

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

Welcome to The Code

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:

1. GSK's commitments
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 01

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 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

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](#)

The GSK logo is rendered in a bold, white, sans-serif typeface. The letters are closely spaced, with the 'G' and 'S' sharing a common vertical stroke. The 'K' is slightly offset to the right. The logo is positioned on the left side of the image, set against a solid orange background that features a subtle vertical gradient from a lighter shade at the top to a darker shade at the bottom. A white, stylized bracket shape is positioned to the right of the logo, pointing towards the tagline.

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