



Pfizer Limited

The Capital, 1802/1901,
Plot No. C - 70, G Block, Bandra Kurla Complex,
Bandra (East), Mumbai 400 051.
Tel : +91 22 6693 2000 Fax : +91 22 2654 0274

July 27, 2023

The Corporate Relationship Dept.
BSE Limited
1st Floor, P.J.Towers
Dalal Street, Fort
Mumbai – 400 001
Scrip Code: 500680

The Manager, Listing Dept.
The National Stock Exchange of India Ltd.
Exchange Plaza, 5th Floor,
Plot No. C/1, G Block Bandra-Kurla Complex,
Bandra (E) Mumbai – 400 051
Scrip Symbol: PFIZER

Dear Sirs,

Sub: Business Responsibility & Sustainability Report for the Financial Year 2022 – 23.

Ref: Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015

In compliance with Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015, please find enclosed, Business Responsibility & Sustainability Report for the financial year 2022–23, which also forms part of the Annual Report for financial Year 2022–23, submitted to the Exchanges vide letter dated July 27, 2023.

Request you to take the above on record.

Thanking you,

Yours Truly,
For Pfizer Limited

Prajeet Nair
Director – Corporate Services & Company Secretary

Encl.: A/a

ANNEXURE-H

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Pfizer Limited, being a subsidiary of Pfizer Inc., USA, one of the world's premier biopharmaceutical companies, understands the significance of our role in helping address healthcare challenges in India while upholding ethical standards and environmental stewardship.

We stand by our commitment towards contributing to long term value creation and a sustainable, responsible and patient centric business model. Our focus is rooted in our purpose to deliver Breakthroughs that change patients' lives through ethical decision-making and our core values —Courage, Excellence, Equity, and Joy.

This Business Responsibility and Sustainability Report ("BRSR") for the financial year 2022-23 seeks to disclose our performance against the nine principles of the "National Guidelines on Responsible Business Conduct". These nine principles are further divided in the BRSR into Essential Indicators and Leadership Indicators. While Essential Indicators are to be reported on a mandatory basis, the reporting of Leadership Indicators is voluntary. As this is our first year of reporting, we have opted to disclose only Essential Indicators.

Further, for reporting purpose, we have developed certain methodologies and used certain assumptions, in line with Guidance Note prescribed by the Securities & Exchange Board of India. These methodologies and assumptions will continue to be reviewed and refined as the regulatory framework governing BRSR evolves in India.

SECTION A: GENERAL DISCLOSURES

I. Details of the Company:

1.	Corporate Identity Number (CIN) of the Company	L24231MH1950PLC008311
2.	Name of the Company	Pfizer Limited
3.	Year of incorporation	1950
4.	Registered office address	The Capital, 1802/1901, Plot No. C - 70, G Block, Bandra Kurla Complex, Bandra (East), Mumbai 400 051.
5.	Corporate address	Same as above.
6.	E-mail	contactus.india@pfizer.com
7.	Telephone	+91 22 6693 2000
8.	Website	www.pfizerltd.co.in
9.	Financial Year ("FY") for which reporting is being done	April 1, 2022 – March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) & National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹45,74,77,320/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Prajeet Nair Director – Corporate Services & Company Secretary Tel.: +91 22 6693 2352 E – mail ID: prajeet.nair@pfizer.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together) - The disclosures under this report are made on a standalone basis for Pfizer Limited.	

II. PRODUCTS/SERVICES:

14. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing and Trading	Manufacturing, marketing, trading and export of pharmaceutical products.	96.4

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Pharmaceutical Products	21002	96.4

III. OPERATIONS

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	1	6	7
International	-	-	-

17. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of States & Union Territories)	28 States and 8 Union Territories
International (No. of Countries)	4 Nepal, Sri Lanka, Bangladesh and Ireland

b. What is the contribution of exports as a percentage of the total turnover of the entity?

The contribution of exports (products & services) as a percentage of total turnover of the Company is 2.8%.

c. A brief on types of customers:

Patients are our North Star. Our ultimate customers are patients who use our medicines.

Our customers include distributors, stockists, healthcare professionals, hospitals and government institutions.

IV. EMPLOYEES

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1634	1342	82%	292	18%
2.	Other than Permanent (E)	385	258	67%	127	33%
3.	Total employees (D + E)	2019	1600	79%	419	21%
WORKERS						
4.	Permanent(F)	68	67	99%	1	1%
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	68	67	99%	1	1%

b. Differently abled Employees and workers: -

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1*	1	100	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	1	1	100	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

*On the basis of the disclosure made by the employee.

19. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	7	1	14
Key Management Personnel*	4	0	0

* As on March 31, 2023

20. Turnover rate for permanent employees and workers

	FY 2022 - 23 (Turnover rate in current FY)			FY 2021 - 22 (Turnover rate in previous FY)			FY 2020 - 21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	49%*	35%*	47%*	10%	17%	11%	12%	11%	12%
Permanent Workers	62%**	90%**	63%**	3%	-	3%	3%	-	3%

* Higher turnover ratio for the FY 2022 - 23 on account of voluntary and involuntary separation of employees due to sale of Upjohn Business, sale of Thane Business Undertaking and restructuring to drive business transformation.

Excluding the above factors, the voluntary permanent employees and workers turnover rate for the FY 2022 - 23 would be as follows:

	Male	Female	Total
Permanent Employees	14%	21%	15%
Permanent Workers	4%	0%	4%

** Workers turnover rate for the FY 2022 - 23 is calculated by dividing the number of workers left the employment during the FY with the total number of workers at the beginning of the FY to show a realistic value.

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Pfizer Inc., USA	Ultimate Holding Company	-	No
2.	Pfizer East India B.V., Netherlands	Holding Company	-	No
3.	Wyeth LLC., USA	Holding Company	-	No
4.	Wyeth Holdings LLC, USA	Holding Company	-	No
5.	Warner-Lambert Company LLC, USA	Holding Company	-	No
6.	Parke, Davis & Company LLC, USA	Holding Company	-	No
7.	John Wyeth & Brother Ltd, UK	Holding Company	-	No
8.	Pharmacia LLC, USA	Holding Company	-	No

Note:

1. Pfizer Inc., USA, via its affiliate entities, indirectly holds 63.92% shares in Pfizer Limited.
2. The Company does not have any subsidiary company or associate company or joint venture Company.

