

United Nations Global Compact Communication on Progress 2015

GSK is a signatory to the UN Global Compact (UNGC). The Compact challenges business to operate according to ten principles covering bribery and corruption, human rights, labour and the environment.

The following Index is structured according to the 21 criterion for an Advanced Level Communication on Progress (COP) and is compiled from our 2015 Responsible Business Supplement, 2015 Annual Report and the gsk.com website.

Statement of support from the CEO

“GSK became a signatory to the United Nations Global Compact in 2007 and remains committed to upholding the Ten Principles on human and labour rights, the environment and anti-corruption. This is reflected in our strategy, policies and standards ensuring we continue to deliver long term commercial success, whilst simultaneously responding to the evolving expectations of society.”

Sir Andrew Witty, Chief Executive Officer, GSK, June 2016

Criterion 1: Mainstreaming into corporate functions and business units	
Place responsibility for execution of sustainability strategy in relevant corporate functions (procurement, government affairs, human resources, legal, etc) ensuring no function conflicts with company’s sustainability commitments and objectives	Governance and conduct - p.8
Align strategies, goals and incentive structures of all business units and subsidiaries with corporate sustainability strategy	Annual Report Our global market place – p.8,9 Annual Report Our business model – p.11 Annual Report Our strategic priorities – p.12 Commitments – p.9 Strengthening healthcare infrastructure – p.21 Governance and Conduct – p.8 Our people – p.40
Assign responsibility for corporate sustainability implementation to an individual or group within each business unit and subsidiary	Governance and conduct - p.8
Criterion 2: Describes value implementation	
Communicate policies and expectations to suppliers and other relevant business partners	Working with third parties – p.38 Governance and Conduct– p.8
Implement monitoring and assurance mechanisms (e.g., audits/screenings) for compliance within the company’s sphere of influence	Working with third parties – p.38 Governance and Conduct – p.8
Criterion 3: Robust commitments, strategies or policies in the area of human rights	
Commitment to comply with all applicable laws and respect internationally recognised human rights, wherever the company operates	Commitments – p.11 Human rights – p.35

Integrated or stand-alone statement of policy expressing commitment to respect and support human rights approved at the most senior level of the company	Human rights statement
Criterion 4: Describes effective management systems to integrate the human rights principles	
On-going due diligence process that includes an assessment of actual and potential human rights impacts	Human rights – p.35
Allocation of responsibilities and accountability for addressing human rights impacts	Human rights – p.35
Criterion 5: Describes effective monitoring and evaluation mechanisms of human rights integration	
Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	Human rights – p.35 Human rights statement
Criterion 6: Describes robust commitments, strategies or policies in the area of labour	
Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments in company policies	Human rights – p.35
Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and other relevant business partners	Human rights statement
Criterion 7: Describes effective management systems to integrate the labour practices	
Grievance mechanisms, communication channels and other procedures (e.g., whistleblower mechanisms) available for workers to report concerns, make suggestions or seek advice, designed and operated in agreement with the representative organisation of workers	Ethical conduct – p.30
Criterion 8: Describes effective monitoring and evaluation mechanisms of labour principles integration	
System to track and measure performance based on standardised performance metrics	Developing our people
Audits or other steps to monitor and improve the working conditions of companies in the supply chain, in line with principles of international labour standards.	Working with third parties – p.38
Process to positively engage with the suppliers to address the challenges through schemes to improve workplace practices	Working with suppliers – p.38
Criterion 9: Describes robust commitments, strategies or policies in the area of environmental stewardship	
Reflection on the relevance of environmental stewardship for the company	Annual Report – p.48 Our planet – p.47
Written company policy on environmental stewardship	GSK and the environment
Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners	Working with third parties – p.38
Specific commitments and goals for specified years	Commitments – p.8 Data summary – p.54

