

# Flexible and life-friendly working



“We are committed to making GSK a place where talented people can thrive, with a culture where we are all ambitious for patients, accountable for impact, and do the right thing.”

Emma Walmsley, CEO

## Performance with Choice

We know our people value an element of flexibility, it helps drive performance and creates an environment where people feel empowered to do their best work. In fact, many candidates for jobs at GSK tell us the same thing. Performance with Choice is our personalised approach to hybrid working. It starts with a conversation with your manager about what works best for you and your team.

Time in the office is important to connect with people, support development and build a strong sense of community. We strive to help people and teams get the right balance – helping us to get Ahead Together.

## The value of choice

### Flexible working

To help us balance work and life, we offer contractual arrangements, including flexible hours, part-time working and job shares. Flexible hours allow people to choose when they work, which can be beneficial for those with personal commitments or other responsibilities. Part-time working offers the option to work less than the standard full-time hours. Job sharing is where two or more people share one role, allowing for greater flexibility and coverage. These options can lead to a better work-life balance, increased job satisfaction, and improved productivity.

### Mental and physical wellbeing

When people have more control over where and how they work, it provides a boost to health and wellbeing – both physically and mentally. Performance with Choice and Flexible working helps people feel more inspired and energised, both at work and at home.

### High performance focus

Collectively, when people feel at their best, performance across the business improves. Life-friendly policies help people discover their full potential and achieve individual goals, as well as our overall ambition of getting ahead of disease together.

## How does it work?

Performance with Choice and Flexible working are key inclusive approaches that candidates for GSK roles are encouraged to discuss during the assessment and selection process. Line managers will have discretion over how and where people work in line with local policies and business needs – no need for multiple sign-offs further up the reporting line. While 2-3 days per week in the office is the general rule, specific policies regarding workplace attendance vary across countries. This would be factored in when determining the eligibility of candidates, recognising that hybrid working may be suitable for some roles and not for others.

Crucially, at GSK, we want to find the right balance. We want all our people to feel a sense of community

and protect our connections – that way, we all play our part in shaping cultural change. Collaboration brings learning and development opportunities that everyone should have the chance to enjoy.

Naturally, our people's circumstances and priorities can change at any time in their GSK career. So, through regular check-ins, we aim to help people thrive in all aspects of their lives and deliver their best work at GSK.

We also know that the world is constantly changing. So, we make sure there are regular reviews of our life-friendly programmes and policies to ensure they remain relevant and appealing to new joiners and longstanding employees.

