

# European Responsible Care Award 2008

## Description of GSK Biologicals

**GlaxoSmithKline Biologicals** (GSK Biologicals), the **world's leading vaccine manufacturer**, is located in Rixensart (Belgium). It is the centre of all GlaxoSmithKline's activities in the fields of vaccine research, development and production.

GSK Biologicals employs **6000 employees in Belgium** (9000 worldwide), including 1000 scientists who are devoted to discovering new vaccines and developing more cost-effective and convenient combination products to prevent infections that cause serious medical problems worldwide.

In 2007 GSK Bio distributed more than **1.1 billion doses** of vaccines to **168 countries** in both the developed and the developing world.

### Three sites in Belgium

Three sites located in Wallonia (the south part of Belgium)) house most of the company's research, development and production activities. Filling and packaging operations are sometimes carried out directly in local markets, within the frame work of partnership and collaboration agreements.

The **Rixensart** site houses all research activities and part of the company's production activities. Built in the late 1950s, it has been constantly expanded to meet the growing research and production requirements.

The **Gembloux** site houses a unit dedicated to scaling up the vaccines developed on the Rixensart site. It is also designed to produce the first commercial batches of new vaccines, before transfer of the processes to the buildings where final production will take place.

The **Wavre** site is devoted to bulk production of different vaccines, filling of vials and syringes, packaging, dispatch and houses a recent quality control building.

# Wellness together: Performance through Wellbeing

GSK Biologicals – Belgium



In January 2007, a programme baptised 'Wellness together' was launched on the Belgian GSK Biological sites. The programme proposes different simple actions to help staff improve their wellbeing and through this, their ability to develop their professional talents and to use them fully to the benefit of the strategic objectives of the enterprise.

## The project objectives

GSK Biologicals is undergoing rapid development. This growth requires each employee to continually develop himself, something which can only be achieved in the long term if balance between professional and personal life is maintained.

The Wellness together programme aims to create a work environment where wellbeing matters and every employee, worker or manager will be supported in his search for personal balance if they so wish. This includes ergonomics, diet, quality of sleep and many other things.

## Project scope

To support staff members who want to take better care of themselves and of their environment, an inventory was drawn up outlining the areas that can contribute to the wellbeing of a company like ours. From this basis, **four action areas** were defined: health, safety, the natural environment and the community we actively live in.

A **committee** was formed made up of members from different departments (R&D, supply chain, support services, EHS, HR, Communications) to propose and validate actions in each of these four areas. **Ten or so initiatives and communications** came alive in 2007 and continue today through the 2008 programme.

To put the Wellness together programme in place on sites as extensive and complex as those of GSK Biologicals in Belgium required close **collaborations** between the services (EHS, HR services, ...)

The support from management was essential in order to federate resources and bring this initiative to life.

## Four themes

The team in charge of the Wellness together programme chose to work on four components of wellbeing: health, a safe work environment, a green work environment and positive relations with your professional entourage.

## 2007 Actions

The four themes were translated into a series of concrete actions that are proposed at regular intervals to staff members of the three Belgian sites. Ten or so actions were implemented in 2007.

A series of actions based on **nutrition** was a reminder of the basics of a balanced dish and proposed ideas for breaktime meals which combine pleasure and health.

All the Wellness Health actions linked to nutrition are supported by the dietician who trained the chefs in the preparation of the Wellness meal and in creating the menus. She also supervises the different information communicated to employees.

A series of actions dedicated to **ergonomics** allowed staff to become aware of the importance of a good working position.

Various actions on the **environment** theme were offered to staff to make them more aware of the natural wealth that surrounds them and to encourage them to make more use and fully respect such wealth.

To mark the end of year, workshops were organised on different themes geared towards improving **self knowledge and relations with others**.

## Communication

The Wellness together programme makes use of the company's different communication resources. A 'Wellness' section was opened on the GSK Biologicals intranet community to remind people of good advice in terms of diet, ergonomics, environment and all the themes tackled in the actions. The company newspaper also relays the important points of the actions.

The programme slogan, "it's up to you", underlines the fact that each person can make a difference and is free to take what suits him/her best from the proposed actions.

The mascot, a boomerang, shows that every investment in wellbeing comes back to you.

Little by little, the Wellness culture is making its way in the company. The term "Wellness" is now part of our vocabulary and daily concerns. We have already heard people point out to their colleagues that the way others were carrying a load "is not very Wellness". Likewise, in the company restaurants, it is not rare to hear people ask "what's the Wellness dish today?"

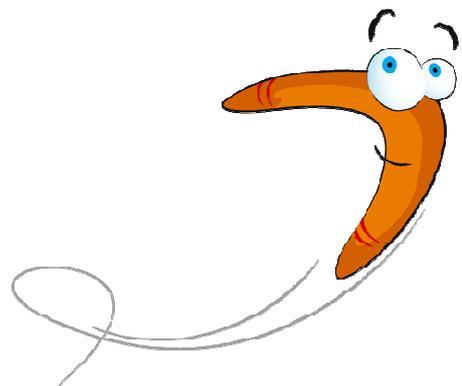
## 2008 Projects

In 2008 and beyond, the Wellness together actions and communications will develop further and reinforce the achievements of 2007, based on input from members of the steering committee and on employees' suggestions gathered from the survey carried out in late 2007.

## Conclusion

The Wellness together programme is born out of a desire to give each employee the chance to take better care of his/her health, his/her safety and his/her natural and social environment - to be more active in these four areas, to feel better and at the end of day make a better contribution to the objectives of the company.

**While the company strengthens its efforts towards performance and operational excellence, the small helping hand provided by the Wellness programme is there to remind people that health, safety, the environment and the quality of our relationships are not mutually exclusive – on the contrary: one feeds off the other. Long-term performance is not possible without respecting these four areas. Sustainable development of the enterprise also depends on this culture of self-respect, respect for colleagues and respect for the natural and human environment.**



It's up to you...