

Global Reporting Guidelines

We do not base our report on the GRI guidelines, but we have produced a GRI index below to show which elements of the GRI4 'Core' indicators are covered in our 2015 Responsible Business Supplement and Annual Report, to help with comparison with other company reports.

GENERAL STANDARD DISCLOSURES			
Description	Page Number	Link	
STRATEGY AND ANALYSIS			
<u>G4-1</u> Statement from the CEO and Chairman about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	4 - 5	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf	
ORGANIZATIONAL PROFILE			
<u>G4-3</u> Report the name of the organization	GSK 4 - 58	http://annualreport.gsk.com/downloads/GSK_Strategic_report_2015.pdf	
<u>G4-4</u> Report the primary brands, products, and services	Brentford, Middlesex, TW89GS		
<u>G4-5</u> Report the location of the organization's headquarters			
<u>G4-6</u> Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	8 - 9	http://annualreport.gsk.com/downloads/GSK_Strategic_report_2015.pdf	
<u>G4-7</u> Nature of ownership and legal form	241, 261	http://www.gsk.com/en-gb/investors/corporate-reporting/annual-report/	
<u>G4-8</u> Markets served	8 -10	http://annualreport.gsk.com/downloads/GSK_Strategic_report_2015.pdf	
<u>G4-9</u> Scale of the reporting organization	2 - 5	http://annualreport.gsk.com/downloads/GSK_Strategic_report_2015.pdf	
<u>G4-10</u> Total workforce by gender	47	http://annualreport.gsk.com/downloads/GSK_Strategic_report_2015.pdf	
<u>G4-11</u> Percentage of total employees covered by collective bargaining agreements	Not reported 38	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf	
<u>G4-12</u> Describe the supply chain			

G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	31,44,241, 261	http://annualreport.gsk.com/downloads/GSK_Strategic_report_2015.pdf
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization	73 - 127	http://www.gsk.com/en-gb/investors/corporate-reporting/annual-report/
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	4, 13, 16, 17, 22, 24, 27, 35, 40, 47	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf
G4-16	Memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization provides substantive funding	All	http://www.gsk.com/en-gb/responsibility/responsibility-reports-and-data/patient-group-funding/ http://www.gsk.com/en-gb/responsibility/responsibility-reports-and-data/trade-association-memberships/
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
G4-17	List all entities included in the organization's consolidated financial statements or equivalent documents	205	http://www.gsk.com/en-gb/investors/corporate-reporting/annual-report/
G4-18	Process for defining report content	All	http://www.gsk.com/media/1216242/gsk-materiality-process.pdf
G4-19	List of material Aspects identified in the process for defining report content	All	http://www.gsk.com/media/1216242/gsk-materiality-process.pdf
G4-20	Aspect Boundary within the organization for each material Aspect	All	http://www.gsk.com/media/1216242/gsk-materiality-process.pdf
G4-21	Aspect Boundary outside the organization for each material Aspect	All	http://www.gsk.com/media/1216242/gsk-materiality-process.pdf
G4-22	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such restatement	Page 54	http://annualreport.gsk.com/downloads/GSK_Strategic_report_2015.pdf
G4-23	Significant changes from previous reporting periods in the scope and Aspect Boundaries	Page 54	http://annualreport.gsk.com/downloads/GSK_Strategic_report_2015.pdf
STAKEHOLDER ENGAGEMENT			
G4-24	List of stakeholder groups engaged by the organization	7 - 8	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf
G4-25	Basis for identification and selection of stakeholders with whom to engage	7 - 9	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf

G4-26	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	7 -10	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting	7 -11	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf
REPORT PROFILE			
G4-28	Reporting period (e.g., fiscal/calendar year) for information provided	Jan - Dec 2016, P. 58	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf
G4-29	Date of most recent previous report (if any)	17/03/2016, P.58	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf
G4-30	Reporting cycle (annual, biennial, etc.)	58	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf
G4-31	Contact point for questions regarding the report or its contents	csr.contact@gsk.com Page 58	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf
G4-32	Table identifying the location of the Standard Disclosures in the report	All	http://www.gsk.com/en-gb/responsibility/responsibility-reports-and-data
G4-33	Policy and current practice with regard to seeking external assurance for the report	All	http://www.gsk.com/media/1042262/full-assurance-statement-2015.pdf
GOVERNANCE			
G4-34	Governance structure of the organization, including committees of the highest governance body responsible for decision-making on economic, environmental and social impacts	8	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf
ETHICS AND INTEGRITY			
G4-56	Values, principles, standards and norms of behaviour of the reporting organization	27 - 38	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf

SPECIFIC STANDARD DISCLOSURES

CATEGORY: ECONOMIC

ECONOMIC PERFORMANCE

G4-DMA	Generic Disclosures on Management Approach	All	http://www.gsk.com/media/1216242/gsk-materiality-process.pdf
G4-EC1	Direct economic value generated and distributed	138	http://annualreport.gsk.com/downloads/GSK_Annual_Report_2015.pdf

INDIRECT ECONOMIC IMPACTS

G4-DMA	Generic Disclosures on Management Approach	All	http://www.gsk.com/media/1216242/gsk-materiality-process.pdf
G4-EC8	Significant indirect economic impacts, including the extent of impacts	13 - 25	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf

CATEGORY: SOCIAL

OCCUPATIONAL HEALTH AND SAFETY

G4-DMA	Generic Disclosures on Management Approach	All	http://www.gsk.com/media/1216242/gsk-materiality-process.pdf
G4-LA6	Rates of injury, occupational disease, lost days, absenteeism, work related fatalities	55	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf

TRAINING AND EDUCATION

G4-DMA	Generic Disclosures on Management Approach	All	http://www.gsk.com/media/1216242/gsk-materiality-process.pdf
G4-LA11	Employees receiving regular performance and career development reviews	42	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf

DIVERSITY

G4-DMA	Generic Disclosures on Management Approach	All	http://www.gsk.com/media/1216242/gsk-materiality-process.pdf
G4-LA12	Composition of Governance bodies and employees according to diversity indicators	44	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf
		74-79	http://www.gsk.com/en-gb/investors/corporate-reporting/annual-report/

CATEGORY: SOCIETY**ANTI-CORRUPTION**

G4-DMA	Generic Disclosures on Management Approach	All	http://www.gsk.com/media/1216242/gsk-materiality-process.pdf
G4-SO4	Communications and training on anti-corruption	29 - 30	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf

MARKETING COMMUNICATIONS

G4-DMA	Generic Disclosures on Management Approach	All	http://www.gsk.com/media/1216242/gsk-materiality-process.pdf
G4-PR7	Non compliance with marketing codes	54	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf

HUMAN RIGHTS

G4-DMA	Generic Disclosures on Management Approach	All	http://www.gsk.com/media/1216242/gsk-materiality-process.pdf
G4 HR11	Human Rights Impacts in the Supply Chain	38	http://annualreport.gsk.com/downloads/GSK_Responsible_Business_Supplement_2015.pdf