



2005

GSK Corporate Responsibility Report

SUMMARY AND HIGHLIGHTS



Summary and Highlights

Welcome to GSK's Corporate Responsibility Report 2005 Summary and Highlights. This document summarises our approach to the wide range of social, ethical and environmental issues associated with our business and gives highlights of our performance in 2005.

For a full account of our policies, programmes and performance in 2005 see our online Corporate Responsibility Report at www.gsk.com/responsibility

About GSK

GSK is a research-based pharmaceutical company, with operations in 119 countries. We make prescription medicines, vaccines, over-the-counter medicines, and consumer healthcare products. Our business accounts for 6.3% of the world's pharmaceutical market. We have strong positions in several therapeutic areas including anti-infectives, asthma, cancer, cardiovascular, depression, diabetes, HIV/AIDS and urology. For an overview of our business, see our Annual Review.

We welcome your feedback on this report. Please contact us at global.cr-contact@gsk.com

CEO and Chairman's letter

Corporate responsibility is fundamental to delivering our business goals. While the interests of shareholders remain paramount we also need to respond to stakeholder expectations by helping to address society's healthcare challenges.

We accept this challenge. Solving problems such as healthcare provision in the developing world is not a job for one company alone, however we do have an important contribution to make. Our access to medicine programmes for HIV/AIDS and our work with the World Health Organization to eradicate Lymphatic Filariasis (LF) are evidence of the efforts we are making. In 2005 we shipped 126 million preferentially priced *Combivir* and *EpiVir* tablets to developing countries for treatment of HIV/AIDS and donated 136 million albendazole tablets for the prevention of LF. Through our public private partnerships we are developing the first pipeline of new tuberculosis treatments in 40 years and testing new vaccines and treatments against malaria, a disease which takes a devastating toll on the people of Africa.

Corporate responsibility encompasses how we address and manage issues that arise from our business activities. Good performance on corporate responsibility supports our business strategy because it protects and enhances our relationships and reputation with doctors, governments and patients.

GSK's core business – the research and production of medicines – makes a valuable contribution to society. For many people our medicines are, quite literally, life-saving. But our satisfaction in what we do does not mean we can ignore issues associated with the research, manufacture and sale of medicines – from the publication of research results and marketing practices of pharmaceutical sales representatives, to the use of animals in research and the environmental impacts of our manufacturing processes.

We are confident we have the right policies and programmes in place so that we operate to the highest standards. This report provides an update on the progress we have made against our ten corporate responsibility principles during 2005. Particular highlights include our new policies on the authorship of research articles, consumer advertising and patient advocacy, and our Clinical Trial Register that now contains results from over 2,000 GSK sponsored clinical trials.

We seek views from a wide range of stakeholders and respond to their suggestions where possible. This report contains new information in a number of areas in response to feedback we have received. We hope this report provides the information you are seeking about corporate responsibility at GSK and we welcome your feedback.



Sir Christopher Gent
Chairman



JP Garnier
Chief Executive Officer

Our CR Principles

> Employment Practices

We will treat our employees with respect and dignity, encourage diversity and ensure fair treatment through all phases of employment. We will provide a safe and healthy working environment, support employees to perform to their full potential and to take responsibility for the performance and reputation of the business.

> Human Rights

We are committed to upholding the UN Universal Declaration of Human Rights, the OECD guidelines for MNEs and the core labour standards set out by the International Labour Organisation. We expect the same standards of our suppliers, contractors and business partners working on GSK's behalf.

> Access to Medicines

We will continue to research and develop medicines to treat diseases of the developing world. We will find sustainable ways to improve access to medicines for disadvantaged people, and will seek partnerships to support this activity.

> Leadership and Advocacy

We will establish our own challenging standards in corporate responsibility, appropriate to the complexities and specific needs of our business, building on external guidelines and experience. We will share best practice and seek to influence others, while remaining competitive in order to sustain our business.

> Community Investment

We will make a positive contribution to the communities in which we operate, and will invest in health and education programmes and partnerships that aim to bring sustainable improvements to under-served people in the developed and developing world.

