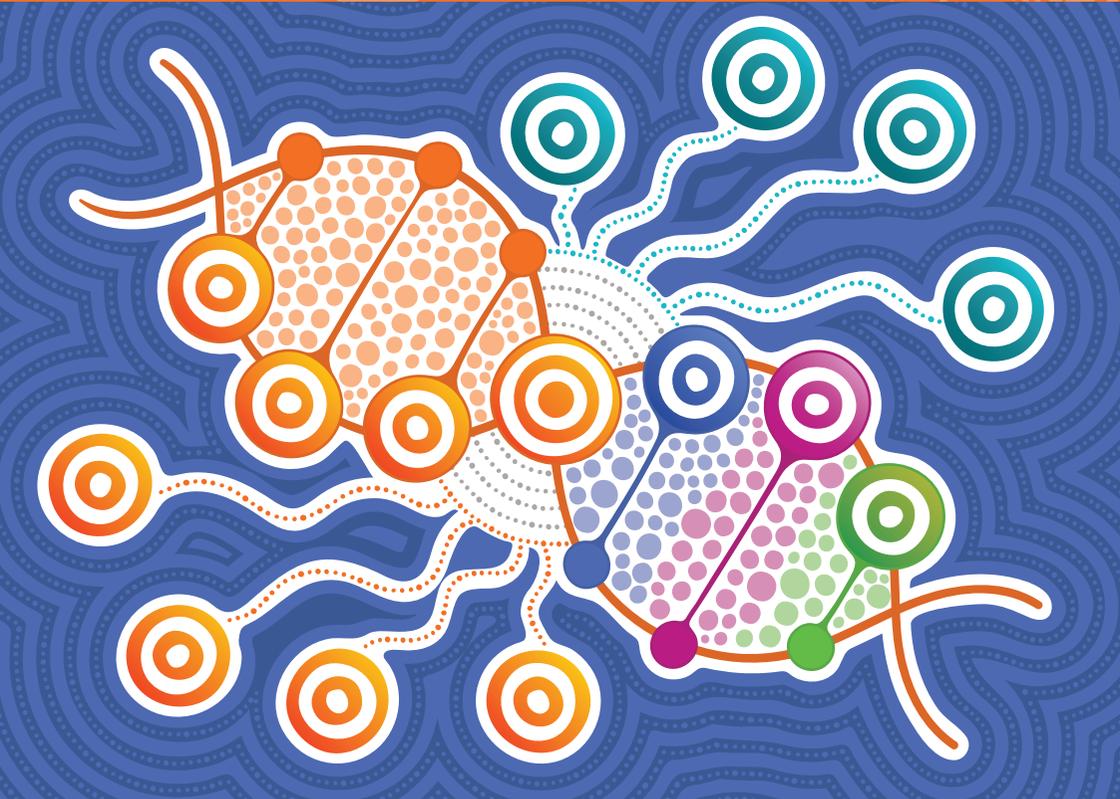


# GSK Reconciliation Action Plan

(Aug 2018 – Aug 2020)

## Progress Summary Q1 & Q2 2019



GSK would like to acknowledge the Traditional Custodians of the land in which we live and pay our respect to Elders both past, present and emerging.

We would like to recognise all the efforts that have been made to progress our Reconciliation Action Plan deliverables. As we reflect on Q1 and Q2 (2019), we can safely say that the business has taken important steps towards our vision of making a tangible contribution towards the nation's Reconciliation journey.

# Marking local and national events

## National Reconciliation Week activities

- Abbotsford office employees took the opportunity to attend a tour of a site of cultural significance for the local Aboriginal tribe (Dight's Falls) guided by a Wurundjeri Elder.
- GSK's interns supported an external event by participating in BlackWiz Trivia Night at the Yarra City Council.
- A group of GSK employees attended a cultural awareness training workshop hosted by our corporate partner; Save the Children.
- Ermington held a site-wide event and Mirri Mirri team building event to enhance our cultural awareness.

## NAIDOC Week

- GSK celebrated the history, culture and achievements of Aboriginal and Torres Strait Islander peoples at sites around Australia during NAIDOC Week.
- An exhibition and talk with prominent indigenous photographer and cultural advisor Professor Wayne Quilliam was held in our Abbotsford Office. He discussed the history and significance of NAIDOC week and the Reconciliation movement.
- Multiple groups of staff volunteered at a local NGO, picking and packing aid packages to be delivered to rural Indigenous communities.

## De Castella Run

- Over 50 GSK employees along with their friends and family participated in the 39th annual de Castella Run. This event supports fundraising for the Indigenous Marathon Foundation, a health promotion charity.

Through facilitating our engagement with National Reconciliation Week and NAIDOC week the Reconciliation Action Plan Sub-Committee have raised internal awareness of our Reconciliation Action Plan, engaged employees in cultural learning opportunities and increased the understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.

## Making an impact through our business

- The vaccines team has developed the Rotarix dosing wheel, a culturally-appropriate immunisation support material. This will be distributed to Aboriginal and Torres Strait Islander (and non-Aboriginal and Torres Strait Islander) immunisation providers, as a tool to assist timely vaccination with Rotarix vaccine.
- The procurement team has been diligently investigating opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation. Engaging with Supply Nation to successfully develop ongoing commercial relationships with multiple Aboriginal and Torres Strait Islander-owned businesses including Pawa Catering, Nallowilli Office Wares, Outback Coffee, Dreamtime Creative, Tjindgarmi Office wares and Wurundjeri Tribe Council.
- The Human Resources Team have been working to investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workforce. They've collected baseline data on current Aboriginal and Torres Strait Islander employees to inform future employment opportunities. To date no one has identified as an Aboriginal or Torres Strait Islander, identifying that further work is needed in this space.
- Our Consumer Healthcare business has developed a plan to help close the gap in oral health by providing product donations and volunteering time to execute oral health initiatives in NSW. We are also currently exploring education sponsorship opportunities with the Poche Centre for Indigenous Health.
- In collaboration with the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM) the Viiv team provided important HIV and sexual health education for nurses through the 'Fundamentals of HIV and Sexual Health for primary healthcare nurses' workshop. There were 29 participants, including Clinical Nurses, Registered Nurses, Nurse Practitioners, Nurse Practitioner Candidates, Nurse Unit Managers, Clinical Nurse Consultants, Midwives and Practice Nurses. Over 70% of the participants indicated they work with Aboriginal and Torres Strait Islander clients. The post course survey indicated participants had an increase in confidence conducting sexual health and HIV screening and also an increase in awareness about clinical resources, referral pathways and decision-making tools.