

GSK

The Code



Ahead Together

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 four core therapeutic areas (Respiratory, Immunology & Inflammation, Oncology, HIV and Infectious Diseases) to impact health at scale.

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

Our culture

Ambitious for patients to deliver what matters better and faster

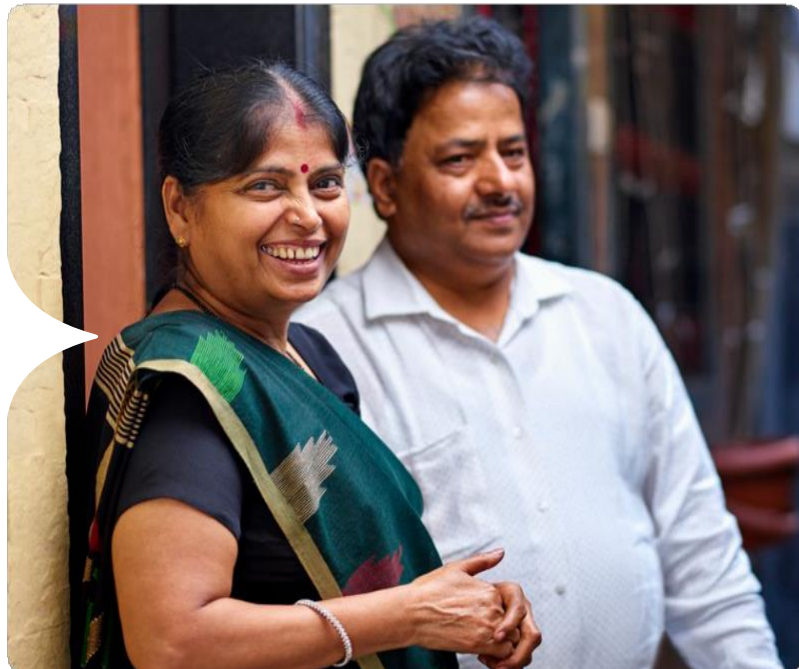
Accountable for impact with clear ownership and support to succeed

Do the right thing with integrity and care because people count on us

This is our Code

It outlines the commitments we ask
everyone to make together.

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.



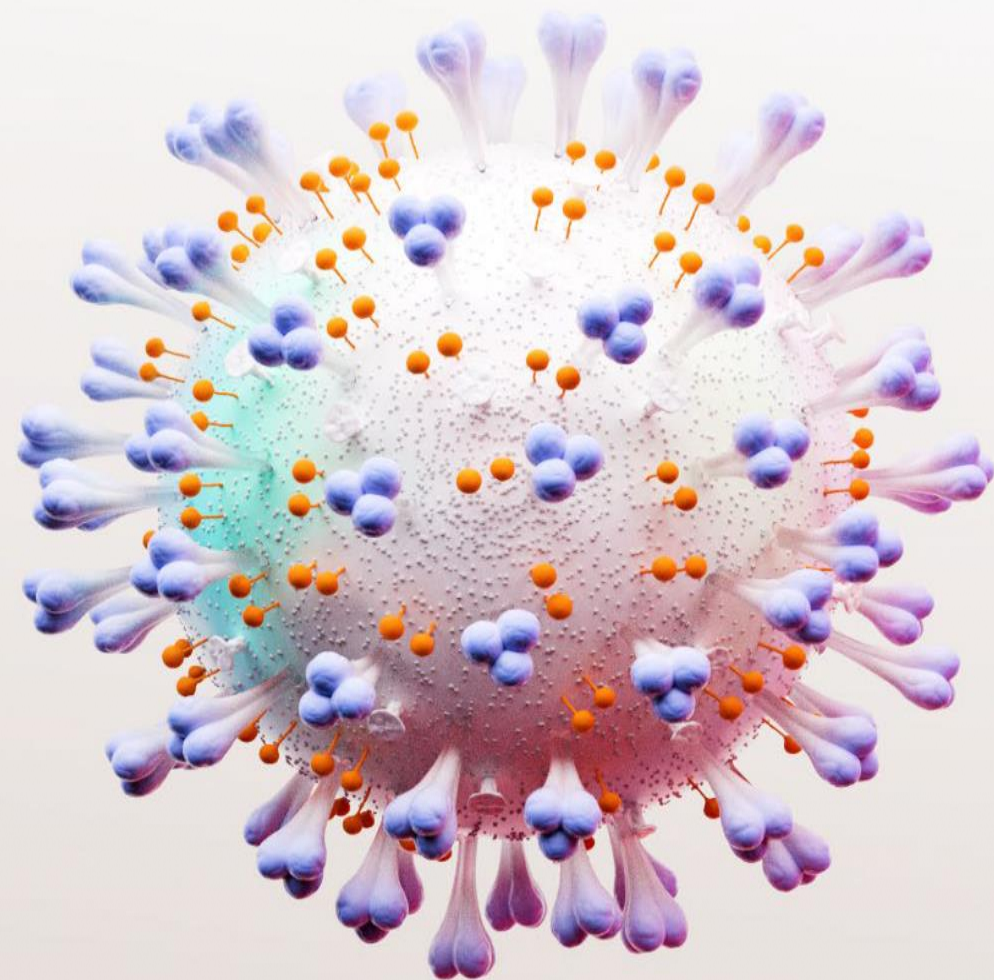
To create an outstanding place to work

Where everyone can thrive.