> Engagement with Stakeholders

We want to understand the concerns of those with an interest in corporate responsibility issues. We will engage with a range of stakeholders and will communicate openly about how we are addressing CR issues, in ways that aim to meet the needs of different groups while allowing us to pursue legitimate business goals.

> Standards of Ethical Conduct

We expect employees to meet high ethical standards in all aspects of our business, by conducting our activities with honesty and integrity, adhering to our CR principles, and complying with applicable laws and regulations.

> Research and Innovation

In undertaking our research and in innovating:

- we may explore and apply new technologies. We will constructively engage stakeholders on any concerns that may arise;
- we will ensure that our products are subject to rigorous scientific evaluation and testing for safety, effectiveness and quality;
- we will comply with or exceed all regulations and legal standards applicable to the research and development of our products.

> Products and Customers

We will promote our products in line with high ethical, medical and scientific standards and will comply with all applicable laws and regulations.

> Caring for the Environment

We will operate in an environmentally responsible manner through systematic management of our environmental impacts, measurement of our performance and setting challenging performance targets. We will improve the efficiency of all our activities to minimise material and energy use and waste generated. We aim to find opportunities to use renewable materials and to recycle our waste.

Our contribution to society

In the last 80 years, medicines and vaccines have transformed millions of lives. They have helped to increase life expectancy and lowered death rates from conditions such as heart disease, stroke and cancer. Medicines enable many people with chronic diseases to enjoy good health and lead full lives. In developed countries, healthcare advances mean most people are no longer at risk from diseases such as polio and TB that were major threats less than a century ago.

But continued research and development of new medicines is vital. There are still many serious illnesses for which there are few treatments or where treatments may be improved.

Discovering and developing new medicines is expensive – the average cost is around £450 million and it takes, on average, around 15 years. Society now relies on the pharmaceutical industry to fund most of this research, indeed the majority of medicines used around the world have been developed by the pharmaceutical industry. GSK invested £3.1 billion in R&D in 2005 and employs over 15,000 scientists. We have 149 prescription medicines and vaccines in clinical development.

We believe that our business makes a valuable contribution to society. However we recognise that the research, development, manufacture and sale of medicines raise ethical issues for some stakeholders.

Our Corporate Responsibility Report explains our approach to these issues.

Why corporate responsibility is important to GSK

To achieve its business goals, GSK focuses on a number of business drivers:

- build the best product pipeline in the industry to the benefit of patients, consumers and society
- continuously improve performance through commercial and operational excellence
- improve access to medicines through a range of extensive programmes, both in the developed and developing world
- be the best place for the best people to do their best work

Corporate responsibility is about how we achieve our goals and implement our business drivers. It means operating in a way that reflects our values. Corporate responsibility supports business success by reducing business risks and protecting our reputation.

The way we conduct our business affects our relationship with the patients and consumers that use our products, the doctors who prescribe our medicines and the governments that regulate our industry. Our reputation with these people and the trust they place in our products is critical to our business. By demonstrating to stakeholders that we meet high ethical standards in all aspects of our work, and that we are committed to helping address healthcare challenges, we can maintain their support and retain our “licence to operate”. Our reputation, the standards we operate to and our employment practices also impact our ability to attract, retain and motivate the best people.

Corporate responsibility management

Corporate responsibility supports our business strategy by preparing us to meet future expectations, protecting our reputation and helping us to reduce business risk. To achieve this, the management of CR issues is integrated into our operations.

Day-to-day management of corporate responsibility issues and performance is done by experts within our business functions. Coordination is provided by a cross-functional team, made up of representatives from key business areas.

GSK has a Corporate Responsibility Committee consisting of non-executive directors. This provides a Board-level forum for reviewing issues with the potential to impact upon GSK's business and reputation. It provides high-level guidance on our approach to all CR issues. The Committee meets four times a year to review our policies and progress on our CR principles.

Verification

The environment, health and safety sections of our CR Report are externally verified by Environmental Resources Management (ERM).

