



GSK UK Gender Pay Gap report: 2023

Our 2023 UK Gender Pay Gap data

A highly talented and diverse team is essential to help us to get ahead of disease together, so we can prevent and change the course of disease for millions more people. By embracing diversity, we better meet patients' unique needs and improve health outcomes for all. At GSK, we're creating an inclusive environment where people feel welcome, valued, included, and supported to thrive. We prioritise equal employment opportunities, ensuring our leaders reflect GSK people and the communities we work in.



As part of our vision as an equal opportunity employer, we are committed to becoming a leader in diversity, recognising that companies with proportionate diversity see higher levels of performance. We have been working towards an aspiration of our female VP and above representation reaching 45% globally by 2025. We have made tremendous progress on that journey and have already achieved 45% by the end of 2023. Having diverse representation among our leadership has a positive impact on our average gender pay gap.

In 2023, our UK gender pay gap was -0.50%* compared with -1.36% in 2022. We continue to have a slight pay gap in favour of women and significantly outperform the UK national average of 13.2%**.

Julie Brown
Chief Financial Officer

Diana Conrad
Chief People Officer

*Our GSK UK gender pay gap as outlined in this report, is determined using data for all permanent employees in the UK. This is provided in addition to the legal entity breakdown required by the UK government (shown on page 2)
**Data from the ONS published 1 December 2023

Gender Pay Gap explained

A gender pay gap isn't the same as unequal pay. A pay gap is the description given to the difference in average pay of groups across an organisation, regardless of role or level. Our gender pay gap data shows the difference in pay of male and female employees. Reporting a positive pay gap means male employees, on average, are paid more than female employees. Reporting a negative pay gap means female employees are paid more than male employees, on average. Equal pay is different and is a direct comparison between individuals. Equal pay considers whether someone is paid comparatively to others doing the same or an equivalent job, regardless of their gender. Unequal pay is unlawful.

GSK UK Workforce Distribution



Our UK workforce distribution is based on 87.3% disclosure. Of those who have not disclosed 3.2% prefer not to say and 9.5% are unknown.

GSK UK Gender Pay Gap

GSK UK		UK comparison	
Mean			
2023	2022	2023	2022
-0.50%	-1.36%	13.2%	13.9%
Median			
2023	2022	2023	2022
-5.32%	-6.76%	14.3%	14.9%



Pay quartiles

To provide transparency and insights into the distribution of earnings among our employees, we divide our UK workforce into four equal quartiles: Lower, Lower middle, Upper middle, and Upper. The proportion of employees in each quartile demonstrates the distribution of earnings between male and female employees.

	Lower		Lower middle		Upper middle		Upper	
	2023	2022	2023	2022	2023	2022	2023	2022
Women	46.41%	45.17%	40.17%	41.10%	46.34%	47.42%	47.11%	45.85%
Men	53.59%	54.83%	59.83%	58.90%	53.66%	52.58%	52.89%	54.15%

Bonus gap (includes annual bonus, recognition and LTIs*)

All our permanent employees in the UK are eligible for an annual bonus.

Mean		Median	
2023	2022	2023	2022
1.14%	1.68%	-4.91%	-14.76%

*Long Term Incentives

In 2023, we achieved a further reduction in our mean bonus gap, although it still favours men. At the median, we continue to report a bonus gap in favour of women. The bonus gap is influenced by the representation of men and women at our most senior leadership levels, where bonuses and long-term incentives play a significant role in the overall compensation package. As we continue to increase female representation at the VP level and above, we anticipate that this progress will be reflected in our future pay and bonus gap results.

Please note: The bonus pay gap is based on actual payments received with the pro-rating of bonus calculations for part time workers. Pro-ration has an influence on our bonus gap as most of our part time workers are women. It does not have the same impact on our pay gap calculation as that is based on hourly pay.

Legal entity breakdown: GSK Services Unlimited

For gender pay gap reporting, the UK government requires data to be reported by legal entities with more than 250 UK-based employees. As of April 5, 2023, GSK Services Unlimited, with 9,510 employees, was the only legal entity within GSK plc that met this criterion.

Pay Gap

Mean		Median	
2023	2022	2023	2022
-0.17%	-1.06%	-3.85%	-4.60%

Bonus Gap (includes annual bonus, recognition and LTIs*)

Mean		Median	
2023	2022	2023	2022
1.86%	2.40%	-3.98%	-13.21%

*Long Term Incentives

Pay Quartiles

	Lower		Lower middle		Upper middle		Upper	
	2023	2022	2023	2022	2023	2022	2023	2022
Women	46.21%	45.58%	40.44%	39.14%	44.75%	45.14%	46.83%	46.50%
Men	53.79%	54.42%	59.56%	60.86%	55.25%	54.86%	53.17%	53.50%

Note: All calculations follow the specified methodology set out in the UK Government legislation. The mean and median data is reported before salary sacrifice payments were removed.