VI. CSR DETAILS

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in ₹) – ₹2,424.76 Crore
- (iii) Net worth (in ₹) – ₹3,207.30 Crore

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022 – 23 Current Financial Year			FY 2021 – 22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.pfizerltd.co.in/files/Pfizer_2023BlueBook.pdf https://www.pfizerltd.co.in/contact https://www.pfizerltd.co.in/connect-with-us	-	-	-	-	-	-
Investors (Other than shareholders)	Not Applicable	-	-	-	-	-	-
Shareholders	Yes https://www.pfizerltd.co.in/investor-grievance-redressal	129	-	-	156	-	-
Employees and Workers	Yes https://www.pfizerltd.co.in/files/Pfizer_2023BlueBook.pdf https://www.pfizerltd.co.in/whistle-blower-vigil-mechanism	60	6	-	64	11	-
Customers	Yes https://www.pfizerltd.co.in/files/Pfizer_2023BlueBook.pdf https://www.pfizerltd.co.in/whistle-blower-vigil-mechanism	199	-	-	252	16	-
Value Chain Partners	Yes https://www.pfizerltd.co.in/files/Pfizer_2023BlueBook.pdf https://www.pfizerltd.co.in/whistle-blower-vigil-mechanism https://www.pfizerltd.co.in/connect-with-us	9	0	-	11	1	-
Others (Media, contractor, third party vendor, HCP, anonymous etc.)	Yes https://www.pfizerltd.co.in/files/Pfizer_2023BlueBook.pdf https://www.pfizerltd.co.in/whistle-blower-vigil-mechanism https://www.pfizerltd.co.in/connect-with-us	19	5	-	22	8	-

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

Material responsible business conduct issues identified below are those risks and opportunities which may have an impact on the Company's business operations. These issues are identified keeping in mind our parent company Pfizer Inc.'s ESG priority areas and its commitment towards creating a sustainable, responsible and patient centric business model.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Occupational Health and Safety	Risk and Opportunity	<p>Protecting the health, safety, and well-being of employees and workers, all of whom are essential to driving our business forward, is an integral part of how the Company operates.</p> <p>Risk: Even with a solid health record and good safety performance, there is scope for continuous improvement when it comes to the safety of our workers and employees.</p> <p>Opportunity: Effective health and safety management helps promote the well-being of the workforce, enhance the employees' satisfaction, and increase employee productivity and efficiency.</p>	<ol style="list-style-type: none"> 1. Maintain effective management of inherently high-risk operations. 2. Support the health and wellness of colleagues by carefully managing workplace hazards. 3. Have rigorous procedures and controls to protect employees from hazards. 4. The India Driver Safety program focuses on reducing the risk associated with driving. 	<p>Negative: Any increase in number of health & safety incidents may adversely affect the health and safety of the employees, their morale and productivity, Company's reputation as well as may lead to increased costs to the Company.</p> <p>Positive: Implementing our robust health and safety management standards and expectations allows the Company to better mitigate the risk of incidents involving occupational health and safety leading to the betterment of employee well being and increased productivity that can help to effectively create financial growth.</p>
2.	Skill Upgradation	Opportunity	<p>Periodic training, skill programs and skill upgradation through the Company's talent management framework helps address upskilling and the evolving needs of the employees and the Company.</p>	-	<p>Positive: Through this framework, non-traditional growth opportunities and career paths have been opened to employees who can be engaged from varying sectors of the Company, thereby providing flexibility to employees and the Company in employee management.</p> <p>Overall, the framework helps enable the Company to attract, develop and retain talent, and create a positive work environment.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Climate Change	Risk and Opportunity	<p>Risk: The Company recognizes the significant risks posed by climate change, including increased adverse impacts on human health and potential for decreased access to critical medicines and vaccines due to disruptions in value chains caused by the greater frequency of severe weather.</p> <p>Opportunity: Management and reduction in emissions is important to mitigating climate change.</p> <p>Further, through the use of alternative fuel sources, the Company could increase resilience to fossil fuel and energy prices resulting from the low-carbon transition and increase returns on investment in low-emissions technology.</p>	<ol style="list-style-type: none"> 1. The Company, through its parent company, Pfizer Inc., aims to reduce greenhouse gas (GHG) emissions, and achieve the voluntary Net-Zero standard by 2040, through accelerating the transition away from fossil fuels and engaging suppliers to catalyze equivalent action. 2. The Company is investing in onsite solar projects at its manufacturing facility at Goa. 	<p>Positive:</p> <ol style="list-style-type: none"> 1. The Company's focus on its climate change-related goals helps enable it to reduce environmental risks and create a more resilient business. 2. An increasing number of national healthcare systems and countries have announced targets to become Net-Zero by future dates including in their supply chain, i.e., the suppliers and pharmaceutical products used by healthcare providers. 3. Healthcare systems may therefore prefer or require suppliers to provide low-carbon products. If Company products are demonstrably lower in carbon than competitors, this may potentially lead to increased demand for such products and increase revenue. <p>Negative:</p> <ol style="list-style-type: none"> 1. Failure to address climate change-related risks may adversely impact the Company's business operations. 2. Transition to alternative fuel sources potentially entails increased capital investment.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Waste Management	Risk	Waste and Waste-water management is crucial to pharmaceutical companies and improper management poses the potential for significant ecological risks.	<ol style="list-style-type: none"> 1. The Company is committed to limiting discharge of active pharmaceutical ingredients to waste-water from its manufacturing processes, using environmental risk assessment methodologies and emission control practices and technologies. 2. The Company tracks its performance to evaluate its waste management practices. 3. The Company evaluates waste management practices as they relate to the hierarchy of control of handling waste: avoid, reduce, reuse, recycle, dispose. 4. Waste reduction at source by adoption of lean operations. 	<p>Negative:</p> <ol style="list-style-type: none"> 1. Adoption of proper waste-water management sources potentially entails increased capital investment. 2. Failure to manage waste and waste-water may lead to financial impact on account of any needed remediation.
5.	Product Quality and Safety	Risk	Failure to maintain product quality and product safety may have adverse impact on the well-being of the patients, reputation of the Company, and may expose the Company to litigation.	<p>Product quality and safety are paramount to the Company and the Company's approach to mitigating risks include the following:</p> <ol style="list-style-type: none"> 1. The Quality Management System ("QMS") of the Company is based on industry-recognized quality management principles and is designed and built to adhere to applicable standards and requirements of health authorities and best practices. 2. The Company provides training to employees for product safety and quality. 3. The grievance redressal mechanism of the Company enables complaints to be raised relating to product quality. 	<p>Negative: Failure to maintain high standards of quality in products could have an adverse impact on patient health, reputational damage, financial liability, product recalls and shortages.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Diversity, Equity and Inclusion	Opportunity	<p>Diversity, Equity, and Inclusion (“DEI”) is a key focus area for the Company. Towards this, the Company has prioritized gender diversity as a core area of focus. The Diversity and Inclusion Council of the Company acts as a think tank that gives shape to the DEI initiatives to bring positive effects in the work environment.</p> <p>Focus on DEI has already led to giant strides being taken by the Company in increasing gender diversity, and the Company continues to progress towards increasing women representation in the workforce.</p> <p>The Company also strives to ensure that our workplaces are designed and equipped to support any person with disability (PWD) so as to ensure all colleagues are suitably supported. In addition, we are committed to equal opportunities in the terms and conditions of employment for all employees and job applicants with no discrimination and without regard to race, color, religion, sex, sexual orientation, age, gender identity or gender expression, national origin or disability.</p>	-	<p>Positive: DEI has a positive impact on the Company’s workforce, operations and business.</p>
7.	Access to Medicines	Opportunity	<p>The Company is committed to enhancing the access of its portfolio of medicines to patients who may need them. Towards this end, the Company engages actively with all stakeholders, including policy makers to expand access opportunities.</p>	-	<p>Positive:</p> <p>Expanded access will create an opportunity for the Company to reach more patients, thereby benefitting the community as well as having a positive impact on the Company’s business.</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