Stakeholder engagement

Our approach to CR is informed by frequent discussions with a range of stakeholders, including employees, shareholders, patients, doctors, governments and NGOs. Most of this discussion takes place in the normal course of business. We also seek stakeholder feedback to inform our approach to managing and reporting on CR issues. In 2005 we established a panel of external stakeholders to provide ongoing advice and comment on our EHS performance. We held more than 30 meetings with socially responsible investors (SRI) and commissioned a survey of 51 corporate responsibility opinion leaders to assess views on our CR performance and reporting. We also assessed employee awareness of CR and sought their views on the key issues for GSK.

Government and external affairs

We engage in debate on legislation and seek to influence policy decisions that affect GSK. Our public policy work is governed by our External Affairs Code of Conduct. GSK meets regularly with government officials to explain our views on a range of public policy issues. Lobbying on issues affecting the whole pharmaceutical industry is sometimes conducted through trade associations. Our CR Report includes our membership of trade organisations, and our expenditure on lobbying in the US and the political donations we made during 2005. It also explains our policies governing our interactions with patient advocacy groups.

Access to medicines

Millions of poor people in both developed and developing countries cannot obtain the medicines they need. This is part of a broader problem of access to healthcare which remains a significant challenge in many parts of the world. The primary responsibility for addressing this problem rests with governments but all stakeholders, including pharmaceutical companies, have important contributions to make.

Finding innovative ways to help poor people in developed and developing countries to access our medicines is the right thing to do and also helps to maintain support for our industry.

Developing world

Research and development

We have 13 clinical development programmes targeting eight diseases particularly relevant to developing countries. We believe GSK is the only company researching both new vaccines and treatments for HIV/AIDS, TB and malaria – the World Health Organization's priority diseases. Much of this research is conducted through Public-Private Partnerships.

Preferential pricing

We make our HIV/AIDS treatments, anti-malarials and vaccines available to the world's poorest countries at preferential prices. We negotiate prices with middle-income countries on a case-by-case basis.

Community Investment

Through our Global Community Partnerships programme, GSK funds community-led initiatives in over 100 countries around the world. We have a wide range of partnerships, with a focus on health and education programmes for under-served communities.

Granting voluntary licences

In some situations voluntary licences can help to increase the supply of medicines. GSK has granted seven voluntary licences for the manufacture and supply of generic versions of our anti-retrovirals for treating HIV/AIDS in Africa.

Developed world

Some patients in developed countries are also unable to afford the medicines they need. GSK has Patient Assistance Programs and discount cards in the US to help patients without insurance.

We also offer discount cards for certain GSK medicines in Bulgaria, Lithuania and Ukraine.

Headlines from our CR Report 2005

- Extended our partnership with the Malaria Vaccine Initiative to continue the development of our malaria vaccine candidate.
- Entered major new collaborations to develop vaccines for HIV/AIDS
- Announced a new joint TB drug discovery partnership with the Global Alliance for TB Drug Development.
- Launched our rotavirus vaccine for the prevention of gastroenteritis in Mexico and received approval for it in 30 countries.
- Shipped 126 million preferentially-priced *Combivir* and *EpiVir* tablets for HIV/AIDS to developing countries. This 90% growth over 2004 is encouraging but more needs to be achieved.
- Donated 136 million albendazole treatments, worth £14.3 million (\$25.8 million), to 36 countries for prevention of Lymphatic Filariasis.
- 7 voluntary licences in place for HIV medicines in Africa.
- More than half a million patients received GSK medicines worth \$464 million through our US Patient Assistance Programs.

Research and development

Medicines and vaccines have brought huge benefits to the health and quality of life of millions of people over the last 100 years. But there are still many serious, debilitating and life threatening illnesses for which there are no effective treatments or where treatments could be significantly improved.

In 2005 we invested £3.1 billion (\$5.6 billion) and employed over 15,000 people in R&D. Our goal is to build the best product pipeline in the industry.

We recognise that biomedical and pharmaceutical research raises ethical concerns for some stakeholders. We are committed to attaining high ethical and scientific standards in all our R&D work.

Clinical trials

All GSK-sponsored clinical trials, in all countries, are conducted according to the Good Clinical Practice (GCP) guidelines developed by the International Conference on Harmonisation and the 'Ethical Principles for Medical Research Involving Human Subjects' (2004) in the World Medical Association Declaration of Helsinki.

