

Human rights

We support and are committed to upholding the Universal Declaration of Human Rights and the core labour standards set out by the International Labour Organisation. GSK is a signatory to the UN Global Compact.

We believe that governments have the responsibility to define and enforce a legal human rights framework that accords with international laws and agreements, such as the Universal Declaration of Human Rights. Businesses alone cannot resolve all the issues that arise - a response in partnership with others who have the mandate, competence and capacity to facilitate change is essential.

We are guided by our own values and ethics in circumstances where there is uncertainty or conflicts of priority. There are some areas of human rights observance where we have direct responsibilities.

As an employer we are:

- committed to providing a fair salary and good conditions of employment;
- committed to providing a healthy, safe and secure work place for all employees and contractors;
- opposed to discrimination at work and committed to promoting diversity;
- committed to promoting the personal development and dignity of every individual employee;
- respectful of the right of employees to join an independent trade union and freedom of association;
- opposed to all forms of slavery and exploitative child labour and will work with appropriate partners to address this problem responsibly wherever we encounter it.

As a purchaser of raw materials, manufactured goods and services around the world we seek to ensure that our suppliers observe similar standards in their relations with their employees and their own suppliers.

As a science-based company we believe that the rights, dignity and safety of people using our products, both during and after their development, are paramount. We monitor rigorously the safety of our products to protect patients' well-being, and that of people involved in the R&D and manufacturing of products.

Additionally, as a company whose success depends on the fruits of innovation, we recognise and respect the intellectual property of others while seeking respect for our own intellectual property. We believe that all humanity should share in the benefits of science and will work to make that possible through our own activities and in partnership with governments and others, particularly where life is at risk and suffering is greatest.

As a marketer of pharmaceutical products with life saving and enhancing properties, we will strive to make them as widely available as possible while running our business in a sustainable way. Our policy on contributing to improving healthcare in developing countries is vital in supporting this principle. We will, therefore, continue to supply medicines in all countries if they are requested, sharing the judgement of the UN that people should not be denied access to medicines because of the regime operating in the country. It may, however, be necessary to cease to trade in countries when required to by law or where it becomes impossible to act in accordance with our own values and ethics.

As a global corporate citizen, we will play our part in promoting the development of science, education and the community generally. We will respect the law and behave with honesty and integrity in all aspects of public life and demonstrate responsible leadership. As a member of local communities, we will respect and promote the rights of all those within our sphere of influence in host communities.