

GSK

The Code



Our purpose

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

for health impact + shareholder returns + thriving people

Our strategy

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

We focus on science of the immune system and advanced technologies, investing in 4 core therapeutic areas (Respiratory, Immunology & Inflammation, Oncology, HIV and Infectious Diseases) to impact health at scale.

We operate responsibly for all our stakeholders with pace, focus and accountability.

Our culture

We are ambitious for patients
to deliver what matters at pace

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

This is our Code

It outlines the commitments we ask everyone to make together.

Why do we ask for these commitments?

To get ahead of disease together

For patients, shareholders and for 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

1. GSK's commitments

2. 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

GSK commits to get ahead together

We are ambitious for patients
to deliver what matters at pace

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

As a responsible company

We deliver positive health impact through high standards and responsible operations for people, society and the planet.

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

And we enable our people to thrive

We recruit and develop people who contribute to our purpose and drive 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

I will be ambitious for patients

focusing on delivering at pace, 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, complying with all applicable laws, regulations and written standards – and I will speak up if things don't feel right.

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.

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 commit to focus on what matters most and achieve our ambitions in the right way

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

I commit to the Code

I will be **ambitious for patients**

I will be **accountable for my impact**

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

I will support people to thrive

So, are you in?

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

I will live by our Code every day.

I'm in

GSK Policies and Standards

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 and concern management](#)

Adverse events
Artificial Intelligence
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
Human rights

International sanctions
Mandatory and expected training
Promotional and scientific engagement
Privacy and protection of information
Responsible care and use of animals
Responsible use of technology
Risk management and internal control
Share dealing
Social media
Travel, expenses and meetings
Workplace equality and inclusivity
Working with third parties
Write Right

GSK