Training and auditing for clinical trials

All employees involved in conducting and monitoring GSK-sponsored trials must complete training in GCP. We audit the conduct of clinical trials and issues identified are investigated and appropriate action taken. This includes retraining or, in severe cases, dismissal. Trial data may be re-analysed.

Clinical trial information and results

Wherever possible we publish clinical trials results in peer-reviewed journals, or in conference abstracts. The GSK online Clinical Trial Register, launched in 2004, contains results and protocol information from GSK-sponsored trials of marketed medicines. Anyone can use the internet to access the Register.

Animal research

Animal research is essential to evaluate the safety and effectiveness of new medicines and is also a legal requirement. GSK is committed to the 3Rs – reduction, refinement and replacement of animal testing. Despite a significant increase in R&D activity since 1994 the number of animals used is broadly similar to 11 years ago.

Headlines from our CR Report 2005

- GSK employees completed 13,085 training activities (e-learning modules or instructor-led courses) on Good Clinical Practice standards.
- Clarified our approach to the continued treatment of patients following clinical trials.
- We carried out 170 audits of sites conducting GSK-sponsored clinical trials.
- The GSK Clinical Trial Register contains results for 2,125 trials, 98% of trials completed on our major marketed products since the merger which created GSK.
- Helped fund a new post at the National Centre for the 3Rs to encourage sharing of industry best practice on animal research.
- Reviewed and updated our Code of Practice on animal research.

Ethical conduct

The research, development, testing and sale of medicines raises ethical concerns for some stakeholders. GSK is committed to ensuring that all our business practices meet high standards and that our employees behave ethically and honestly.

This is important because the way we conduct our business affects our reputation and our relationships with the patients and consumers who use our products, the doctors who prescribe our medicines and the governments that regulate our industry. Meeting high ethical standards enables us to maintain the support of these stakeholders and retain our 'licence to operate'.

Code of Conduct

Our Code of Conduct and Employee Guide to Business Conduct set out the standards of behaviour we expect from employees. Managers are required to confirm their compliance with the Code annually.

Marketing ethics

GSK sales representatives meet regularly with doctors and pharmacists. We also market medicines directly to consumers in the US and Japan. These activities are governed by our Marketing Codes of Practice and consumer advertising policy which require that all marketing is based on valid scientific evidence, is consistent with national prescribing documentation, and complies with the law.

Training and awareness

All employees receive training on our Code of Conduct. Additional ethics training is provided for employees working in areas such as sales and marketing, R&D and manufacturing. Sales and marketing employees attend refresher courses at least annually.

Monitoring and compliance

Employees are encouraged to seek help and to report suspected cases of misconduct through their manager, a compliance officer, or through our confidential Integrity Helplines. All suspected cases of misconduct are investigated and disciplinary action, including dismissal, is taken where necessary.

Headlines from our CR Report 2005

- Over 12,000 GSK managers certified that they complied with our Code of Conduct.
- Reviewed and updated our regional marketing codes.
- Surveyed our US sales representatives on our ethics policies. Over 90% answered questions on our promotional materials and policies correctly.
- 500 senior managers in the US and UK attended a new workshop on 'Ethical Decision Making'.
- Over 1,200 R&D employees completed our 'Performing with Integrity' course.
- In the US 1,000 new sales and marketing staff received ethics training and 10,000 existing staff received two hours of refresher training.
- Expanded our Corporate Ethics and Compliance department. We now have a full-time compliance officer in each of our seven major business units.
- There were 3,644 contacts with our compliance functions. Of these, 77% were from employees seeking advice or information and 23% were from employees reporting suspected cases of misconduct.
- Published data on the number of employees dismissed or disciplined for misconduct.

Employment practices

GSK employs more than 100,000 people in 119 countries. Our goal to be the best place for the best people to do their best work is central to our business strategy and key to business success. We aim to create a positive working environment, offer competitive reward packages that emphasise performance, provide opportunities for training and advancement, and listen and respond to employee feedback.

