



GlaxoSmithKline Consumer Healthcare Limited

**REMUNERATION POLICY FOR NON- EXECUTIVE
DIRECTORS AND EMPLOYEES**

REMUNERATION POLICY

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GSK believes that its Board Members bring immense value in their independent evaluation and oversight of the operations of the company. It is therefore expected that they will devote significant time and provide unbiased point of view to their board duties.

The remuneration paid to each Non-executive Director is as per the structure determined by the Nomination & Remuneration Committee and the Board. This is reviewed on a periodically basis and also compared to other peer organizations. It is ensured that the remuneration paid to them is in accordance with the provisions of the Companies Act and any other applicable law.

The remuneration structure for the Non-Executive Directors comprises of annual Commission and sitting fee per meeting attended.

REMUNERATION POLICY FOR EMPLOYEES

Philosophy

GSK recognizes that reward is important in engaging employees and motivating them to do their best work to deliver our strategic priorities and mission. We reward high performance and recognize outstanding achievements of employees in a way that is consistent with our values and behaviors.

Principles

- Competitive - We provide competitive rewards within a global reward framework
- Differentiated - We differentiate reward to attract and retain skilled employees; reward the greatest contributors and recognize employees who evolve their skills to enhance their individual contribution to GSK's success

- Alignment - Our reward programs and practices are transparent and focus on ensuring alignment at several levels
 - ***Business alignment*** - Our reward program take into account the common and business-specific skill/ performance requirements across our various business units
 - *Country alignment* - Reward aims at meeting the needs of our diverse workforce and enabling them to live out our mission - *to do more, feel better and live longer*
 - ***Individual alignment*** - Individual objectives are set and reviewed annually to ensure employees have a clear understanding of the link between the business value they deliver and their own performance based reward.

ADMINISTRATION:

Approval:

Nomination and Remuneration Committee

Owner:

GSKCH Legal & Secretarial Department

Current Version:

22 Nov 2016 POL-GSKCH-RPD