



# GSK Public policy positions

## GSK Human Rights Statement

### The Issue

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 embrace 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.

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 life saving 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.

### Appendix 1: 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 International Labour Organization's conventions and the UN's Universal Declaration of Human Rights.

We may amend the exact wording of the clause during negotiations with suppliers 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

Unless otherwise required or prohibited by law, the Supplier warrants, to the best of its knowledge, that in relation to the supply of goods or services under the terms of this Agreement:

1. 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;
2. It does not use forced labour in any form (prison, indentured, bonded or otherwise) and its employees are not required to lodge papers or deposits on starting work;
3. It provides a safe and healthy workplace, presenting no immediate hazards to its employees. Any housing provided by the Supplier to its employees is safe for habitation. The Supplier provides access to clean water, food, and emergency healthcare to its employees in the event of accidents or incidents at the Supplier's workplace;
4. It does not discriminate against any employees on any ground (including race, religion, disability or gender);
5. 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;
6. 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;
7. It complies with the laws on working hours and employment rights in the countries in which it operates;
8. It is respectful of its employees' right to join and form independent trade unions and freedom of association;
9. The Supplier agrees that it is responsible for controlling its own supply chain and that it shall encourage compliance with ethical standards and human rights by any subsequent supplier of goods and services that are used by the Supplier when performing its obligations under this Agreement.
10. The Supplier shall ensure that it has ethical and human rights policies and an appropriate complaints procedure to deal with any breaches of such policies.

GSK reserves the right upon reasonable notice (unless inspection is for cause, in which case no notice shall be necessary) to enter upon the Supplier's premises to monitor compliance by the Supplier of the warranties set out in the clause above and the Supplier shall, subject to compliance with law, furnish GSK with any relevant documents requested by GSK in relation thereto. This sub-section will only be required where there is no general right of audit elsewhere within the Agreement.

December 2015