Principle	Description
Principle 1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable.
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe.
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders.
Principle 5	Businesses should respect and promote human rights.
Principle 6	Businesses should respect and make efforts to protect and restore the environment.
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
Principle 8	Businesses should promote inclusive growth and equitable development.
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner.

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
The Company has adopted, to the extent applicable "The Blue Book - Summary of Pfizer Policies on Business Conduct" of its parent company, Pfizer Inc., USA. The Blue Book along with the Company's local policies cover all the above 9 principles.									
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
The Board of Directors of the Company has adopted, to the extent applicable "The Blue Book - Summary of Pfizer Policies on Business Conduct" of Pfizer Inc., its parent company.									
c. Web Link of the Policies, if available	https://www.pfizerltd.co.in/files/pfizerincbluebook.pdf								
2. Whether the entity has translated the policies into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> The Company's manufacturing facility at Goa is WHO and GMP certified. As a member of Organization of Pharmaceuticals Producers of India, the Company follows a robust code of conduct on ethical marketing practices for pharmaceutical companies. 								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	In June, 2022 our parent company, Pfizer Inc., announced measures to further reduce GHG emissions by working to achieve the voluntary Net Zero standard by 2040.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>The Company, being a subsidiary of Pfizer Inc., is in the process of adopting various measures in line with Pfizer Inc.'s goal to achieve the voluntary Net Zero Standard by 2040. For more details of Pfizer Inc.'s climate action goals, please refer to Pfizer Inc.'s ESG Report 2022</p> <p>https://www.pfizer.com/sites/default/files/investors/financial_reports/annual_reports/2022/files/Pfizer_ESG_Report.pdf</p>								

Governance, leadership and oversight

7. Statement by Director responsible for the Business Responsibility & Sustainability Report, highlighting ESG related challenges, targets and achievements -

Guided by our values and our commitment to long term sustainability, our ESG approach informs how we can advance our purpose — *Breakthroughs that change patients' lives*—in a responsible and sustainable way that takes accountability for the impact we make on society.

By taking proactive, collaborative steps to advance ESG, we can help improve health outcomes, build trust, create shared value, and make a positive impact on society for years to come. The following are our parent company, Pfizer Inc.'s 6 ESG priority areas:

- **Product innovation:** Reducing cycle times, increasing success rates, and getting more breakthroughs into the hands of patients sooner.
- **Equitable access and pricing:** Expanding affordable access to our breakthrough medicines and vaccines, and protecting people from the burden of infectious and other diseases.
- **Product quality and safety:** Maintaining a quality culture to ensure the highest priority is placed on the safety, efficacy and reliability of our products, the safety of our patients and consumers, the quality of data supporting regulatory submissions, and interactions with our stakeholders.
- **Business ethics:** Exercising strong corporate governance and risk management practices to promote the long term interests of our stakeholders.
- **Diversity, equity, and inclusion:** Creating opportunities to advance diversity, equity, and inclusion across our workforce, those with whom we do business, and society at large.
- **Climate change:** Taking action to reduce our greenhouse gas emissions and mitigate risks associated with a changing climate.

In our pursuit of enhancing sustainability performance, we are committed to deepening our partnerships with key stakeholders, including contractors, suppliers, and customers to foster a collective culture of sustainability across the value chain. We have a strong set of governance policies in line with Pfizer Inc.'s ESG priorities to navigate ESG risks and pursue new opportunities. We will continue to uphold best practices designed to generate safe and sustainable products for our stakeholders. Through regular engagement, knowledge sharing, and promoting responsible business practices, your Company aims to create a tangible and positive environmental and social impact.

We express our heartfelt gratitude to our stakeholders for their firm support and confidence in our sustainability journey. Together we will advocate transformation and work towards building a brighter future for our planet.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Ms. Meenakshi Nevatia Managing Director & Chief Executive Officer DIN: 08235844
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	No. Please refer to details mentioned in point 8 above.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually by the Board of Directors								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Quarterly by the Board of Directors								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

While no formal evaluation of the policies is carried out by external agencies, the Company periodically reviews the working of the Policies and refresher training is provided to the employees. Certain policies are reviewed by the Company's internal auditors and secretarial auditors within the scope of their respective audits.

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions.

