



Our ambition and vision for safety

Our ambition is to create safety leadership capability throughout all parts of the organisation that can effectively lead decision making and drive application of safety management systems. We aim to achieve our ambition to reduce significant events by setting a low tolerance for risk in all areas of Environment, Health, and Safety (EHS), including Occupational Health and Safety (OHS). Our goal is to avoid significant incidents through strong safety management and systems, and identifying and eliminating risks, where possible.

Our Occupational Health and Safety management system

GSK is committed to protecting people and the environment. To fulfil this commitment, all levels of the organisation are called upon to take responsibility for the OHS and EHS risks of their business. Operational safety risks, process safety risks, and response to emergency and crisis situations must be managed in accordance with established procedures and all applicable laws and regulations.

Our OHS standards are included in the EHS Policy, which is implemented using the EHS Control Framework and our Global EHS Standards. These written standards contain guidance and mandatory key requirements to control and mitigate EHS risks.

GSK's EHS management systems provide robust governance, frameworks, and resources in support of our commitment to protect people and the environment and drive continuous improvement. The EHS Control Framework provides a mechanism for establishing enterprise wide: policies and position statements, written standards, establishment and tracking of quantitative targets and improvement goals, risk assessments and action plans, emergency preparedness, investigations with learning from adverse events, independent business monitoring, communication, and training. Targeted communication and training are an essential part of our control framework. EHS Councils at enterprise and business levels regularly meet to discuss and review performance and set continuous improvement plans such as monitoring and learning from potential and actual Significant Incidents and Fatalities (SIFs), enhanced leadership accountability for safety, and application of the Life Saving Rules, all of which support GSK's EHS commitments.





2023 targets and improvement goals

The GSK EHS Leadership Team reviews KPIs quarterly, as listed below, and reports to senior management through the appointed risk committee. There are multiple objectives associated with KPIs including prioritising and integrating an action plan with quantified targets associated with key risks and safety initiatives, actively assessing performance, and responding with additional actions and resources where needed. Additional EHS-related metrics which deliver improvements within a specific area of GSK are also tracked at the appropriate business level.

Examples of prioritised safety initiatives being pursued in 2023 include Contractor Safety, Safety Leadership training, a rebranding and refresh on the 12 Life Saving Rules, and a focus on prevention of Significant Incident and Fatalities (SIFs). These initiatives are supported by all levels of leadership and provided, resources, and accountability for delivery on plans. Evidence of the implementation of these plans include partnering with a premier consulting firm on Contractor Safety, training completion of over 2500 leaders in Safety Leadership, a 2023 GSK global launch of rebranded Life Saving Rules and a clear trend toward reduction of SIF events year-to-date.

GSK tracks and reports Key Performance Indicators (KPIs), with quantified annual targets. For 2023, these include:

- Fatalities
- Significant Incidents
- Operational Safety Leadership plan deployment
- Contractor Safety plan deployment
- Potentially Significant Incidents and Fatalities Impact Rate
- EHS Standards Compliance

Risk assessments and management

Our Global EHS Standard on Risk Assessment and Management sets out guidance and requirements for the programme and processes used for identification, assessment, control, and review of EHS risks. The aim of an EHS risk assessment and management programme is to ensure that:

- The risks and impacts of the operations and of any external risks to people, the environment, equipment, operations, and property are identified, assessed, and understood;
- Appropriate controls are selected to eliminate or reduce risks and environmental impacts;
- Controls are monitored continually to ensure their effectiveness and the risk re-evaluated in response to incidents or any deterioration in controls;
- Risks and controls are communicated all across the organisation.

By identifying hazards, assessing the likelihood and severity of EHS adverse events, and recognising the dynamic and variable nature of human behaviour and safety culture, we can implement appropriate control measures and mitigation plans.



Emergency preparedness and response

Our Global EHS Standard on Emergency Response sets out the requirements for a Principal Duty Holder to ensure Emergency Response Plans (ERPs) are developed proportionate to the EHS risk profiles at their facility, setting out the essential and immediate actions to be taken in the event of an emergency. ERPs include arrangements for providing first aid, emergency medical assistance and environmental protection, appropriate to the risks involved. Facility ERPs are integrated with Crisis Management Plans and other plans such as for fire evacuation, firefighting and minimising any disruption to business-critical processes. The standard requires that all sites test the plans and correct identified challenges.

Investigating and learning from incidents

Our Global EHS Standard on Investigation and Reporting sets out guidance and requirements for investigating and reporting EHS incidents and near misses. Regardless of the severity, incidents may indicate failures in our risk control system and need to be investigated: not only to understand why the risk assessment and control measures did not prevent the incident, but also to capture the organisational learning required to prevent a future recurrence. Clear responsibilities are assigned to duty holders to thoroughly investigate incidents corresponding to the associated risk, in particular to SIF risks. Investigations generate corrective and preventative actions that are tracked to completion. GSK shares learnings throughout the organisation by using a system of global alerts.

Performance monitoring and audits

Our Global EHS Standard on Performance Monitoring and Audit sets out the guidance and requirements for Management Monitoring (MM) and Independent Business Monitoring (IBM). These activities gather vital information to determine the efficiency, effectiveness, and reliability of the EHS ICF, which in turn, helps us evaluate how effectively EHS risks are being managed. Resulting corrective and preventative actions are tracked to completion. This enables progress in reducing risks against targets.

Summary

GSK has an effective Occupational Health and Safety Management System which is part of the overall EHS Management System implementing the Global EHS Policy. There are many operational components that are required by our Global EHS Standards. The current safety trends, measures and audits support the effectiveness of the programme and key initiatives driving improvements in occupational health and safety.