

GSK

# The Code

Our purpose

We unite science, technology and talent to get ahead of disease together

for health impact + shareholder returns + thriving people



GSK

Our strategy

We prevent and treat disease with vaccines, specialty and general medicines.

We focus on science of the immune system, human genetics, and advanced technologies investing in 4 core therapeutic areas and future opportunities to impact health at scale.

We operate responsibly for all our stakeholders by prioritising Innovation, Performance and Trust.

Our culture

**We are ambitious for patients** to deliver what matters better and faster.

**We are accountable for impact** with clear ownership and support to succeed.

**We do the right thing** with integrity and care because people count on us.

# Welcome to The Code

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## This is our Code

It outlines the commitments we ask everyone to make together.

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## Why do we ask for these commitments?

### To deliver our purpose and ambitions

For patients, shareholders and our people.

### To make our culture real

So we are ambitious for patients, accountable for impact and do the right thing.

### To create an outstanding place to work

Where everyone can thrive.

## The Code has two parts:

### 01. GSK's commitments

### 02. My commitments

We ask everyone at GSK to put their names to our Code with pride.

Because we are GSK and 2.5 billion people count on us to get it right.

## Part 01

# GSK's commitments

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## GSK commits to get ahead together:

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We are **ambitious for patients**, investing in innovation and growth at pace to achieve health impact at scale.

We are **accountable for our impact**, setting focused objectives with clear measures of success.

We **do the right thing**, as a responsible company, aiming to lead the way on issues that matter.

### As a responsible company

We are a force for good, with ambitious targets for positive impact on the health of people, society and the planet.

We manage risks effectively, take action if things go wrong and we respect human rights.

## And we help our people thrive

We recruit and develop outstanding people: people who believe in our purpose, live our culture and want to help us achieve our ambition.

We expect managers to motivate, focus, develop and care for their teams.

We recognise, celebrate and reward success — the progress we deliver and how we deliver it.

We create a place where people can grow, be their best, be safe, and feel welcome, valued and included.

## Part 02

## My commitments

## I commit to get ahead together:

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I will be **ambitious for patients**, focusing on delivering the things that matter better and faster, without compromising safety or quality.

I will be **accountable for my impact** owning my work and supporting others to succeed.

I will do **the right thing**, with integrity and care, complying with applicable laws, regulations, standards and policies – and I will speak up if things don't feel right.

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**So that together...**

We work to seize opportunities, solve problems and make informed decisions at pace.

We challenge and encourage each other to be our best and deliver GSK's ambitions.

We make GSK a company that everyone trusts.

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**And I will help make GSK a place where everyone can thrive**

I will own how I grow and help **motivate, focus, develop and care** for the people I work with.

I will be **inclusive and conscious** of the impact I have on others.

I will play an active role in making GSK a **great place to work**.

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**So that together...**

We support everyone's wellbeing in a safe and respectful environment.

We can all learn and grow with support, feedback and space to succeed.

We celebrate success and inspire great performance through leadership and teamwork.

Part 02

## My commitments

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### I commit to the Code

I will be **ambitious for patients**

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I will be **accountable for my impact**

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I will **do the right thing**, comply with laws and GSK policies and standards, and speak up

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I will support people to thrive

So that we get ahead together

### So, are you in?

Join thousands of outstanding committed GSK people around the world and put your name to The Code.

To get ahead together,  
I will live by our Code every day.

I'm in

# GSK Policies and Standards

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Our policies and standards support the commitments we make in The Code and are set out below. You can find everything you need to know about them in [The Code Hub](#).

Further written standards, guidance and policies may apply to the role you are in, speak to your manager or local compliance officer if you need more information, and [Speak Up](#) if you are in any doubt or are just not sure.

## [Speak Up](#)

[Adverse events](#)

[Anti bribery and corruption](#)

[Competition law](#)

[Conflicts of interest](#)

[Counterfeit products](#)

[Crisis situations](#)

[Cyber security](#)

[Data integrity](#)

[Environment](#)

[Ethical and responsible research](#)

[Financial grants of authority](#)

[Gifts, hospitality and entertainment](#)

[Grants and donations](#)

[Handling personal information](#)

[Human rights](#)

[International sanctions](#)

[Promotional and scientific engagement](#)

[Responsible care and use of animals](#)

[Responsible use of technology](#)

[Share dealing](#)

[Social media](#)

[Training](#)

[Travel and expenses](#)

[Working with third parties](#)

[Workplace equality and inclusivity](#)

[Workplace safety](#)

[Write right](#)

**GSK**

**Ahead Together**