

2025 US EEO Policy Statement



TO: All US Employees & Job Applicants
FROM: Maya Martinez-Davis, President, US
SUBJECT: US Equal Employment Opportunity & Policy Against Discrimination

Each person has the legal right to be treated fairly and work in an environment that is free from harassment and discrimination. GSK reaffirms its commitment to equal employment opportunity (EEO) and non-discrimination for all employees in all job classifications and for prospective employees without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including family medical history), military service or any basis prohibited under federal, state or local law. GSK's equal employment policy covers all areas of employee relations and, in particular, requires non-discriminatory actions and decisions concerning recruitment, hiring, placement, promotions, compensation, benefits, transfers, layoffs, training, education, tuition assistance, and social and recreational programs. In addition, GSK provides reasonable accommodation for qualified individuals with disabilities in accordance with the Americans with Disabilities Act (ADA) and state and local law.

To implement its policy, GSK is committed to making personnel decisions that support its policy of Equal Employment Opportunity. In that regard, GSK commits to recruit, hire, train, develop, promote and compensate persons in all job classifications, regardless of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including family medical history), or military service.

GSK will not tolerate discrimination against any employee by any other employee or supervisor for any reason. No employee at GSK is exempt from this policy. Anyone who is acting in a discriminatory fashion or makes a discriminatory decision is acting contrary to GSK's policy, is not authorized to do so, and is subject to disciplinary action, up to and including termination of employment.

Equal opportunity can only be achieved through leadership and commitment. All employees are expected to demonstrate commitment to this policy to ensure that equal opportunity is available to all, to encourage diversity within GSK and to demonstrate sensitivity to and respect for others.

GSK is committed to creating a work environment free from all forms of unlawful discrimination and conduct which the company determines is harassing, discriminatory, coercive, or disruptive. The described conduct is illegal when directed against individuals because of their race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including family medical history), military service or any basis prohibited under federal, state or local law. It is GSK's policy that all genuine concerns raised about misconduct, or unlawful conduct, are thoroughly investigated and appropriate action is taken, consistent with the outcome of the investigation. GSK managers, supervisors, and employees must NOT engage in retaliation, retribution, or any form of harassment directed against any employee who has reported, or is considering reporting, a concern. If you believe you have been prohibited from freely raising issues and concerns in the workplace to the appropriate channels, or if you feel that, as a result of raising issues and concerns under this policy or any other GSK policy, you have been retaliated against, you must report the problem to any one of the following resources:

- GSK People Services Support Center (1-877-694-7547)
- Integrity Helpline (1-866-475-3844)
- Any GSK Manager

A handwritten signature in black ink, appearing to read "Maya Martinez-Davis", is written over a dashed horizontal line.

Maya Martinez-Davis, President, US