

GSK Position statements

Human Rights

We believe governments are responsible for defining and enforcing a legal human rights framework that accords with international laws and agreements, such as the Universal Declaration of Human Rights. However, as a multinational organisation with global outreach, we recognise that we have a role to play in upholding human rights and in addressing adverse human rights impacts where we are in a position to influence.

We support the UN Guiding Principles on Business and Human Rights. We are committed to upholding the Universal Declaration of Human Rights and the core labour standards set out by the International Labour Organisation. GSK is also a signatory to the UN Global Compact and supports the transparency requirements of the UK's Modern Slavery Act and similar legislation.

Companies can only do so much to resolve and promote human rights; a partnership approach, working with others who have the mandate, competence and capacity to facilitate change is essential. However, where GSK has direct responsibilities, we are guided by our own values and ethics, to use our influence appropriately:

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;
- committed to exercising high standards of integrity in dealing with and protecting the Personally Identifiable Information (PII) of employees
- 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, the right to collectively bargain, and of 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 strive to conduct business with third-party suppliers, business partners and collaborators who share our commitment to high ethical standards and operate in a responsible and ethical manner towards their workers – both directly and indirectly employed - and their own suppliers. See Appendix 1 for the labour rights clause in our standard contract and Appendix 2 for an explanation of labour rights standards.

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. We are committed to ensuring that the human rights of people taking part in our clinical research are protected, including through the informed consent process and procedures to protect patient privacy. We are committed to patient-centred promotional practices which are ethical, responsible and principled.

As a marketer of healthcare products with lifesaving and enhancing properties, we strive to make them as widely available as possible while running our business in a sustainable way. Our contribution to improving healthcare in developing countries through providing vaccines and medicines at affordable prices, investing in stronger healthcare systems and developing an appropriate product range is vital in supporting this principle. So too is our undertaking to continue to supply medicines in all countries where 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 play our part in promoting the development of science, education and the community generally. We 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 respect and promote the rights of all those within our sphere of influence in those communities.

Find out more at www.gsk.com/responsibility

Labour rights clause in GSK standard contract

Our contracts with suppliers, business partners and collaborators contain a labour rights clause (below) which is based on the UN's Universal Declaration of Human Rights and the International Labour Organization's conventions. We may amend the exact wording of the clause during negotiations with third parties, based on our assessment of the risk of non-compliance or during translation to suit local law. These changes will not reduce the contractual impact or intent of the clause.

The GSK standard contract clause for labour rights

- 1.1. Unless otherwise required or prohibited by law, the Third Party warrants that in relation its performance of this Agreement:
 - a) It does not employ engage or otherwise use any child labour in circumstances such that the tasks performed by any such child labour could reasonably be foreseen to cause either physical or emotional impairment to the development of such child;
 - b) It does not use forced labour in any form (prison, indentured, bonded or otherwise) and its employees are not required to lodge original identification papers or monetary deposits on starting work;
 - c) It provides a safe and healthy workplace, presenting no immediate hazards to its workers. Any housing provided by the Third Party to its workers is safe for habitation. The Third Party provides access to clean water, food, and emergency healthcare to its workers in the event of accidents or incidents at the Third Party's workplace;
 - d) It does not discriminate against any workers on any ground (including race, religion, disability, gender, sexual orientation or gender identity);
 - e) It does not engage in or support the use of corporal punishment, mental, physical, sexual or verbal abuse and does not use cruel or abusive disciplinary practices in the workplace;
 - f) It pays each employee at least the minimum wage, or a fair representation of the prevailing industry wage (whichever is the higher) and provides each employee with all legally mandated benefits;
 - g) It complies with the laws on working hours and employment rights in the countries in which it operates;
 - h) It is respectful of its employees' right to join and form independent trade unions and freedom of association;
- 1.2. The Third Party is responsible for controlling its own supply chain and shall encourage compliance with ethical standards and human rights by any subsequent supplier of goods and services that are used by the Third Party when performing its obligations under this Agreement.
- 1.3. The Third Party shall ensure that it has ethical and human rights policies and an appropriate complaints procedure to deal with any breaches of such policies. In the case of any complaints, the Third Party shall report the alleged complaint and proposed remedy to GSK.
- 1.4. GSK reserves the right upon reasonable notice (unless inspection is for cause, in which case no notice shall be necessary) to enter upon the Third Party's premises to monitor compliance with the provisions of this Clause and the Third Party shall, subject to compliance with Applicable Laws, provide to GSK any relevant documents requested by GSK in relation thereto.

Understanding Labour Rights

Here we provide more detail on the labour rights that must be respected to promote decent working conditions. These standards represent a minimum and do not preclude third parties from adopting higher standards.

No use of child labour

Third parties must not employ workers who are younger than the country's legal minimum age for employment or the age established for completing compulsory education. Children under the age of 15 must not be employed in any circumstances. Robust age verification checks should be in place to ensure this expectation is met.

