

Global Reporting Initiative (GRI) Index

We do not base our report on the GRI guidelines but we have produced a GRI index below to show which elements of the guidelines are covered in our 2013 CR Report and to help comparison with other company reports.

GRI Guideline			CR Report and other sources
Strategy and analysis			
1.1	Core	Statement from the most senior decision maker of the organisation about the relevance of sustainability to the organisation and its strategy	Chairman's statement (pg 5) and CEO's statement (pg 6)
1.2	Core	Description of key impacts, risks and opportunities	Chairman's statement (pg 5) and CEO's statement (pg 6) How we create value (pg 7) Our commitments (pg 9-10) Annual Report: Risk management (pg 18-19)
Profile			
2.1	Core	Name of the organisation	GSK plc
2.2	Core	Primary brands, products, and/or services	Who we are (pg 4) http://www.gsk.com/products.html
2.3	Core	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures	Annual Report: Our global reach (pg 7) Annual Report: Associates and joint ventures (pg 151)
2.4	Core	Location of organization's headquarters.	980 Great West Road, Brentford, Middlesex, TW8 9GS
2.5	Core	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Where we are (pg 4)
2.6	Core	Nature of ownership and legal form.	Annual Report: Shareholder information (pg 242)

2.7	Core	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Annual Report: What we do (pg 6) Annual Report: Our global reach (pg 7)
2.8	Core	Scale of the reporting organization including: <ul style="list-style-type: none"> • Number of employees • Net sales • Total capitalisation broken down in terms of debt and equity; and • Quantity of products or services provided 	Annual Report: Business overview (pg 6)
2.9	Core	Significant changes during the reporting period regarding size, structure, or ownership, including <ul style="list-style-type: none"> • Location of, or changes in operations, including facility operations, closings, and expansion; and • Changes in the share capital structure and other capital formation, maintenance and alteration operations 	Annual Report: Chairman's statement (pg 2-3) Annual Report: CEO's review (pg 4-5) Annual Report: How we performed (pg 16-17)
2.10	Core	Awards received in the reporting period	External recognition (pg 3)
Report Parameters			
3.1	Core	Reporting period (e.g., fiscal/calendar year) for information provided	2013 (Jan-Dec)
3.2	Core	Date of most recent report (if any)	2013
3.3	Core	Reporting cycle (annual, biennial, etc.)	Annual
3.4	Core	Contact point for questions regarding the report or its contents	csr.contact@gsk.com
Report scope and boundary			
3.5	Core	Process for defining report content	Governance and engagement (pg 71-72)
3.6	Core	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	About our reporting (pg 73)
3.7	Core	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	About our reporting (pg 73)

3.8	Core	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Annual Report: Accounting principles and policies (pg 144-148)
3.9	Core	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Data summary (pg 69) Summary of assurance statement: Basis of reporting and external assurance (pg 70) About our reporting (pg 73)
3.10	Core	Explanation of the effect of any re- statements of information provided in earlier reports, and the reasons for such re- statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Summary of assurance statement: Basis of reporting and external assurance (pg 70)
3.11	Core	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	About our reporting (pg 73)
GRI content index			
3.12	Core	Table identifying the location of the Standard Disclosures in the report.	GRI Table
Assurance			
3.13	Core	Policy and current practice with regard to seeking external assurance for the report.	Summary of assurance statement (pg 70)
Governance, Commitments and Engagement			
Governance			
4.1	Core	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Governance and engagement (pg 71-72)
4.2	Core	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight	Governance and engagement (pg 71-72)
4.3	Core	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Annual Report: Our Board (pg 76-79)

4.4	Core	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Annual Report: Shareholder information (pg 242) Annual Report: Annual General Meeting (pg 245-246)
4.5	Core	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Annual Report: Remuneration Report (pg 96-126) Living our values (pge 36)
4.6	Core	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Annual Report: Director's conflicts of interest (pg 247)
4.7	Core	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity	Annual Report: Our Board (pg 76-79)
4.8	Core	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Our commitments (pg 9-10) Our behaviour (pg 34)
4.9	Core	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Governance and engagement (pg 71-72) Annual Report: Corporate Responsibility Committee Report (pg 94) Annual Report: Risk Management (pg 18-19)
4.10	Core	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Governance and engagement (pg 71-72) Annual Report: Corporate governance framework (pg 86)
Commitments to external initiatives			
4.11	Core	Explanation of whether and how the precautionary approach or principle is addressed by the organization Address the organisations approach to risk management in operational planning or the development and introduction of new products	Our behaviour (pg 34) Our planet (pg 61) Governance and engagement (pg 71-72)