The Code has two parts:

PART 1

GSK's commitments



PART 2

My commitments

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

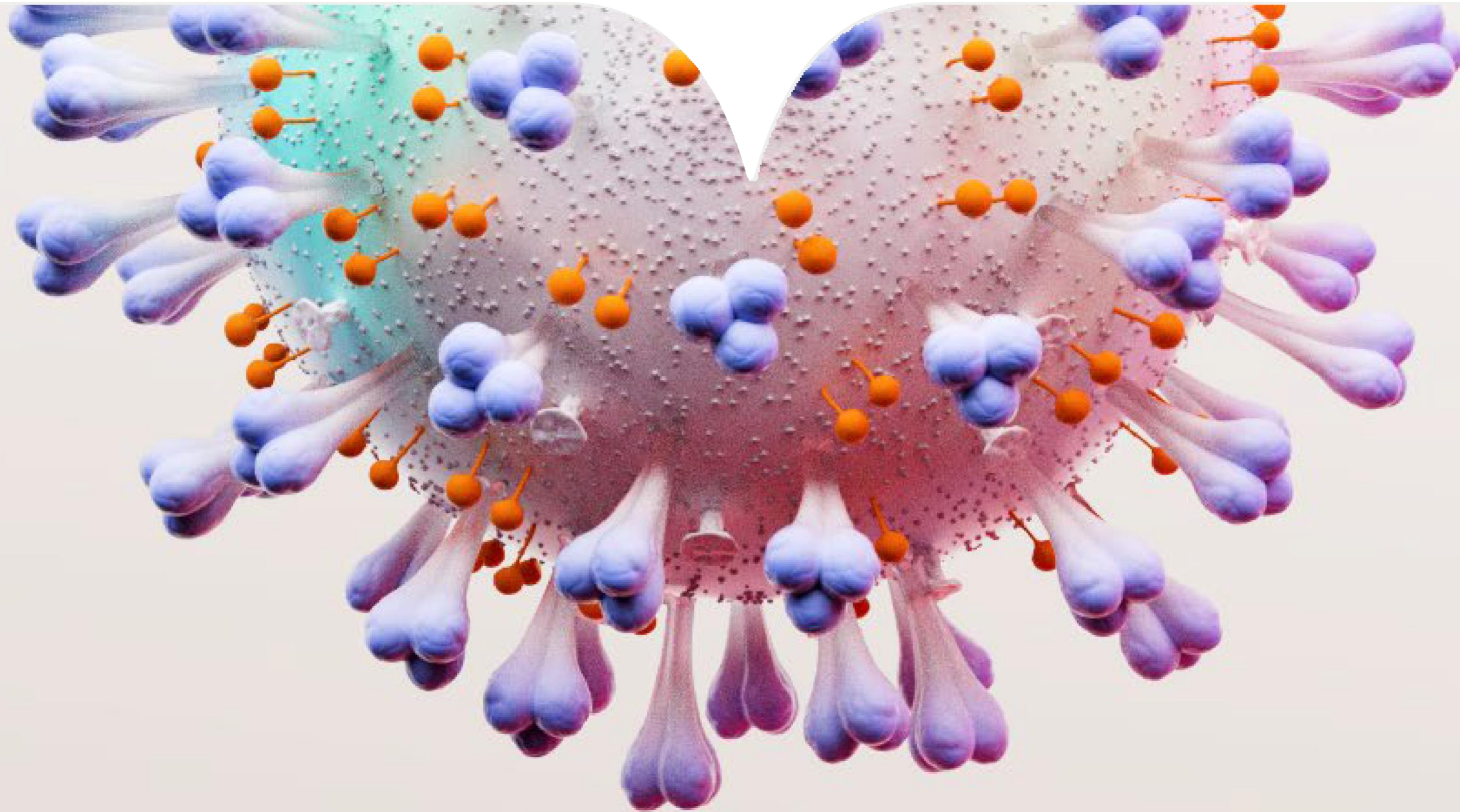


Because we are GSK
and 2.5 billion people
count on us to get it right



PART 1

GSK's commitments



GSK commits to get ahead together

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 2

My commitments



I commit to get ahead together

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.



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





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.



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 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

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

Anti bribery and corruption

Artificial Intelligence

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

Privacy and protection of information

Human rights

International sanctions

Promotional and scientific engagement

Responsible care and use of animals

Responsible use of technology

Risk management and internal control

Share dealing

Social media

Training

Travel and expenses

Working with third parties

Workplace equality and inclusivity

Workplace safety

Write right

GSSK

Ahead Together