS management system that meets the requirements of current International Standards.
- EHS priorities for action will be identified utilising the principles of Risk Assessment.
- Our operations will be conducted to minimise, and where practicable, prevent impact to EHS and to align with Pfizer's Health, Safety and Environmental Sustainability public goals. These goals detail our commitment to Net Zero by 2040.
- We will select suppliers and business partners with consideration of their ability to run safe and environmentally sustainable operations and will work to reduce the EHS impact of our products throughout their lifecycle.
- Through the operation of an effective EHS management system we strive for zero harm, however where harm occurs we will investigate to determine underlying cause(s) and implement suitable corrective and preventative measures.
- People are our most important asset and we all have an individual responsibility for EHS therefore, we will ensure colleagues are provided with adequate resources, information, knowledge and systems to avoid injury and ill-health and prevent harm to the environment. Ongoing EHS education, training and development is key to motivating colleagues to work in a safe and environmentally sustainable manner.
- We recognise the importance of colleague physical, mental and social wellbeing in delivering against our purpose and will implement and maintain the necessary systems and arrangements to enable colleagues to thrive.
- Good communication is essential, so we will ensure relevant EHS information is disseminated to all interested parties in a clear and timely manner. Ensuring the principles of this policy apply equally to other users of Pfizer sites through provision of information to visitors, and appropriate evaluation of contract staff and contracted organisations.
- Colleague engagement will be ensured through UK EHS governance arrangements and management systems. This fosters openness and dialogue on all EHS matters.
- Provision of effective systems and adequate resources will enable colleagues to fulfil their responsibilities for the integration of the principles of this policy into business activities, including design, development and operations of our facilities.
- We will engage with local communities, where we operate, on the relevant EHS aspects of our operations and inform other key stakeholders of our progress in meeting the requirements of this policy.
- We will maintain effective business resilience and emergency response arrangements and resources to identify and deal with foreseeable adverse events.

The requirements of this EHS Policy are implemented through a comprehensive EHS Management System, overseen by governance arrangements that involve all levels of the Company.

Our performance is monitored and regularly reviewed to ensure our standards of conduct meet our high expectations, and that this EHS Policy continues to be relevant and of value to our business and its stakeholders.

John McGinley

Pfizer UK Country President

Adam Pattenden

Pfizer UK Board Director for EHS

Endorsed on behalf of Pfizer UK Limited & Pfizer R&D UK Limited