PRINCIPLE 1 BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total Number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors ("BOD")	10	<p>The Company has put in place a familiarization program for its Board of Directors which covers topics such as overview of the pharmaceutical market, industry performance, updates on business and growth strategy, regulatory changes, etc.</p> <p>The BOD is regularly updated with the Company's policies on integrity, ethics, transparency & accountability at regular intervals..</p> <p>The BOD is also made aware of the Company's Risk Management framework, cyber security framework and Internal control framework.</p>	100%
Key Managerial Personnel ("KMP")	14	<p>Colleagues receive role-specific trainings on our Code of Conduct and other key areas, including ethical standards, anti-bribery / anti-corruption training upon hiring and regularly thereafter (normally every one to two years), to reinforce our policies and commitment to integrity. Our ethics and compliance training programs use multi-modal components and are designed to address different learning styles, maximize engagement, and reinforce training content. Our training program encompasses role-based scope of topics and depth of knowledge to help drive training effectiveness.</p> <p>Curated training programs covering wide gamut across all principles including topics such as (but not limited to) Code of Conduct, Prevention Of Sexual Harassment ("POSH"), skill upgradation, health safety and environment etc., are mandatorily required to be completed by all employees including KMPs and workers.</p> <p>The Company also conducts various awareness programs related to health and well-being of the employees and workers.</p>	100%
Employees other than BOD & KMPs			
Workers			

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, during the financial year ended March 31, 2023: -**

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	-	-	-	-	-
Punishment	-	-	-	-	-

3. **Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.**

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
	Not Applicable

4. **Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

Yes, the Company's anti bribery policy prohibits all forms of bribery and corruption, whether by colleagues or our business partners. Colleagues and business partners must never offer, promise, authorize, or provide a payment or benefit that is intended to improperly influence a government official, healthcare professional, or any other person, including commercial entities and individuals, in exercising their responsibilities.

The Company is guided, to the extent applicable, by the "Blue Book - Summary of Pfizer Policies on Business Conduct" — of its parent company, Pfizer Inc., USA. Pfizer's Blue Book —our Code of Conduct— is designed to support our core Values, particularly **Excellence**, as we perform at our best together, and **Equity**, as we should **always act with integrity**. The Blue Book describes how we operate and guides the decisions we make in support of our purpose, including **how we speak up** when we see something that concerns us—a behavior essential to our Value of Courage. Seeking advice, raising concerns, and reporting misconduct are critical to our ability to serve patients. Every Pfizer colleague is responsible for understanding the Blue Book and adhering to our Code of Conduct every day. In doing so, we demonstrate our continued commitment to living our Values and earning the trust of the patients we serve.

In addition, Pfizer's **My Anti-Corruption Policy and Procedures ("MAPP")** sets out Pfizer's global enterprise-wide approach to preventing bribery and corruption . MAPP provides the tools needed to help address bribery and corruption risks in our interactions with healthcare professionals, government, regulators, and business partners. By following MAPP and acting in accordance with applicable laws and Pfizer's values, each Pfizer colleague contributes to our culture of ethics and integrity.

Further to our prohibition on all forms of bribery, we are committed to fostering a culture of ethics and integrity. Pfizer is committed to competing lawfully and ethically in the marketplace and expects every Pfizer Colleague and business partner to conduct all aspects of Pfizer business with integrity. Resources, training, and messaging emphasize the accountability of leaders to own compliance and engage in proactive risk management and ethical decision-making and to make clear that non-compliant conduct is not tolerated. Pfizer also strives to be an ethical leader within our industry by taking leading roles within industry associations and diverse business forums to advance anti-corruption efforts.

The aforementioned policies can be accessed via following web links:

https://www.pfizerltd.co.in/files/Pfizer_2023BlueBook.pdf

<https://www.pfizer.com/about/responsibility/compliance/anti-bribery-and-anti-corruption>

https://cdn.pfizer.com/pfizercom/MAPP_Summary_2022_Updated.pdf

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2022 – 23 (Current Financial Year)	FY 2021 – 22 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

6. Details of complaints with regards to conflict of interest:

	FY 2022 – 23 (Current Financial Year)		FY 2021 – 22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	1	Unsubstantiated allegation	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. – Not Applicable

PRINCIPLE 2 BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current Financial Year (FY 2022-23)	Previous Financial Year (FY 2021-22)	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	10.42%	8.54%	The capital expenditure includes expenses incurred towards installation of solar panels at the Company's Goa site which help in reduction of Greenhouse Gas ("GHG") emissions.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes. The Company, through its parent company Pfizer Inc., has procedures in place designed to ensure third party partner materials and services meet our standards. We select suppliers that are responsible, ethical, and reliable partners. After suppliers are selected and onboarded, they are required to comply with the Pfizer Inc.'s Responsible Sourcing guidelines and Supplier Conduct Principles, which are aligned to the Pharmaceutical Supply Chain Initiative.

Pfizer Inc.'s regular evaluation of external partners extends to assessing environmental, health, safety, and sustainability performance, including labour and human rights reviews. Our collaborations with our suppliers are focused on improving sustainability, compliance with laws, and alignment to our Supplier Conduct Principles and the Pharmaceutical Supply Chain Initiative Principles for Responsible Supply Chain Management. We act on these engagements and reviews by working together to improve operational efficiency and impact reductions.

The Company monitors the performance of and regularly audits its direct suppliers. Audit outcomes are used to drive continuous improvement in both performance and compliance. We require our suppliers to develop action plans in response to our audits and implement improved controls, as needed.

Efforts are being undertaken by the Company to educate its suppliers through webinars on the aforementioned guidelines and principles.

Web-link to Responsible Sourcing Guidelines:

<https://www.pfizer.com/about/partners/B2B-and-suppliers/responsible-sourcing>

- b. If Yes, what percentage of inputs were sourced sustainably?

The Company does not currently track inputs that were sourced sustainably. Presently, efforts are being undertaken by the Company to enhance the sustainability of the supply chain by educating its suppliers through webinars on the aforementioned guidelines and principles.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

The Company's purpose—Breakthroughs that change patients' lives—guides its environmental priorities, with a focus on impact reduction, conservation of resources, and the minimization of waste arising from operations.

- The Company's sites consistently seek opportunities to reduce, reuse, repurpose and recycle materials such as packaging and plastics. The Company's manufacturing unit has robust waste management systems in compliance with regulatory requirements and the Company's internal Environment, Health and Safety ("EHS") standards. All the waste generated within the manufacturing and office premises are segregated into hazardous waste, non-hazardous waste, e-waste and plastic waste which are disposed/recycled in accordance with the regulatory requirements.
- The Company continues to undertake improvement projects (example: yield improvement, reduction of paper consumption, etc.) for reduction of waste generation at source in line with the Company's environmental sustainability policies.
- Plastic waste generated from the operations is disposed in accordance with the Extended Producer Responsibility ("EPR") plan submitted by Pfizer Limited for plastic waste to the Central Pollution Control Board.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, EPR is applicable to the Company's activities. The Company handles, processes and disposes plastic waste generated in line with the EPR plan submitted to the Central Pollution Control Board.