4.12	Core	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses. Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Innovative science to create value for all (pg 16-19) Access to healthcare: Partnership (pg 25) Public policy & patient advocacy (pg 47-48) Water: External recognition and partnerships (pg 65)
4.13	Core	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: <ul style="list-style-type: none"> • Has positions in governance bodies; • Participates in projects or committees; • Provides substantive funding beyond routine membership dues; or • Views membership as strategic. 	Public policy & patient advocacy (pg 47-48)
Stakeholder engagement			
4.14	Core	List of stakeholder groups engaged by the organization. E.g. communities, civil society, customers, shareholders and providers of capital, suppliers and employees, other workers and their trade unions	Public policy & patient advocacy (pg 47-48) Governance and engagement (pg 72)
4.15	Core	Basis for identification and selection of stakeholders with whom to engage. Includes process for defining stakeholder groups and for determining the groups with which to engage	Public policy & patient advocacy (pg 47-48) Governance and engagement (pg 72)
4.16	Core	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group. E.g. surveys, focus groups, community panels, corporate advisory panels, written communication, management/union structures and other vehicles. Say whether any engagement was undertaken specifically as part of the report preparation process	Public policy & patient advocacy (pg 47-48) Governance and engagement (pg 72)
4.17	Core	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.	Innovative science to create value for all: How we innovate (pg 17) Public policy and patient advocacy (pg 47-48) Engaging our people (pg 56)

Performance: Economic			
Disclosure on Management Approach - Provide a concise disclosure on the Management Approach items outlined below with reference to the following economic aspects; economic performance, market presence and indirect economic impacts			
Goals and performance			
Organisation-wide goals regarding performance relevant to Economic Aspects. Use organisation-specific indicators (as needed) in addition to the GRI performance indicators to demonstrate the results of performance against goals			How we create value (pg 7) Our commitments (pg 9-10)
Policy			
Brief, organisation-wide policy (or policies) that defines the organisation's overall commitment relating to the economic aspects listed above, or state where this can be found in public domain			Chairman's statement (pg 5) and CEO's statement (pg 6) How we create value (pg 7)
Economic Performance Indicators			
Aspect: Economic Performance			
EC1	Core	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments	Who we are (pg 4) Health and well-being in our communities: Product and financial donations (pg 31) Our approach to tax (pg 20) Annual Report: How we performed (pg 16-17)
EC2	Core	Financial implications and other risks and opportunities for the organisations activities due to climate change	Annual Report: Environment, health and safety and sustainability (pg 240)
EC3	Core	Coverage of the organisation's defined benefit plan obligations	Annual Report: Pensions and other post-employment benefits (pg 164)
EC4	Core	Significant financial assistance received from government	Annual Report: Core results (pg 60-65)
Aspect: Market Presence			
EC5	Additional	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation	Not reported

EC6	Core	Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation	Manufacturing and supply: Payment terms and supplier diversity (pg 46)
EC7	Core	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation	Access to healthcare: Local manufacturing and capability building (pg 23)
Aspect: Indirect Economic Impacts			
EC8	Core	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro-bono engagement	Access to healthcare: Strengthening healthcare systems (pg 23) HIV/AIDS (pg 29-30) Health and well-being in our communities: Product and financial donations (pg 31)
EC9	Additional	Understanding and describing significant indirect economic impacts, including the extent of impacts	Access to healthcare (pg 20-25)
Performance: Environmental			
Disclosure on Management Approach - Provide a concise disclosure on the Management Approach items outlined below with reference to the following environmental aspects; materials, energy, water, biodiversity, emissions, effluents and waste, products and services, compliance, transport and overall			
Goals and performance			
Organisation-wide goals regarding performance relevant to the Environmental Aspects. Use organisation-specific indicators (as needed) in addition to the GRI performance indicators to demonstrate the results of performance against goals			Our commitments (pg 9-10) Our planet (pg 61)
Policy			
Brief, organisation-wide policy (or policies) that defines the organisation's overall commitment relating to the environmental aspects listed above, or state where this can be found in public domain			Our planet (pg 61)
Organisational responsibility			
The most senior position with operational responsibility for Environmental Aspects or explain how operational responsibility is divided at the senior level for these Aspects			Governance and engagement (pg 71- 72)
Training and awareness			

