

# The Code

# GSK

## 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

## Part 02

# 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.

Part 02

## My commitments

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### I commit to the Code

I will be **ambitious for patients**

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I will be **accountable for my impact**

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

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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](#)

The GSK logo is rendered in a bold, white, sans-serif typeface. The letters are closely spaced, with the 'G' and 'S' having a distinctive, slightly overlapping design. The logo is positioned on the left side of the image, set against a solid orange background that occupies the left half of the frame. A white, stylized arrow shape points from the right side of the logo towards the tagline on the right.

**GSK**

**Ahead Together**