Environment, Health, Safety and Sustainability (EHSS) Policy - Nabha

GlaxoSmithKline Consumer Healthcare (GSKCH), India has a vision to achieve competitive business advantage through leadership and excellence in Environment, Health, Safety and Sustainability. GSKCH, Nabha has a commitment to conduct its operations in responsible manner to protect its employees, the environment and community in which it operates. All employees are responsible for implementing the appropriate controls for effective management of EHSS risks in their respective areas. EHSS performance of individuals shall be taken into consideration in the decisions on their career advancements.

In the pursuit towards excellence in EHSS, GSKCH Nabha is committed to:

- Protect and promote the health & safety of our employees and others affected by our operations.
- Operate our business in an environmentally & socially responsible manner.
- Create a positive culture which empowers and engages all employees including contractors. Provide appropriate training to build relevant competencies.
- Embed EHS fundamentals into the fabric of the business by implementing management systems, EHS governance and risk management approach to address risks and impacts from our activities.
- Establish business practices that utilize resources in an optimal manner by integrating sustainability principles like reduce, reuse, recycle, recover, replenish (5R) into all aspects of our business.
- Comply with legal and other requirements including GSK EHSS Standards which are applicable globally. Encourage suppliers, contractors, transporters to comply good EHSS practices.
- Continually improve EHSS performance by setting and reviewing EHSS Objectives & targets periodically and implementing performance management systems.
- Interact and communicate openly with key stakeholders in resolving issues and improving performance.
- Develop a culture where employees feel valued and are not discriminated against because of disability and absenteeism due to sickness.
- Encourage a proactive approach to rehabilitatating employees back to work and also minimize levels of sickness absenteeism.
- To comply with all ethics of medical confidentiality while dealing with employee health related issues.
- To have a robust system IN PLACE and IN USE to identify & mitigate risk to ensure compliance to EHSS Management Systems, Laws & Policies.

Jalboy Phillips
VP & Regional Supply Chain Head-ISC
Date: 21.03.2012

B Jagdish Rao
Site Director- Nabha
Environment, Health, Safety and Sustainability (EHSS) Policy - Nabha

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