PRINCIPLE 3 BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS:

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities*	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E / A)	Number (F)	% (F/A)
Permanent employees											
Male	1342	1342	100%	1342	100%	-	-	1342	100%	-	-
Female	292	292	100%	292	100%	292	100%	-	-	292	100%
Total	1634	1634	100%	1634	100%	292	100%	1342	100%	-	-
Other than Permanent employees											
Male	258	258	100%	258	100%	-	-	-	-	-	-
Female	127	127	100%	127	100%	127	100%	-	-	-	-
Total	385	385	100%	385	100%	127	100%	-	-	-	-

*The Company does not offer daycare facilities on its premises to its permanent employees. The Company provides reimbursement of creche expenses to working mothers as per the provision of applicable laws and internal policy.

b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities*	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E / A)	Number (F)	% (F/A)
Permanent workers											
Male	67	67	100%	67	100%	-	-	67	100%	-	-
Female	1	1	100%	1	100%	1	100%	-	-	1	100%
Total	68	68	100%	68	100%	1	100%	67	100%	-	-
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

*The Company does not offer daycare facilities on its premises. The Company provides reimbursement of creche expenses to working mothers as per the provision of applicable laws and internal policy.

2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.

Benefits	FY 2022 - 23 Current Financial Year			FY 2021 - 22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
	PF	100%	100%	-	100%	100%
Gratuity	100%	100%	-	100%	100%	-
ESI*	100%	100%	Y	100%	100%	Y
Others – Super Annuation	-	38%	-	-	34%	-

* ESI benefit is extended to all eligible employees.

Note: The Provident Fund, Gratuity and Superannuation contributions are deposited with the Company's respective Trust Funds.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes. The Company has provided the following arrangements at its premises: Dedicated parking, security support, disabled-friendly washrooms, adequate space for wheelchair movement, visual and audio alarms, emergency evacuation chair, ramps in the basement at entry points, etc.

The Company continues to work towards identifying the needs of employees with disabilities and proactively supporting them.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, the Company has in place the equal employment opportunity policy in line with the Rights of Persons with Disabilities Act, 2016 for persons with physical or mental disabilities.

Web-link: <https://www.pfizerltd.co.in/files/pfizerinbluebook.pdf>

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers*	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	92%	100%	-	-
Female	100%	100%	-	-
Total	94%	100%	-	-

*None of the permanent workers availed parental leave during the year under review

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief:

	Yes / No (If yes, then give details of mechanism in brief)
Permanent Workers	Yes.
Other than Permanent Workers	Courage is a core value, and we promote a speak up environment. Our whistleblowing policies (e.g., Open Door policy) and strict anti-retaliation policies require reporting misconduct and encourage raising concerns about any issues. Retaliation against anyone who seeks advice, raises a concern, reports misconduct, or provides information in an investigation is prohibited. The Company takes all policy concerns seriously and, to the extent violations of policy are identified, takes appropriate disciplinary action and corrective actions, including potential termination. We measure our culture of integrity with surveys, and the results are used to focus leadership communications, training, and other proactive improvement efforts.
Permanent Employees	
Other than Permanent Employees	We provide multiple channels for asking questions and raising potential compliance concerns, including anonymous reporting options where permitted by law, and keep matters as confidential as possible. The avenues for raising concerns are listed in the Blue Book and on our website www.pfizerltd.co.in, both of which are publicly available. Every employee, irrespective of hierarchy, has access to the Employee Relations Investigations Group, Compliance or Legal Division, Office of the Ombudsman, People Experience Division of the Company and in appropriate and exceptional cases, concerns may be raised directly to the Chairman of the Audit Committee of the Company.

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity

Category	FY 2022 - 23 Current Financial Year			FY 2021 - 22 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees /workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1,634	0	-	2182	0	-
- Male	1342	0	-	1,899	0	-
- Female	292	0	-	283	0	-
Total Permanent Workers	68	68	100%	186	186	100%
- Male	67	67	100%	176	176	100%
- Female	1	1	100%	10	10	100%

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1,342	1,342	100%	1,342	100%	1,899	1,899	100%	1,899	100%
Female	292	292	100%	292	100%	283	283	100%	283	100%
Total	1,634	1,634	100%	1,634	100%	2,182	2,182	100%	2,182	100%
Workers										
Male	67	67	100%	67	100%	176	176	100%	176	100%
Female	1	1	100%	1	100%	10	10	100%	10	100%
Total	68	68	100%	68	100%	186	186	100%	186	100%

The Company provides regular trainings on health and safety to all its permanent employees. Trainings on skill upgradation includes both soft skills and functional skills. Further individual functions also provide trainings based on their specific needs and the same are not separately tracked.

9. Details of performance and career development reviews of employees and worker:

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	1,342	1,342	100%	1,899	1,899	100%
Female	292	292	100%	283	283	100%
Total	1,634	1,634	100%	2,182	2,182	100%
Workers						
Male	67	67	100%	176	176	100%
Female	1	1	100%	10	10	100%
Total	68	68	100%	186	186	100

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? If yes, the coverage of such system.

Yes, the Company has an occupational health and safety management system in place based on Pfizer Global EHS standards. The Global EHS Policy and supporting standards outline Pfizer's approach to assessment, evaluation, elimination, and mitigation of EHS risks across its operations globally. In addition, they facilitate colleague engagement in EHS thereby enabling continuous improvement. Each Pfizer colleague and contingent worker plays a crucial role in facilitating a culture of EHS excellence where improvements, ideas, suggestions and opportunities are welcomed. Fostering this culture of interdependence with everyone looking out for each other enables Pfizer to meet its commitment to its patients. The said system covers the Company's plant, head office, regional offices and all employees and workers based in those locations. Periodic internal and cross-site audits are conducted to improve the Company's EHS practices and reduce workplace hazards.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company uses Hazard Identification and Risk Assessment ("HIRA") for routine and non-routine activities to identify and mitigate all current and reasonably foreseeable hazards. Further, the Company undertakes periodic audits, evaluations of emergency and crisis response plans and mock drills to help identify and assess work related hazards.

With a view to provide a safe and healthy work environment to its employees and workers, risk assessment is part of employees' and workers' online training program wherein the risk profile of each employee or worker is evaluated following which positive reinforcing conversations are held with the respective employee or worker.