Employee surveys

Regular employee surveys help us to monitor the evolution of GSK's culture and employee satisfaction. We conduct a survey of GSK managers every two years and a range of interim surveys to gauge satisfaction and engagement.

Diversity

GSK is committed to employing a diverse workforce. Only by delivering equality of opportunity can we be sure that we have the best people in the right jobs doing their best work for GSK. We monitor and report data on gender diversity by management grade worldwide and on ethnicity in the UK and US.

Employee development and talent management

GSK invests in training to enable employees to perform to the best of their ability and to develop their careers. Our talent management processes help us identify and develop leadership candidates.

Internal communication

Internal communications keep employees up to date with company news and enable them to give feedback. Channels include our intranet site, web broadcasts and townhall meetings where employees can put questions to senior managers, and our works councils and European Employee Forum.

Health and safety

The health and safety of employees and contractors is an absolute priority for GSK. Our aim is to eliminate all work-related injuries and illnesses. We systematically assess the risks associated with our operations, monitor performance and set improvement targets. Our health programmes enable employees and their families to benefit from better health, while the business gains from increased employee commitment and productivity and reduced costs of ill-health.

Headlines from our CR Report 2005

- US diversity poll scores were higher than 2002, with 56% of respondents agreeing that senior management shows by its actions that creating an inclusive environment is a top priority at GSK (compared with 44% in 2002).
- Received a 100% score for corporate equality from the US Human Rights Campaign Foundation that measures companies' treatment of gay, lesbian, bisexual and transgender employees, consumers and investors.
- Women accounted for 35% of GSK managers.
- In the US, people of colour made up 19.6% of our workforce. In the UK, ethnic minorities accounted for 14.9% of employees.
- Over two-thirds of GSK employees received an annual performance appraisal. This includes an assessment of how well employees have implemented the GSK Spirit.
- 55,000 copies of our CR Overview brochure were distributed to employees.
- Over 17,500 employees from 70 sites in 32 countries took part in the 2005 Health and Safety Week.
- We improved our lost time injury and illness by 30%, short of our ambitious goal of a 50% reduction.
- We are going to raise the bar and develop new health and safety metrics and targets for 2006-2010 as part of our EHS Plan for Excellence.

Human rights

Human rights is a broad subject that is relevant to GSK as an employer and in our supply chain.

We take human rights seriously, although the risk of issues occurring is not as significant for GSK as for companies in some other industries. Achieving high standards on human rights supports our reputation as an employer and our goal of operational excellence. By working with suppliers that match our standards, we help ensure the smooth operation of supplier contracts and therefore a reliable supply of high quality products.

Employee human rights

The human rights of our employees at work are protected by our employment policies. All our employees are entitled to join trade unions, where this is permitted by national law. Employees can report any concerns through our confidential Integrity Helplines.

We operate globally, including in countries where the government does not fully respect human rights. We believe our presence in these countries is vital to ensure continued access to medicines for their people. We aim to create a workplace in these countries where the standards match those in our operations elsewhere, and thereby contribute to improving employment practices generally.

Human rights in our supply chain

Our supply chain is complex, with over 75,000 suppliers worldwide. We recognise it is possible that suppliers in some countries do not fully respect the human rights of their workers or local communities. We have begun work to ensure that our suppliers observe similar standards to ours. This includes adding human rights clauses to our supplier contracts and including human rights criteria in our routine interactions with critical suppliers – the contract manufacturers that make GSK-branded medicines and consumer health products and the suppliers of raw materials and packaging to our manufacturing sites.

Headlines from our CR Report 2005

- The head of human resources in each country reports annually on whether our employment practices meet our human rights standards. No human rights issues were identified in 2005.
- There were no cases reported by employees to our compliance function that directly raised human rights issues.
- Conducted 41 Environment Health and Safety audits of our critical suppliers that included questions on human rights.
- All new procurement staff completed training on human rights.
- Critical suppliers must pass a detailed assessment before selection. This includes an assessment of their policies and procedures for health and safety, human rights, and environmental issues.
- Human rights clauses were included in all new central contracts with global suppliers and will be included in prioritised local contracts. The clauses are published in our full CR Report.

