

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

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

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 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



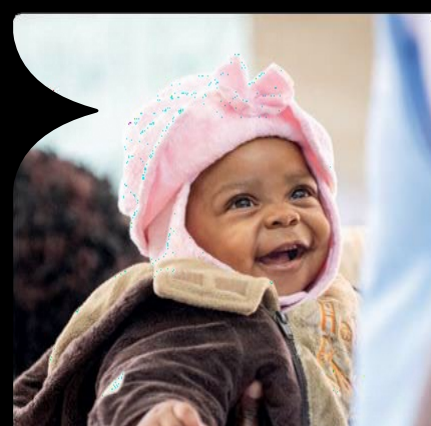
PART 2

My commitments

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

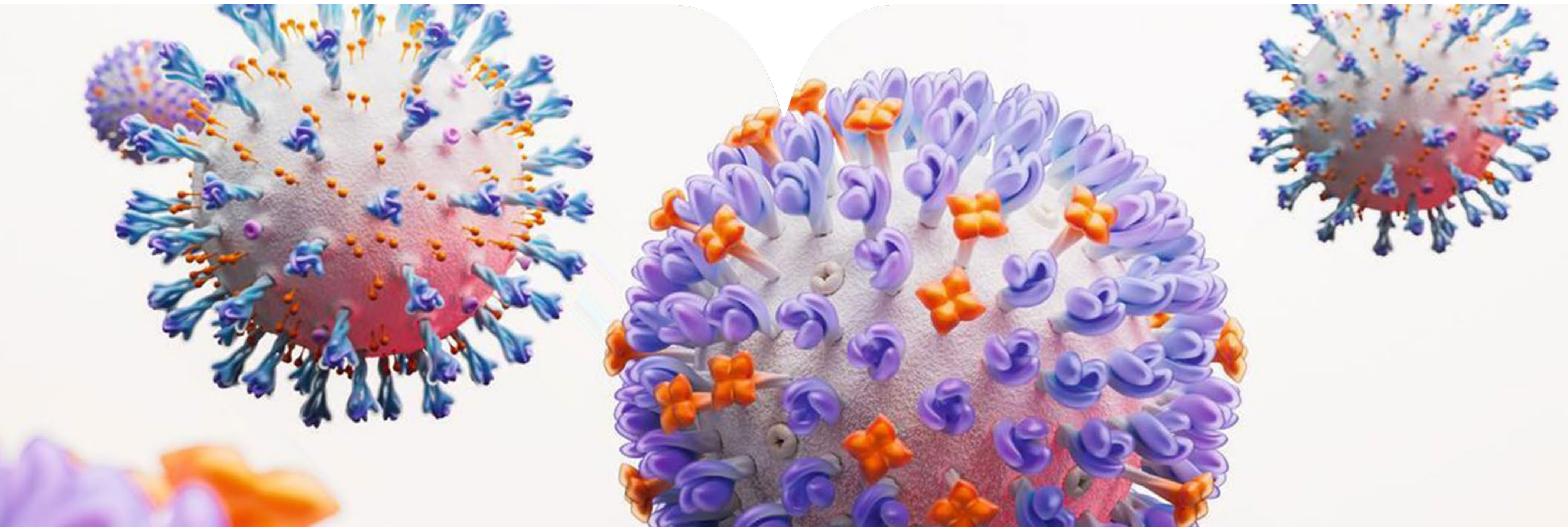


Because we are GSK
and **2.5 billion people**
count on us to get it right



PART 1

GSK's commitments



GSK commits to get ahead together

We are ambitious for patients

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



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**.





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



So that together

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.

GSK Policies and Standards

Our policies and standards support the commitments we make in The Code and are set out below. 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

Ahead Together