



GSK India: Inclusion and diversity

We want our company to be a place where **inclusion and diversity** is valued and where we all feel a sense of **belonging**. Getting this right will **strengthen our performance** by bringing us even **closer** to the needs of our **customers, patients, and of each other**.

As a company which helps improve the lives of hundreds of millions of people globally with our medicines and vaccines, we take pride in providing access to all but we have an opportunity and obligation to do more to improve inclusion and diversity: for our people within GSK, in the way we do business, and in the communities where we operate.

"We take pride in being a company where everyone can be themselves, and where diversity is embraced and celebrated.

At GSK, we all hold ourselves accountable for ensuring that respect and inclusivity are at the very heart of our culture as a company."

Emma Walmsley
CEO, GSK



At GSK, we have a variety of active **Employee Resource Groups** covering all areas of diversity. Our Employee Resource Groups are strongly connected to our **Global Diversity Councils** and meet regularly with Executive team members to share ideas, views and perspectives.

Employee Resource Groups in India:

- **Women's Leadership Initiative (WLI):** WLI accelerates the personal development and professional advancement of women through transformational learning and leadership opportunities and experiences. For two years in a row (2019 and 2020), GSK India was recognized as one of the Top 100 Workplaces for Women by Great Place to Work.
- **Spectrum:** Spectrum supports gay, lesbian, bisexual, transgender and straight ally employees as we work to increase the awareness and understanding of issues and concerns that impact them. GSK Pharma India

has been recognized as one of the most inclusive workplaces for the LGBTQ+ community by Stonewall in the India Workplace Equity Index survey.

- **Disability Confidence Network (DCN):** The DCN ensures all employees feel valued and can reach their potential through inclusion, awareness, education, and access to workplace adaptations and advocacy. It's a forum for employees to find out more about accessibility and engage folks in local initiatives.

Why GSK: We empower you to be yourself, share ideas and work collaboratively

In India, we offer:

Inclusion and diversity:

- 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

Health and wellbeing

- Flexible working options so you can be your best at work and at home
- 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 leave and Adoption leave Insurance provision for same-sex partner

What our employees say



"I chose to join GSK because I strongly believe in the values that the company stands for and I deeply admire the way the company treats employees. The work culture at GSK is definitely a class apart."

Monisha, Junior Legal Counsel



"GSK supports me by helping me make the best use of my talent and skills, understanding my ambitions and encouraging my development – all this in a culture of respect and trust."

Shantala, Study Delivery Lead



“As the leader of the LGBTQ+ employee group for GSK India, I’m proud to work for an organization that understands the importance of diverse teams and is taking actions for equality. That’s even more relevant in a market like India, where, externally, LGBTQ+ rights are not widely recognized yet.”

Jigar, Procurement Head



“GSK supports me by fostering a culture of equality and transparency. Because of flexible working, I can have a better work-life balance, which helps me do more and brings out the best in me.”

Pooja, Recruitment Lead