Young workers (those under 18 years of age but above the legal working age) are still growing and developing. They are less experienced and more vulnerable than adult workers to being exploited, injured or made ill from their job. For this reason, young workers must be afforded extra protection and must not be employed in hazardous work – that which could jeopardise their physical, mental or moral well-being. This includes (but is not limited to) working at night, working overtime, being exposed to chemicals, pesticides, machines or tools, dust or excessive cold, heat or noise. Workers under the age of 18 must be subject to an appropriate risk assessment and regular monitoring of their health and working conditions.

References: ILO Minimum Age Convention C138, ILO Worst Forms of Child Labour Convention C182

No use of forced labour

All work must be conducted on a voluntary basis, not under threat of any kind. Prison, indentured, bonded or otherwise involuntary labour is prohibited. Workers must not be required to lodge original identification papers or monetary deposits on starting work. Workers must be able to leave their employer after reasonable notice, the period of which should be agreed upon engagement, and should receive all owed salary.

References: ILO Forced Labour Convention C29, ILO Abolition of Forced Labour Convention C105

A safe and healthy workplace is provided

All workers must be provided with clean and safe conditions in all work and residential facilities. Workers should have access to clean toilet facilities, potable water, and if applicable, hygienic food storage. Adequate steps to prevent accidents and injury arising out of, associated with, or occurring during work, must be taken by minimising the causes of occupational hazards. In the event of an occupational accident or incident, emergency healthcare is provided to workers.

Health and safety information and training should be provided to workers so they are able to understand the hazards, risks and control measures associated with their job. At least one senior management representative should be assigned responsibility for health and safety and a risk-based management system should be implemented with clearly defined accountabilities for maintaining it.

References: ILO Occupational Safety and Health Convention C155

No discrimination is practiced

All workers must be treated with respect and dignity. The employment relationship must be based on the principle of equal opportunity and fair treatment. This means that workers must not be discriminated against based on race, colour, religion, ethnicity, disability, gender, sexual orientation or gender identity, political affiliation, union membership or marital and/or pregnancy status in any hiring or employment practices.

References: ILO Equal Remuneration Convention C100, ILO Discrimination (employment and occupation) Convention C111

No cruel or abusive treatment

Third parties must provide a workplace free of harsh and inhumane treatment, including any corporal punishment, mental, physical, sexual or verbal abuse and no threat of any such treatment or other forms of intimidation.

Written disciplinary procedures should be established and explained to workers in terms that are clear and understandable to them. Disciplinary and/or performance management actions should be recorded and explained to workers. Workers must have the right to trade union or other appropriate representation at disciplinary action which may lead to significant disciplinary penalties or dismissal.

References: ILO Forced Labour Convention C29, ILO Abolition of Forced Labour Convention C105

Fair wages and benefits

All third parties must pay at least the statutory minimum wage, or a fair representation of the prevailing industry wage, and provide all legally mandated benefits and paid leave. Wages should always be enough to meet basic needs and to provide some discretionary income.

A transparent process must be established to ensure that workers are compensated in a timely manner and fully understand the wages that they receive.

References: ILO Minimum Wage Fixing Convention C131, ILO Protection of Wages Convention C95, Hours of Work Conventions C001 & C030

Working hours are not excessive

Third parties must ensure that working hours comply with national laws and collective agreements. Standard weekly working hours, excluding overtime, must be defined by contract and not exceed 48 hours per week and eight hours a day, to ensure a safe and healthy working environment and adequate rest time between shifts. The total hours worked, including overtime, in any week must not regularly exceed 60 hours in a single week with a minimum of one day rest per week.

Working hours may only exceed 60 hours in a single week if any of the following conditions are met: this is allowed by national law; this is allowed by a collective agreement freely negotiated with a workers' organisation representing a significant portion of the workforce; appropriate safeguards are taken to protect the workers' health and safety; and the employer can demonstrate that exceptional circumstances apply such as unexpected production peaks, accidents or emergencies.

All overtime undertaken over and above the standard working day/week, as agreed upon engagement, must be voluntary. Workers should receive clear communication about whether overtime is required and the wages to be paid for such overtime. Any overtime undertaken by workers should be compensated at a rate no less than one and one-quarter times the regular rate.

References: ILO Hours of Work Conventions C001 & C030, ILO Weekly Rest Conventions C106 & C014

Freedom of association

All workers must be free to establish and join groups for the promotion and defence of their interests. Workers' representatives must be free to carry out their representative functions in the workplace.

References: ILO Freedom of Association and Protection of the Right to Organise Convention C087, ILO Right to Organise and Collective Bargaining Convention C098

Grievance mechanism

Third parties must provide a grievance mechanism for workers to raise occupational concerns. This mechanism should be accessible, understandable and transparent to workers. Issues raised should be dealt with promptly by an appropriate level of management and feedback should be provided to those concerned, without any reprisal. This mechanism must also provide workers with the option of flagging concerns anonymously. Employees of third parties may also report concerns via GSK's 'Speak up' Integrity Lines (worldwide numbers and information are available online at www.gsk.com/integrity).

References: UN Guiding Principles on Business and Human Rights No.29 & No.31

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