Procedures related to training and raising awareness in relation to the Environmental Aspects			Governance and engagement (pg 71-72)
Monitoring and follow-up			
Procedures related to monitoring and corrective and preventive actions, including those related to the supply chain List of certifications for environmental-related performance or certification systems, or other approaches to auditing/verifications for the reporting organisation or its supply chain			Our values and principles: Compliance (pg 38) Manufacturing and supply (pg 46-47) Managing other impacts: Internal audits (pg 67)
Environmental Performance Indicators			
Aspect: Materials			
EN1	Core	Materials used by weight or volume.	Data summary (pg 69) Environment data download
EN2	Core	Percentage of materials used that are recycled input materials.	Waste (pg 66)
Aspect: Energy			
EN3	Core	Direct energy consumption by primary energy source.	Environment data download
EN4	Core	Indirect energy consumption by primary source.	Environment data download
EN5	Additional	Energy saved due to conservation and efficiency improvements.	Environment data download
EN6	Additional	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Carbon (pg 63-64)
EN7	Additional	Initiatives to reduce indirect energy consumption and reductions achieved.	Carbon (pg 63-34)
Aspect: Water			
EN8	Core	Total water withdrawal by source.	Environment data download
EN9	Additional	Water sources significantly affected by withdrawal of water.	Water (pg 65)

EN10	Additional	Percentage and total volume of water recycled and reused.	Environment data download
Aspect: Biodiversity			
EN11	Core	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Not reported
EN12	Core	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Managing other impacts: Biodiversity (pg 67)
EN13	Additional	Habitats protected or restored.	Not reported
EN14	Additional	Strategies, current actions, and future plans for managing impacts on biodiversity.	Managing other impacts: Biodiversity (pg 67)
EN15	Additional	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Not reported
Aspect: Emissions, effluents and waste			
EN16	Core	Total direct and indirect greenhouse gas emissions by weight.	Carbon (pg 63-64) Environment data download
EN17	Core	Other relevant indirect greenhouse gas emissions by weight.	Carbon (pg 63-64) Environment data download
EN18	Additional	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Carbon: Performance in 2013 (pg 64)
EN19	Core	Emissions of ozone-depleting substances by weight.	Carbon (pg 63-64) Environment data download
EN20	Core	NOx, SOx, and other significant air emissions by type and weight.	Environment data download

EN21	Core	Total water discharge by quality and destination.	Water (pg 65) Environment data download
EN22	Core	Total weight of waste by type and disposal method.	Environment data download
EN23	Core	Total number and volume of significant spills.	Managing other impacts (pg 67)
EN24	Additional	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Environment data download
EN25	Additional	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Not reported
Aspect: Products and services			
EN26	Core	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Taking a scientific approach to sustainability (pg 62) Carbon: Performance in 2013 (pg 64) Managing other impacts (pg 67)
EN27	Core	Percentage of products sold and their packaging materials that are reclaimed by category.	Waste (pg 66)
Aspect: Compliance			
EN28	Core	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Managing other impacts: Compliance and fines (pg 67)
Aspect: Transport			
EN29	Additional	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Environment data download

Aspect: Overall			
EN30	Additional	Total environmental protection expenditures and investments by type.	Not reported
Performance: Labour Practices and Decent work			
<p>Disclosure on Management approach - Provide a concise disclosure on the Management Approach items outlined below with reference to the following labour aspects; employment, labour/management relations, occupational health and safety, training and education and diversity and equal opportunity.</p> <p>The ILO Tripartite Declaration Concerning Multinational Enterprises and Social Policy and the OECD Guidelines for Multinational Enterprises should be primary reference points</p>			
Goals and performance			
Organisation-wide goals regarding performance relevant to the Labour aspects, indicating their linkage to international recognised universal standards			<p>Our commitments (pg 9-10)</p> <p>Human rights (pg 39)</p>
Policy			
Brief, organisation-wide policy (or policies) that defines the organisation's overall commitment relating to the labour aspects listed above, or state where this can be found in public domain. Also reference their linkage to the internationally standards listed above			<p>Human rights (pg 39)</p> <p>Our people (pg 51)</p>
Organisational responsibility			
The most senior position with operational responsibility for labour Aspects or explain how operational responsibility is divided at the senior level for these Aspects			Governance and engagement (pg 71-72)
Training and awareness			
Procedures related to training and raising awareness in relation to the labour aspects			Engagement (pg 68)
Monitoring and follow-up			

Procedures related to monitoring and corrective and preventive actions, including those related to the supply chain		Manufacturing and supply (pg 45-46)	
List of certifications for labour-related performance or certification systems, or other approaches to auditing/verifications for the reporting organisation or its supply chain			
Labour Practices and Decent Work Performance Indicators			
Aspect: Employment			
LA1	Core	Total workforce by employment type, employment contract, and region, broken down by gender.	Inclusion and diversity (pg 55) Annual report: Number of employees (pg 224)
LA2	Core	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Not reported
LA3	Additional	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Performance, reward and recognition (pg 59)
LA15	Core	Return to work and retention rates after parental leave, by gender.	Not reported
Aspect: Labour/management relations			
LA4	Core	Percentage of employees covered by collective bargaining agreements.	Not reported
LA5	Core	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Not reported
Aspect: Occupational health and safety			
LA6	Additional	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety programs.	Not reported

