

# Policy on Environment, Health and Safety

All-GSK  
POL\_87165

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## Why do we have this Policy?

### Purpose

GlaxoSmithKline (GSK) is committed to providing a safe workplace and protecting the environment.

The purpose of this policy is to provide an overview of our approach to managing Environment, Health and Safety (EHS) risks across our organisation so that we can continue to fulfil our safety, health, and environmental protection commitments, both internally and externally.

The scope of this policy represents EHS comprehensively, inclusive of environmental sustainability, occupational health and wellbeing, environmental protection and compliance, occupational hygiene and safety of all workers and visitors.

## Who needs to follow it?

This policy applies to:

Global Business/Function(s):	Specific Audiences:
All GSK Global Pharmaceuticals Global Vaccines	All GSK Employees, Complementary Workers and Contracted Third Parties

## Roles and Responsibilities

Roles	Key Responsibilities
Enterprise Risk Owners	Ensure that a system and framework is in place to address the EHS risks identified in the Enterprise Risk Plan.
Business/Function Risk Owners	Consider EHS risks and how such risks will be monitored and managed within the business/function in compliance with the Global EHS Standards. Identify EHS responsible persons and Duty Holders in each business/function.
Managers and Supervisors	EHS considerations should be embedded in work and decision-making processes, including, life-saving rules, understanding and recognising hazards and potential SIFs, ensuring that appropriate risk assessments and controls are implemented through confirmations, while actively seeking to protect workers and the environment.
Duty Holders	Manage the assigned risk by ensuring that the duties are conducted and compliant in accordance with applicable rules and procedures, including applicable legal and regulatory requirements.
Employees and Contingent Workers	Be responsible for your personal health and safety, the safety of others by following the life saving rules, local site rules and safety procedures, reporting hazards and unsafe behaviours through the appropriate channels.
Contract Workers	Follow life saving rules, local site rules and safety procedures, contractual obligations and applicable legal / regulatory requirements. Report safety hazards and unsafe behaviours through appropriate channels.

## What do you need to know / do?

### Protecting people and the environment

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 EHS risks of their business. All EHS risks, including operational safety risks, process safety risks and response to emergency and crisis situations must be managed in accordance with all applicable procedures, laws and regulations.

### Expectations

GSK employees, visitors, complementary workers and contracted third parties are expected to comply with the life saving rules, site rules and safety procedures and report hazards and behaviours that pose a risk to people, property and the environment through the appropriate channels. GSK Employees, complementary workers and contracted third parties have to be alert to potential hazards and risks associated with the activities that they carry out and to act appropriately to protect themselves and others. Where applicable, risk assessments are to be communicated and the appropriate controls put into place and understood by those impacted. Active engagement and participation in safety programmes, sustainability and wellbeing are encouraged at all levels.

Managers/supervisors and duty holders have clear accountability for safe practices and risk mitigation. This calls for a duty of care for the health and safety of all workers under their supervision in accordance with applicable laws and regulations. These responsibilities must be considered for day-to-day operations as well as responding to a crisis or an emergency. Leaders, risk managers, supervisors and EHS teams must prepare and respond to crisis and emergency situations that may arise.

Health and wellbeing is of critical importance and part of GSK's mission. Employees are encouraged to use the resources, Partnership for Prevention, and Workplace to identify ways to protect or improve their health and wellbeing.

Effective risk assessment and appropriate management of change is an important part of preparedness and implementation of EHS requirements. As a company, we must proactively ensure that changes do not create new hazards or weaken the existing control mechanisms. Robust risk assessment and control is necessary to protect people, property and the environment including active construction and working with contractors is an ongoing part of our operations that brings special hazards that must be actively managed and controlled.

GSK is committed to achieve environmental sustainability goals in both climate and nature. As far as possible, we aim to reduce our own impact on climate and nature with our own efforts; and we will strive to use quality, nature-based restoration projects for any residual impact that cannot be completely removed. As we strive to meet new environmental goals and commit to new sustainability initiatives, it is also important that everyone is

diligent in protecting the environment through careful monitoring of operations that have the potential to release harmful materials to air, water, or soil.

GSK is also committed on assessing the potential EHS impact of its third party supply chain and partners by implementing a robust third party risk management / TPRM programme which seeks to drive positive improvements by pursuing defined EHS expectations and assessment.

### **Implementation of EHS Systems at GSK**

GSK's EHS management systems provide governance, frameworks, and resources to support its 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, investigating and learning from adverse events, independent business monitoring, communication, and training of all workers. 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 Significant Incidents and Fatalities (SIFs), enhanced leadership accountability for safety, and Life Saving Rules, all of which support the GSK's EHS commitments.

### **What monitoring is required for this policy?**

GSK will monitor EHS performance through a control framework that includes audit and assurance, internal business monitoring, risk owners, duty holders, corporate oversight through the GSK Leadership Team, Risk Oversight & Compliance Council (ROCC), the Corporate Responsibility Committee (CRC), and the Audit and Risk Committee (ARC). EHS Councils are held at business and enterprise level to review performance and drive continuous improvement.

The Board-level Corporate Responsibility Committee oversees progress against our EHS and environmental sustainability targets. Our President, Global Supply Chain, who is a member of the GSK Leadership Team, has management responsibility for EHS and environmental sustainability. This role is responsible for governance and oversight of risks including sustainability objectives and compliance with environmental, health and safety regulations across our business units.

### **Additional local monitoring requirements**

Additional monitoring will take place through management monitoring and internal business monitoring, duty holders at various levels, local managers and supervisors, and safety committees and programmes.

## Where to raise questions, concerns, or exceptions

If you are unsure about how to apply this policy, or feel you need to raise an exception to it please bring this to the attention of a manager, supervisor or your local EHS representative.



If you see any violations of this company policy, please report it through the appropriate Speak Up channels. To find your local Speak Up integrity line number or to report online, please visit: [www.gsk.com/speakup](http://www.gsk.com/speakup)

## References

- [EHS website](#)
- [Global EHS Standards](#)
- [Life Saving Rules](#)
- [Global Engineering Standards](#)

## Glossary

Definitions of terms in this document are shown below.

Term	Definition
ARC	Audit and Risk Committee
CRC	Corporate Responsibility Committee
EHS	Environment, Health and Safety
ROCC	Risk Oversight and Compliance Council
SIF	Significant Incident or Fatality

## Additional related information

Information	Where to find it
FAQs	<a href="#">About EHS</a>
Training	In My Learning there is a wealth of searchable content as well as EHS Hubs for various risk areas and communities of practice.
Web Communities	<a href="#">Environment, Health &amp; Safety</a>

## Administration

### Document Governance

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<b>Owner</b>	Phil McDuff, VP, Head of Environment, Health and Safety
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<b>Legal / Quality / Regulatory or Other Approver(s)</b>	GSK Legal

### Version History and Changes

<b>Current Version:</b>	<b>POL_87165 v. 7</b> Changes since last revision: <ul style="list-style-type: none"><li>- Changed to reflect current structure of the organisation</li><li>- Changed to incorporate current objectives and priorities</li></ul>
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