In addition, the Company launched a focused program on Serious Injury and Fatality Prevention designed to increase hazard awareness and drive a more proactive approach to injury prevention.

Further, the India Driver Safety program of the Company focuses on reducing the risk associated with driving.

Further, the Company has systems in place for assessing ergonomic, occupational, process safety hazards and risks.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.

Yes, the Company has established an internal mechanism to facilitate reporting of hazards at the workplace. The Company's leaders set the tone for our strong culture of acting with integrity in all we do and support a speak-up culture in which all workers can raise concerns without fear of retaliation. Measures are subsequently taken to investigate and mitigate these hazards. The Company has established an internal EHS Committee that periodically reviews the mitigation steps taken.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

Yes, all employees and workers are covered under Company's health insurance and accident policy.

11. Details of safety related incidents:

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The foundation of Pfizer's EHS program is robust EHS management systems. Pfizer Inc.'s EHS programs, applicable to all operations globally including the Company's operations, place an emphasis on identifying and managing EHS risk. The programs are described within Global EHS Standards structured very similarly to the ISO 14001 framework with implementation at all sites verified through the Pfizer internal EHS audit program.

At the Company level, EHS governance is overseen by the Company's internal EHS Committee that involves representation from all levels of the organization. EHS performance is regularly reviewed to help ensure high standards of conduct. The Company has a robust health and safety management system based on its internal standards which are aligned with applicable standards for occupational health and safety.

The Company uses EHS risk assessment as a business planning tool to proactively design and manage operations, thereby mitigating risk and preventing harm. Further EHS governance is subject to multiple audits at local and global level.

The Company has systematic processes for continued evaluation of risks and implementation of mitigation. Employees are given periodic training to equip themselves to work in a safe manner. The Company has a wellness center that offers primary medical services including medical emergencies. The Company also conducts wellness sessions as part of the wellness center program.

The Company also has a detailed emergency and crisis response plan for manufacturing site and office locations, and periodic mock drills are conducted to familiarize the employees for any imminent risks.

13. Number of Complaints on the following made by employees and workers:

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-		-	-	
Health & Safety	-	-		-	-	

14. Assessments for the year:

	% of your plants and offices that were assessed
Health and safety practices	100% The Company conducts regular self-assessments for its Plant and Office facilities to help ensure compliance with applicable health and safety requirements. Pfizer conducts regular internal audits of all facilities.
Working Conditions	100% The Company conducts assessments based on regulatory requirement, if applicable, and the Company's Internal Policies. Environmental working conditions in terms of air quality, noise etc. are monitored pursuant to applicable regulatory requirements. The Company conducts regular self-assessments for its Plant and Office facilities to help ensure compliance with applicable environmental requirements. Pfizer conducts regular internal audits of all facilities.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health and safety practices and working conditions.

No Significant risks / concerns were identified during the reporting period and therefore, the Company is not currently undertaking any corrective actions to address significant risks / concerns arising from the assessments at Question 14 above. In the event of any such incident were to be reported, a root cause analysis is carried out by a trained team. Corrective and preventive actions are then formulated considering the hierarchy of controls. Identified actions are shared across the network for horizontal implementation and tracked to completion.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

1. Describe the processes for identifying key stakeholder groups of the entity.

Across the organisation, we engage regularly with a variety of stakeholders, including employees, shareholders / investors, value chain partners, suppliers, government, industry associations, not-for-profit organisations and communities. Key stakeholder groups are identified on the basis of Company's industry dynamics, business model and the influence & impact they have on the Company.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others)	Purpose and scope of engagement including key Topics and concerns raised During such engagement
Employees	No	<ul style="list-style-type: none"> Employee Townhall Senior leadership engagements Wellness sessions Training programs & onboarding sessions Internal communication Yammer Intranet portal Annual Employee Pulse Survey 	<ul style="list-style-type: none"> Periodical On a need basis Periodical Regularly Regularly Regularly Regularly Annual 	<ul style="list-style-type: none"> Business and performance updates. Pfizer's purpose and strategy. Physical & mental wellbeing sessions. Code of conduct, Ethics & compliance, Cyber security. Diversity, equity and inclusion. New skills, learning & development.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others)	Purpose and scope of engagement including key Topics and concerns raised During such engagement
Shareholders / Investors	No	<ul style="list-style-type: none"> Quarterly financial statements disseminated on Stock exchanges, website of the Company and Newspaper publication Annual Report disseminated on Stock exchanges, website of the Company Shareholder interaction at the Annual General Meeting, dissemination of the proceedings and outcome of the general meetings on Stock Exchanges, website of the Company Press releases Announcement through stock exchanges, Company website Dedicated email ID for Investors 	<ul style="list-style-type: none"> Quarterly Annually Annually Need basis Need basis Need basis 	<ul style="list-style-type: none"> Financial performance Operational performance Business strategy & performance CSR programs Corporate Governance Material changes / disclosures / updates Resolution of queries.
Value Chain Partners	No	<ul style="list-style-type: none"> In Market Visits Meetings 	<ul style="list-style-type: none"> Event Based Periodic 	<ul style="list-style-type: none"> To enhance access to medicines in various geographies. To develop a strong partnership for uninterrupted supply of vital medicines. To achieve higher market share through better coverage and penetration. To create awareness about portfolio and initiatives. Partner for credit worthiness and fair business practices. To address any query/ feedback by value chain partners.
Suppliers	No	<ul style="list-style-type: none"> Visits Audits Grievance Mechanism Engagement Programs 	<ul style="list-style-type: none"> Quarterly Annually Permanent Event Based 	<ul style="list-style-type: none"> To help ensure business continuity. To identify and close gaps, if any, at supplier facilities related to cGMP. To seek their confirmation on compliance with our Suppliers Code of Conduct. Create awareness on ESG parameters. To address any feedback/ queries related to the Product.
Government	No	<ul style="list-style-type: none"> Meetings, Communication Public Consultation through industry associations 	As required	Discussions of policy matters such as access and affordability, pricing, availability of new therapies in Government programs, regulatory processes etc.

PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2022 – 23 Current Financial Year			FY 2021 – 22 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1634	1634	100%	2182	2182	100%
Other than permanent	385	385	100%	382	382	100%
Total Employees	2019	2019	100%	2564	2564	100%
Workers						
Permanent	68	68	100%	186	186	100%
Other than permanent	-	-	-	-	-	-
Total Workers	68	68	100%	186	186	100%

Note: Training on Human Rights elements forms part of Pfizer's Blue Book, which is mandatory for all permanent and other than permanent employees and permanent workers of the Company. The Company has deployed an e-module on Blue Book for training of the employees. Additionally, all employees and permanent workers in a procurement-related function supporting manufacturing and supply operations are trained on Pfizer's global labour and human rights standard.

2. Details of minimum wages paid to employees and workers:

Category	FY 2022 – 23 Current Financial Year					FY 2021 – 22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	1634	-	-	1634	100%	2182	-	-	2182	100%
Male	1342	-	-	1342	100%	1899	-	-	1899	100%
Female	292	-	-	292	100%	283	-	-	283	100%
Other than Permanent	385	-	-	385	100%	382	-	-	382	100%
Male	258	-	-	258	100%	256	-	-	256	100%
Female	127	-	-	127	100%	126	-	-	126	100%
Workers										
Permanent	68	-	-	68	100%	186	-	-	186	100%
Male	67	-	-	67	100%	176	-	-	176	100%
Female	1	-	-	1	100%	10	-	-	10	100%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration*/ salary/ wages of respective category (₹)	Number	Median remuneration*/ salary/ wages of respective category (₹)
Board of Directors (BOD)	6	1,20,74,034	1	22,30,000
Key Managerial Personnel (KMP)	4	2,63,41,338	-	-
Employees other than BOD and KMP	1,338	9,36,255	292	12,43,007
Workers	67	6,18,447	1	7,60,448

* Median remuneration excludes perquisites value

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the Company has an Employee Relations Investigations Group for addressing matters and issues related to human rights. The Company has further formulated Internal Complaints Committee which addresses sexual harassment related grievances.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The Company is committed to conducting business in an ethical and responsible manner. This includes respecting human rights throughout its operations.

The Company has a whistleblower mechanism and open door policy wherein any employee irrespective of hierarchy has access to the Employee Relations Investigations Group, and in appropriate cases, to the Corporate Compliance Group.

For all grievances that are routed to the Employee Relations Investigations Group and in certain cases to the Corporate Compliance Group, necessary action is taken in line with the underlying internal policies and regulations applicable to the workplace.

The Company also has the Internal Complaints Committee (ICC) which addresses sexual harassment related grievances. Any case that is raised is thoroughly and confidentially investigated. If found guilty, appropriate action is taken against the accused. The Company has a zero-retaliation policy in place designed to ensure no adverse actions against the complainant.

6. Number of Complaints on the following made by employees and workers:

	FY 2022 - 23 Current Financial Year			FY 2021 - 22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment*	1	0	-	1	0	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour /Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human Rights related issues	-	-	-	-	-	-

* Also forms part of complaints reported under 'Employees and Workers' under Section A(VII)(23) of this report.

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases

Retaliation against anyone who seeks advice, raises a concern, reports misconduct, or provides information in an investigation is strictly prohibited by our anti-retaliation policy that protects whistleblowers.

The Company has adopted a policy in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 whereby an aggrieved woman can submit a complaint which must be investigated by the Internal Complaints Committee with absolute confidentiality.

The Company has in place a whistle-blower / vigil mechanism through which its directors, employees and stakeholders can report their genuine concerns about illegal or unethical behaviour, actual or suspected fraud or violation of the Company's code of conduct or ethics policy. The mechanism provides for safeguards against victimization of persons who use such mechanism.

If any individual, regardless of his or her role in the Company, retaliates against an employee who has truthfully and in good faith reported a potential violation, the Company will take appropriate action—even if it later turns out that the employee was mistaken in reporting the matter originally.

The Company also conducts training and awareness programs for all its employees on periodic basis to embed a Speak Up Culture.

8. Do Human Rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, the contracts which the Company executes with its suppliers contain obligations on the suppliers to comply with all applicable laws. Further, after suppliers are selected and onboarded, they are expected to comply with the Company's Responsible Sourcing Guidelines and Supplier Conduct Principles which are aligned to the Pharmaceutical Supply Chain Initiative.

9. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above. –

No Significant risks / concerns were identified during the reporting period and therefore, the Company is not currently undertaking any corrective actions to address significant risks / concerns arising from the assessments at Question 9 above. In the event of any such incident were to be reported, a root cause analysis is carried out by a trained team. Corrective and preventive actions are then formulated considering the hierarchy of controls. Identified actions are tracked to completion.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators¹

1. Details of total energy consumption (in Joules or multiples) and energy intensity:

Parameter	(in Giga Joules)	
	FY 2022 – 23 (Current Financial Year)	FY 2021 – 22 (Previous Financial Year)
Total electricity consumption (A)	20,697	18,878
Total fuel consumption (B)	885	2140
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	21,582	21,018
Energy intensity per rupee of turnover (Total energy consumption in Giga Joules / turnover in INR Crore)	8.90	8.05

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable, as the Company does not fall in the category of industries mandated under PAT scheme.

¹ Except as noted otherwise, the Essential Indicators reported in this section for Principle 6 include the Company's Goa plant and six leased offices in India.

3. Provide details of the following disclosures related to water:

Parameter	FY 2022 – 23 (Current Financial Year)	FY 2021 – 22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	18,670	20,764
(iii) Third party water	16,598	14,054
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	35,268	34,818
Total volume of water consumption (in kilolitres)	35,268	34,818
Water intensity per rupee of turnover (Water consumed in KL / turnover in INR Crore)	14.55	13.34

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

No. We have an onsite wastewater treatment facility at the Goa manufacturing plant including Primary, Secondary and Tertiary treatment in line with the current site Consent.

5. Please provide details of air emissions (other than GHG emissions) by the entity:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	ppmv	695.75	674.21
Sox	Kg/hr	0.039	0.03
Particulate matter (PM)	mg/Nm ³	19.7	21.20
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

* NOx, Sox and PM are as per the source emission monitoring report for Diesel Generators at Goa Plant. Further the Company does not measure POP, VOC and HAP as per our Consent conditions.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, SGS India Private Limited, a laboratory approved by Ministry of Environment and Forest has performed an assessment in line with permit conditions.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	63	149
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,653	3,433
Total Scope 1 and Scope 2 emissions per lakh rupee of turnover	Metric tonnes of CO ₂ equivalent / turnover in INR Lakh	0.015	0.013

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Yes, the Company follows stringent environmental health standards and has created a model for environmental sustainability with focus on conservation of resources, renewable energy, and waste minimization.