Environment

We completed the first five-year phase of our Environment, Health & Safety (EHS) Plan for Excellence in 2005. This first phase focused on fundamental EHS programmes and improvement targets. We achieved many of the demanding targets we set in 2000, but unfortunately missed several. We are developing new targets for 2010, which will be published during 2006. They will benefit from formal stakeholder input through our new Stakeholder Panel.

Improving EHS performance helps us to save money in the short term by using less energy, water and other materials. Our EHS Plan for Excellence will help us to become a more sustainable business in the long term.

Our EHS Plan embraces all our broad environmental impacts. Individual sites have contributed to the development of this plan and incorporate initiatives into their site business plans. As well as managing the environmental impacts of our operations such as emissions and water use, we are working to incorporate environmental considerations into the design of new products. In 2005 we added a Chemicals Legislation Guide to the eco-design toolkit which helps our scientists incorporate sustainability into product design.

The pharmaceutical industry's traditional technologies leave opportunities for significant improvement in our use of materials. We aim to double material efficiency by 2010 for new manufacturing processes coming out of R&D, which will reduce costs, improve our use of resources and cut waste. We made substantial improvements in manufacturing processes for several new compounds in 2005.

Headlines from our CR Report 2005

- Reduced global warming potential of energy consumption per unit sales by 13% since 2001 surpassing our target of an 8% reduction.
- Continued to introduce new types of inhalers for asthma treatments that do not use CFCs (which damage the ozone layer). This has reduced the ozone impact of production (per unit of sales) by 74% since 2001, well ahead of our target.
- Surpassed our 2005 audit score target of 75% and achieved an overall audit score of 77% which is a measure of how well we manage risk.
- Carried out 41 site-based EHS audits of contract manufacturers and key suppliers, approximately half of which were potentially new suppliers. Performance scores ranged from 28% to 81%.
- Water consumption per unit sales has fallen by 23% since 2001, compared to our target of a 10% reduction.
- Achieved a 28% reduction in emissions of volatile organic compounds per unit sales (VOCs) since 2001, just missing our target to reduce by 30%.
- Hazardous waste disposed per unit of sales has risen by 3% in the five years ending 2005 despite waste minimisation and recycling initiatives and our target of a 15% reduction.
- Included data in product Safety Data Sheets about the effect of pharmaceutical ingredients entering the environment after being excreted by patients.
- Held the first meeting of our new EHS Stakeholder Panel
- Recognised by FTSE4Good, Dow Jones Sustainability Index, Carbon Disclosure Project, Innovest/Corporate Knights and Business in the Environment

Community investment

GSK makes donations of money, medicines, vaccines, time and equipment to support good causes. Our community investment strategy focuses on improving health and education in under-served communities.

Community investment is not linked to short-term business benefits and is not intended to create commercial markets for GSK. But it does support our reputation by demonstrating our commitment to tackling healthcare challenges. We believe that using some of our profits to benefit under-served communities is part of being a responsible company.

In 2005, our total community investment was valued at £380 million (\$691 million), equivalent to 5.6% of pre-tax profits.

Humanitarian relief

GSK donates essential medicines to help relief efforts in disaster areas and support basic healthcare provision in impoverished communities. Donations are made at the request of governments and charities and we often manufacture medicines specifically for these partners. Our donations follow the World Health Organization Interagency Guidelines for Drug Donations.

Community partnerships

We support a wide range of health and education initiatives in the communities where we operate. Donations are made centrally and by GSK sites and local GSK foundations.

Education

GSK supports education in the UK and US, with a particular emphasis on developing scientific literacy and encouraging the next generation of scientists.

Employee involvement

GSK employees are encouraged to give their time as volunteers to support good causes in their community. In the UK and US we make cash donations to charities where employees have done voluntary work.

Information on our community investment to support public health initiatives tackling Lymphatic Filariasis (LF), HIV/AIDS, malaria, and diarrhoea-related disease is included in Access to Medicine.