LA7	Core	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Health, safety and well-being (pg 57-58)
LA8	Core	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Health, safety and well-being (pg 57-58)
LA9	Additional	Health and safety topics covered in formal agreements with trade unions.	Not reported
Aspect: Training and education			
LA10	Core	Average hours of training per year per employee by gender, and by employee category.	Health, safety and well-being (p 58)
LA11	Additional	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Talent and leadership development (pg 53-54)
LA12	Additional	Percentage of employees receiving regular performance and career development reviews, by gender.	Not reported
Aspect: Diversity and equal opportunity			
LA13	Core	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Inclusion and diversity (pg 55)
LA14	Core	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Not reported
Performance: Human Rights			

<p>Disclosure on Management approach - Provide a concise disclosure on the Management Approach items outlined below with reference to the following human rights; investment and procurement practices, non-discrimination, freedom of association and collective bargaining, abolition of child labour, prevention of forced and compulsory labour, complaints and grievance practices, security practices and indigenous rights</p> <p>The ILO Tripartite Declaration Concerning Multinational Enterprises and Social Policy and the OECD Guidelines for Multinational Enterprises should be primary reference points</p>	
Goals and performance	
<p>Organisation-wide goals regarding performance relevant to the human rights aspects, indicating their linkage to international recognised universal standards</p> <p>Use organisation-specific indicators (as needed) in addition to the GRI performance indicators to demonstrate the results of performance against goals</p>	<p>Our commitments (pg 9-10)</p> <p>Human rights (pg 39)</p>
Policy	
<p>Brief, organisation-wide policy (or policies) that defines the organisation's overall commitment relating to the human rights aspects listed above (including policies which may be reasonably considered likely to affect the decision of employees to join a trade union or bargain collectively), or state where this can be found in public domain. Also reference their linkage to the international standards listed above</p>	<p>Our Values and principles (pg36)</p> <p>Human rights (pg 39)</p>
Organisational responsibility	
<p>The most senior position with operational responsibility for human rights aspects or explain how operational responsibility is divided at the senior level for these Aspects</p>	<p>Human rights (pg 39)</p>
Training and awareness	
<p>Procedures related to training and raising awareness in relation to the Human Rights Aspects</p>	<p>Our values and principles: Living our values (pg 36)</p>
Monitoring and follow-up	
<p>Procedures related to monitoring and corrective and preventive actions, including those related to the supply chain</p>	<p>Human rights (pg 39)</p>
Human Rights Performance Indicators	
Aspect: Investment and procurement practices	

HR1	Core	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	Human rights (pg 39)
HR2	Core	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Manufacturing and supply: Supplier standards (pg 45)
HR3	Additional	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Not reported
Aspect: Non-discrimination			
HR4	Core	Total number of incidents of discrimination and actions taken.	Manufacturing and supply: Supplier standards (p 45)
Aspect: Freedom of Association and Collective bargaining			
HR5	Core	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	Third Party Code of Conduct (pg 45)
Aspect: Child Labour			
HR6	Core	Operations and significant suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour.	Third Party Code of Conduct (pg 45)
Aspect: Forced and compulsory labour			
HR7	Core	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour.	Third Party Code of Conduct (pg 45)
Aspect: Security practices			

HR8	Additional	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Not reported
Aspect: Indigenous rights			
HR9	Additional	Total number of incidents of violations involving rights of indigenous people and actions taken.	Not reported
Aspect: Assessment			
HR10	Core	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Manufacturing and supply: Supplier standards (pg 45)
Aspect: Remediation			
HR11	Core	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Not reported
Performance: Society			
Disclosure on Management approach - Provide a concise disclosure on the Management Approach items outlined below with reference to the following Society aspects; community, corruption, public policy, anti-competitive behaviour and compliance			
Goals and performance			
<p>Organisation-wide goals regarding performance relevant to the social aspects.</p> <p>Use organisation-specific indicators (as needed) in addition to the GRI performance indicators to demonstrate the results of performance against goals</p>			<p>How we create value (pg 7)</p> <p>Our commitments (pg 9-10)</p> <p>Health for all (pg 12-13)</p> <p>Our behaviour (pg 34)</p>
Policy			
Brief, organisation-wide policy (or policies) that defines the organisation's overall commitment relating to the Society aspects listed above or state where this can be found in public domain			<p>How we create value (pg 7)</p> <p>Health for all (pg 12- 13)</p> <p>Our behaviour (pg 34)</p>
Organisational responsibility			