Criterion 10: Describes effective management systems to integrate the environmental principles	
Environmental risk and impact assessments	Carbon – p.50 Water – p.52 Waste – p.53
Assessments of lifecycle impact of products, ensuring environmentally sound management policies	Carbon – p.50 Water – p.52 Waste – p.53
Allocation of responsibilities and accountability within the organisation	Governance and conduct - p.8
Criterion 11: Describes effective monitoring and evaluation mechanisms for environmental stewardship	
System to track and measure performance based on standardised performance metrics	Data summary – p.54 Annual report – p.48
Leadership review of monitoring and improvement results	Governance and conduct - p.8 Annual report - Governance & remuneration – p.78
Audits or other steps to monitor and improve the environmental performance of companies in the supply chain	Working with third parties – p 38
Criterion 12: Describes robust commitments, strategies or policies in the area of anti-corruption	
Publicly stated formal policy of zero-tolerance of corruption	Ethical conduct – p.29
Policy on anti-corruption regarding business partners	Ethical conduct – p.29 Working with third parties – p.38 Third party guidelines
Criterion 13: Describes effective management systems to integrate the anti-corruption principle	
Support by the organisation’s leadership for anti-corruption	Ethical conduct – p.29
Internal checks and balances to ensure consistency with the anti-corruption commitment	Ethical conduct – p.29
Management responsibility and accountability for implementation of the anti-corruption commitment or policy	Ethical conduct – p.29
Communications (whistle blowing) channels and follow-up mechanisms for reporting concerns or seeking advice	Ethical conduct – p.29 Speak-up integrity line
Criterion 14: Describes effective monitoring and evaluation mechanisms for the integration of anti-corruption	
Leadership review of monitoring and improvement results	Ethical conduct – p.29 Annual report – Corporate Responsibility Committee Report p.98
Criterion 15: Describes core business contributions	
Align core business strategy with one or more relevant UN goals/issues	Annual Report Our business model – p.11 Annual Report Our strategic priorities – p.12 Commitments – p.8 Strengthening healthcare infrastructure – p.21

Develop relevant products and services or design business models that contribute to UN goals/issues	Strengthening healthcare infrastructure – p.21 Health for all – p.13 Innovation for unmet medical needs – p.15 Better access to medicines and vaccines – p.17 Promoting human rights – p.35
Criterion 16: Describes strategic social investments and philanthropy	
Pursue social investments and philanthropic contributions that tie in with the core competencies or operating context of the company as an integrated part of its sustainability strategy	Better access to medicines and vaccines – p.17 Community volunteering to create change – p.45
Criterion 17: Describes advocacy and public policy engagement	
Publicly advocate the importance of action in relation to one or more UN goals/issues	Health for all – p.13
Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals/issues	Commitments – p.8 Transparency in clinical trial data– p.32 A healthier future for Africa
Criterion 18: Describes partnerships and collective action	
Develop and implement partnership projects with public or private organisations on core business, social investments and/or advocacy	Open innovation – p.15 Better access to medicines and vaccines – p.17 Reducing child mortality – p.20 Strengthening healthcare infrastructure – p.21 Our approach to partnering
Join industry peers, UN entities and/or other stakeholders in initiatives contributing to solving common challenges and dilemmas at the global and/or local levels with an emphasis on initiatives extending the company’s positive impact on its value chain	Open innovation – p.15 Developing vaccines that don’t need to be kept cold – p.19 Better access to medicines and vaccines – p.17
Criterion 19: Describes CEO commitment and leadership	
CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment to the UN Global Compact	UNGC COP CEO statement
CEO promotes initiatives to enhance sustainability of the company’s sector and leads development of industry standards	CEO statement – p.5
Criterion 20: Describes Board adoption and oversight	
Best practices	Our implementation
Board of Directors (or equivalent) assumes responsibility and oversight of long-term corporate sustainability strategy and performance	Chairman statement – p.4 CEO statement – p.5 Governance and conduct - p.8
Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability	Chairman statement – p.4 Governance and conduct - p.8

Board (or committee), where permissible, approves formal reporting on corporate sustainability (Communication on Progress)	Chairman statement – p.4 Governance and conduct – p.8
Criterion 21: Describes stakeholder engagement	
Publicly recognises responsibility for the company's impacts on internal and external stakeholders	Listening to stakeholders – p.7
Define sustainability strategies, goals and policies in consultation with key stakeholders	Listening to stakeholders – p.7 Commitments – p.9
Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns, and protect 'whistle blowers'	Ethical conduct – p.30 Speak-up integrity line