



## GSK India: Benefits and Rewards

### Competitive salary and benefits

- Annual Compensation Benchmarking
- Annual bonus linked to business performance
- Long term incentives through share ownership link your rewards to our longer-term performance
- Pension plan membership, savings programmes, and retirement
- Instant employee recognition programmes to reward exceptional achievements in the moment

### Health and wellbeing

- Partnership for prevention - all employees and their eligible dependents provided with a set of preventive healthcare services at no cost, including a series of diagnostic tests, adult vaccinations, child immunizations
- Parental insurance policy
- Childcare support
- Insurance for same sex partners
- Flexible working hours and home working
- Life-friendly, modern workspaces in Bengaluru

### Life-friendly policies and practices

- Elective holidays
- Privilege leave
- Parental leave
- Adoption leave
- Compensatory leave
- From the public holidays, we offer few elective public holidays to suit your needs
- Employee Resource Groups, such as Women's Leadership Initiative and Spectrum (LGBTQ+)
- Sensitization workshops around breaking biases and conscious inclusions for leaders, manager and employees
- Office infrastructure for people with disabilities
- Gender neutral washrooms

### Career and development

- A blend of on-the-job experience and formal and informal learning, with opportunities for lateral and vertical moves, short-term/stretch assignments and rotations
- Continuous learning opportunities (resources such as LinkedIn Learning, Get Abstract, Harvard Manage Mentor and in-person trainings)
- Coaching and mentoring