The most senior position with operational responsibility for Society aspects or explain how operational responsibility is divided at the senior level for these Aspects.			Governance and engagement (pg 71)
Training and awareness			
Procedures related to training and raising awareness in relation to the Society Aspects			Manufacturing and supply (pg 45-46) Our values and principles: Living our values (pg 36)
Monitoring and follow-up			
Procedures related to monitoring and corrective and preventive actions, including those related to the supply chain List of certifications for performance or certification systems, or other approaches to auditing/verification for the reporting organisation or its supply chain			Our values and principles: Living our values (pg 36) Our values and principles: Compliance (pg 38)
Social Performance Indicators			
Aspect: Local Communities			
SO1	Core	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Access to healthcare: Local manufacturing and capability building (pg 23)
SO9	Core	Operations with significant potential or actual negative impacts on local communities.	Not reported
SO10	Core	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	How we create value: Outputs (pg 7) Managing other impacts: Sustainable supply lines (pg 67)
Aspect: Corruption			
SO2	Core	Percentage and total number of business units analyzed for risks related to corruption.	Annual Report: Anti-bribery and corruption (pg 237)

SO3	Core	Percentage of employees trained in organization's anti-corruption policies and procedures.	Our values and principles: Living our values (pg 36)
SO4	Core	Actions taken in response to incidents of corruption.	Our values and principles: Compliance (pg 38)
Aspect: Public Policy			
SO5	Core	Public policy positions and participation in public policy development and lobbying.	Public policy & patient advocacy (pg 47-48)
SO6	Additional	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Public policy & patient advocacy (pg 47-48)
Aspect: Anti-competitive behaviour			
SO7	Additional	Total number of legal actions for anti- competitive behaviour, anti-trust, and monopoly practices and their outcomes.	Annual Report: Legal and other disputes (pg 172)
Aspect: Compliance			
SO8	Core	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Annual Report: Legal and other disputes (pg 172)
Performance: Product Responsibility			
Disclosure on Management approach - Provide a concise disclosure on the Management Approach items outlined below with reference to the following Society aspects; Customer health and safety, product and service labelling, marketing communications, customer privacy and compliance			
Goals and performance			
<p>Organisation-wide goals regarding performance relevant to the Product responsibility aspects.</p> <p>Use organisation-specific indicators (as needed) in addition to the GRI performance indicators to demonstrate the results of performance against goals</p>			<p>Our commitments (pg 9-10)</p> <p>Our values and principles: Compliance (pg 38)</p> <p>Our values and principles: Privacy and data security (pg 39)</p> <p>Sales and marketing (pg 44)</p> <p>Manufacturing and supply (pg 45-46)</p>
Policy			

Brief, organisation-wide policy (or policies) that defines the organisation's overall commitment relating to the Product responsibility aspects listed above or state where this can be found in the public domain.			Manufacturing and supply (pg 45-46)
Organisational responsibility			
The most senior position with operational responsibility for Product Responsibility Aspects or explain how operational responsibility is divided at the senior level for these Aspects.			Our values and principles: Medical governance (pg 37)
Training and awareness			
Procedures related to training and raising awareness in relation to the Product Responsibility Aspects.			Our values and principles: Living our values (pg 36)
Monitoring and follow-up			
Procedures related to monitoring and corrective and preventive actions, including those related to the supply chain. List of certifications for performance or certification systems, or other approaches to auditing/verifications for the reporting organisation or its supply chain.			Our values and principles: Compliance (pg 38) Manufacturing and supply: Supplier standards (pg 45)
Social Performance Indicators			
Aspect: Customer Health and Safety			
PR1	Core	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Manufacturing and supply (pg 45-46)
PR2	Additional	Total number of incidents of non- compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Not reported
Aspect: Product and service labelling			
PR3	Core	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.	Manufacturing and supply (pg 45-46)

PR4	Additional	Total number of incidents of non- compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	Manufacturing and supply (pg 45-46)
PR5	Additional	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Manufacturing and supply (pg 45-46)
Aspect: Marketing communications			
PR6	Core	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Sales and marketing (pg 44) Working with healthcare professionals (pg 43)
PR7	Additional	Total number of incidents of non- compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Not reported
Aspect: Customer privacy			
PR8	Additional	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Not reported
Aspect: Compliance			
PR9	Core	Monetary value of significant fines for non- compliance with laws and regulations concerning the provision and use of products and services.	Not reported