The Company has opted for Green Power tariff under 'Switch to Green initiative' from February 1, 2023 and accordingly the power requirement at the Head Office is sourced through renewable sources of energy.

The Company is working towards Pfizer enterprise level goal of achieving the voluntary Net-Zero Standard by 2040. The Company has installed 200 KWP of solar panels at the Goa manufacturing plant as a part of the Company's continued journey toward renewable energy. This solar project provides 13% of the Goa plant's total energy needs.

8. Provide details related to waste management by the entity:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	47.33	44.16
E-waste (B)	1.489	0.555
Bio-medical waste (C)	0.156	0.097
Construction and demolition waste (D)	N/A	N/A
Battery waste (E)	N/A	N/A
Radioactive waste (F)	N/A	N/A
Other Hazardous waste. Please specify, if any. (G)	26.67	25.98
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	91.25	82.36
Total (A+B + C + D + E + F + G+ H)	166.90	153.15
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	104.66	107.61
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	104.66	107.61
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	20.97	22.62
(ii) Landfilling	-	-
(iii) Other disposal operations – composting	5.20	5.006
Total	26.17	27.626

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Pfizer has a long history of using the concepts of green chemistry and promoting them across the industry. Through scientific innovation Pfizer strives to design more efficient processes that can reduce the environmental impact of our medicines throughout the product life cycle. Central to Pfizer's sustainable medicines program is the minimization of waste across all sites globally. Pfizer sites consistently seek opportunities to reduce, reuse, repurpose, and recycle materials such as packaging and plastics.

The Company has adopted waste management systems in compliance with regulatory requirements, Pfizer's Global EHS policy, and the Company's internal EHS policy.

Plastic waste generated from the Company's operations at its manufacturing site in Goa is disposed in accordance with the Plastic Waste Management Rules, 2016. The Goa Plant has undertaken continuous improvement projects.

(example: yield improvement, reduction paper consumption etc.) in line with Pfizer internal enterprise environmental sustainability goals.

- 10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, Please specify the details in the following format.**

S. No.	Location of operations/ offices	Types of operations	Whether the conditions of environmental approval/ clearance are being complied with? ((Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

- 11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

As per the notification issued by the Ministry of Environment, Forests and Climate Change (MOEFCC) in India, an Environmental Impact Assessment (EIA) is supposed to be carried out for industries which have an adverse impact on the environment. The pharmaceutical sector was not identified as an industry which requires an EIA pre-clearance by the MOEFCC.

- 12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances**

Yes, the Company has complied with all the environment related applicable legislations during the financial year ended March 31, 2023.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

Essential Indicators

- 1. a. Number of affiliations with trade and industry chambers/ associations.**

The Company is affiliated with 5 (five) trade and industry chambers / associations.

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to:**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Organization of Pharmaceutical Producers of India (OPPI)	National
2	Federation of Indian Chambers of Commerce and Industry (FICCI)	National/State
3	US India Strategic Partnership Forum (USISPF)	National
4	US India Business Council (USIBC)	National
5	The Bombay Chamber of Commerce and Industry	National/State

- 2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of the Authority	Brief of the case	Corrective action taken
Not Applicable		

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT:

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of projects	SIA Notification	Date of Notification	Whether conducted by independent external agency (Yes /No)	Results communicated in public domain (Yes / No)	Relevant Web - Link
Not Applicable					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY
Not Applicable						

3. Describe the mechanisms to receive and redress grievances of the community:

The Company has in place a whistle blower / vigil mechanism through which its directors, employees and stakeholders can report their concerns about illegal or unethical behaviour, actual or suspected fraud or violation of the Company's code of conduct or ethics policy. The mechanism provides for adequate safeguards against victimization of persons who use such mechanism.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2022 – 23 Current Financial Year	FY 2021 – 22 Previous Financial Year
Directly sourced from MSMEs/ small producers	23%	32%
Sourced directly from within the district and neighboring districts	Materials are sourced from suppliers across India as well as imported from overseas suppliers and delivered to Goa site and other contract manufacturing sites.	

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company treats customer complaints with utmost importance and has established a mechanism for addressing and redressal of customer complaints.

The Company also has a dedicated team for receiving consumer complaints and feedback, which are thereafter shared with the respective departments. All the grievances received through various available channels are registered and tracked with a unique number through the global Complaint management system. Grievances are addressed / resolved through investigation and thereafter response is provided to customer.

The Company has dedicated helpline numbers and Email ID through which patients / consumers, healthcare professionals and other stakeholders can approach the Company for reporting adverse events or product related complaints. Additionally, the Company's field force receives product related complaints/AE's which are shared with the respective departments. More details can be found on the link [Pfizer India Customer Care No. | India Customer Care](#).

The customer complaints received at Contactus.India@pfizer.com are managed in accordance with the standard procedure. Based on its nature, the complaint is forwarded to the respective department for their further action.

Pfizer Employees have the additional responsibility to report safety information that they may encounter even when not at work.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage of total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	-

3. Number of consumer complaints in respect of the following:

	FY 2022 – 23 (Current Financial Year)		Remarks	FY 2021 – 22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other - Customers*	199	-	-	252	16	-

* Also forms part of complaints reported under 'Customers' under Section A(VII)(23) of this report

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary Recalls	1	During the applicable reporting period (April 1, 2022 to March 31, 2023), the Company initiated one recall, to the retail level of fourteen batches of Diamox Tablets, distributed to the Indian market. The Company had divested Diamox in 2020 and thereafter ceased manufacture of this product. The recall was initiated following an out of specification observed for dissolution during retained sample testing in certain batches. As a precautionary measure, the Company recalled all batches that were distributed and within shelf life in the market. The recall was in alignment with the Marketing Authorization Holder of Diamox.
Forced Recalls	-	-

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, the Company has a policy in place for cybersecurity and risks related to data privacy. The Company understands the importance of protecting and safeguarding sensitive information and has established a framework to protect data from unauthorised access and piracy.

The privacy policy is available on Company's website – <https://www.pfizerltd.co.in/privacy>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services. – Not Applicable.

For and on behalf of Board of Directors

Meenakshi Nevatia
Managing Director
DIN: 08235844

Pradip Shah
Chairman
DIN: 00066242

Mumbai, May 15, 2023