Headlines from our CR Report 2005

- Listed 10th in the UK's Guardian Giving List of the 100 largest quoted companies, based on the percentage of pre-tax profits contributed to charity. GSK was the biggest overall giver.
- Donated life-saving medicines worth £27 million (\$49 million), to support relief efforts in almost 100 countries. Antibiotics and basic medicines were sent in response to the South East Asian tsunami, hurricanes in the US and the Caribbean and the earthquake in Pakistan.
- Gave £300,000 over three years to Childrens' Shelters, providing healthcare for homeless children in Spain.
- Supported '500 Midwives', an initiative to improve mother and child health in rural Vietnam by bringing birth attendants from ethnic minority groups for training in the capital's major hospital.
- Extended our partnership with the British Red Cross, giving £350,000 over three years to its Gateway project to help young people with disabilities live independently.
- Gave £466,000 (\$840,000) to 790 charities in the UK and US where GSK employees or their partners volunteered.

See **Community investment** on www.gsk.com

Data summary

	2002	2003	2004	2005
Access to medicines				
Number of countries supplied with preferentially priced ARVs ¹	50	56	57	56
Number of preferentially priced <i>Combivir</i> tablets shipped (millions) ¹	6.2	10.7	32.7	45
Number of preferentially priced <i>Epivir</i> tablets shipped (millions) ¹	1.7	5.2	34.4	81.3
GSK <i>Combivir</i> not-for-profit price (\$ per day) ²		1.7	0.65	0.65
Voluntary licences granted to generic manufacturers for GSK ARVs			6	7
Number of albendazole tablets donated for prevention of Lymphatic Filariasis (millions)	66	94	67	136
Number of countries supplied with albendazole	31	34	34	36
Research and development				
GSK animal research facilities accredited by the Association for Assessment and Accreditation of Laboratory Animal Care ³	7	7	10	10
Number of trials published on the GSK Clinical Trial Register (cumulative total) ⁴	–	–	143	2,125
Ethical conduct				
Number of employees completing certification to the GSK Code of Conduct	700	9,000	9,600	>12,000
Number of contacts through our ethics compliance channels ⁵			2,580	3,644
Employment				
Women in management grades (%)	32	34	35	35
Ethnic diversity – people of colour (US, %)	19	19.5	19.5	19.6
Ethnic diversity – ethnic minorities (UK, %)	–	–	14.8	14.9
Lost time injury and illness rate (cases per 100,000 hours worked)	0.34	0.30	0.30	0.30
Lost time injury and illness rate for contractors working on site (cases per 100,000 hours worked)	0.50	0.33	0.40	0.44
Environment				
Number of contract manufacturers audited	16	28	35	41
Energy consumption (million gigajoules)	20	20	19	19
Water consumption (million cubic metres)	24	23	21	22
Ozone depletion potential from metered dose inhalers (tonnes CFC-11 equivalent)	1,500	782	464	198
Ozone depletion potential from production (tonnes CFC-11 equivalent)	121	72	59	51
Ozone depletion potential from refrigeration and other ancillary uses (tonnes CFC-11 equivalent)	7	3	3	3
Volatile organic compound emissions (thousand tonnes)	7	7	5	5
Global warming potential from energy sources (thousand tonnes CO ₂ equivalent)	1,844	1,833	1,747	1,759
Hazardous waste disposed (thousand tonnes)	62	61	74	68
Community investment				
Total community investment expenditure (£ millions)	239	338	328	380
Value of humanitarian product donations, including albendazole (£ millions)	24	116	57	41
Value of products donated through GSK Patient Assistance Program in the US (£ millions)	112	125	203	255

¹ Includes ARVs sold at not-for-profit and discounted prices. We are unable to collect data for the number of patients treated.

² Includes delivery costs. Médecins Sans Frontières June 2005 report showed that the average cost of generic equivalents is \$0.64 a day and the lowest priced generic equivalent costs \$0.50 a day, not including delivery.

³ We currently have 14 animal research laboratories. In 2004 we had 13 animal research laboratories.

⁴ 98% of trials completed since the merger which created GSK.

⁵ Includes contacts with line managers, compliance officers, our confidential Integrity Helplines or offsite post office box (in the US).