



Pfizer Announces 12-Week Paternity Leave Policy for its Employees

- Policy will be applicable for biological and adoptive fathers from January 1, 2023, onwards
- It offers the flexibility to avail leaves in maximum 4 tranches

MUMBAI, India, 5th January 2023: Pfizer India has announced a 12-week paternity leave policy for its employees as part of its diversity & inclusion initiatives, further bolstering its employee-centric work environment. The new leave policy is applicable from 1st January 2023 and can be availed by biological as well as adoptive fathers. The initiative by Pfizer is a significant move towards fostering inclusion, diversity, and equity within the organisation.

The paternity leave policy offers birthing and non-birthing fathers the flexibility to avail leaves over a period of two years. The minimum number of leaves that can be availed in a single tranche is two weeks and the maximum is six weeks. In case of any complexity, the employee will be allowed to take additional leaves under Pfizer's generous leave policies which include casual leave, elective holiday, and wellness days.

Sharing her views on the new paternity policy, **Shilpi Singh, Director People Experience, Pfizer India** said, "At Pfizer, people are at the centre of everything we do. We believe the future of a progressive workspace will be defined by practices that harness a people-first approach. The 12-week paternity leave policy will most certainly enable our male colleagues and their partners to cherish the experience and joyful moments of parenthood. A progressive policy of this nature is our endeavor to harness the power of Equity at the workplace and enable both men and women to invest equal time in essaying their roles and responsibilities as a parent."

Some other employee benefits offered by the company are Telemedicine with access to doctors across 30+ therapeutic specialties, EAP (Employee Assistance Program) that offers global wellness and mental health support, medical plan, and infertility treatment up to maximum of maternity coverage to create a safe and inclusive workplace for its employees.

About Pfizer: Breakthroughs That Change Patients' Lives

At Pfizer, we apply science and our global resources to bring therapies to people that extend and significantly improve their lives. We strive to set the standard for quality, safety and value in the discovery, development, and manufacture of health care products, including innovative medicines and vaccines. Every day, Pfizer colleagues work across developed and emerging markets to advance wellness, prevention, treatments, and cures that challenge the most feared diseases of our time. Consistent with our responsibility as one of the world's premier innovative biopharmaceutical companies, we collaborate with health care providers, governments, and local communities to support and expand access to reliable, affordable health care around the world. For more than 170 years, we have worked to make a difference for all who rely on us. We routinely post information that may be important to investors on our website at www.pfizer.co.in