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### The Issue

GSK supports the advancement of human and civil rights for the Lesbian, Gay, Bisexual, and Transgender (LGBT) community, in furtherance of the values of equality and inclusion that GSK espouses for all of its employees.

In general, we believe governments are responsible for defining and enforcing a legal human rights framework that accords with international laws and agreements, such as the Universal Declaration of Human Rights. Our commitment to human rights is more fully set forth in the GSK Human Rights Statement. That statement reflects our recognition that as a multinational corporation with a substantial presence in the United States, we have a role to play here in advancing human rights and in addressing adverse human rights impacts when we are in a position to do so.

In the context of the rights of LGBT persons, GSK supports public policies that help build and maintain an inclusive, high-performance work environment where all employees feel that they are included, respected, and valued for their unique qualities and empowered to contribute to their full potential. GSK supports those policies that align with GSK's values, and that allow maximum impact for healthcare innovation, GSK employees and patients, and the advancement of human and civil rights.

### Background

Despite the sizable shift in US society's attitude and knowledge about the LGBT community, fundamental legal protections for the LGBT community in this country have been slow to occur. For example, while the US Supreme Court recently recognized a constitutional right to same-sex marriage, no federal law directly addresses workplace discrimination based on sexual orientation and gender identity and fewer than half the states provide protections. Efforts by some to legitimize the discriminatory treatment of LGBT persons in other contexts are ongoing.

The equal and fair treatment of LGBT people under the law is directly aligned with GSK values, makes good business sense, and brings our core behaviors to life for a segment of our employee population and the general population that might otherwise feel disenfranchised.

As a multinational employer in a competitive industry, GSK must attract and retain the best talent. Studies have shown that inclusive and diverse workplaces attract highly qualified workers and encourage collaboration, innovation, and marketplace success. We have established company policies to provide equal rights for our LGBT employees at GSK. Unfortunately, inconsistent laws and discriminatory attitudes in parts of the United States can undermine our ability to recruit and keep top talent and maintain a fully inclusive environment. Qualified, talented job candidates may choose not to pursue employment opportunities in jurisdictions that do not offer fundamental protections. High-performing employees may choose to leave a state hostile to LGBT persons for ones in which all persons are fully equal under the law. Likewise, facing a possible transfer into one of these states, talented individuals may choose to leave their jobs rather than risk the effects of discrimination on themselves and their families. Eliminating this inconsistent patchwork of laws through nationwide legal recognition of civil and human rights for LGBT persons would eliminate a hurdle for hiring and keeping high-quality employees and would better enable GSK to maintain an inclusive and diverse workforce.

The LGBT community is one of the many diverse communities we serve as GSK's customers and patients. We know that stigma and discrimination can prevent people from seeking necessary healthcare. We also know how discrimination restricts individuals' lives. Corporations have a role to play in the advancement of civil and human rights by working in collaboration with partners who have the mandate, competence, and ability to facilitate change. Where we have direct responsibilities or opportunities, we are guided by our own values and ethics to use our influence appropriately.

GSK has a remarkable record of having policies and protections in place to level the playing field for LGBT employees. This is documented by our scores since 2005 of 95 and 100 on the Human Rights Campaign Corporate Equality Index, which rates American workplaces on LGBT equality practices. For example, we:

- Prohibit discrimination based on sexual orientation and gender identity and expression
- Maintain contractor and vendor non-discrimination standards that include sexual orientation and gender identity
- Offer all employees' spouses and partners health and medical insurance and have parity across many other benefits for partners of LGBT employees
- Offer transgender-inclusive health insurance coverage
- Provide company-wide organizational competency training
- Support GSK's Employee Resource Groups

In the US advocacy arena, we support knowledgeable and effective ally organizations and participate in direct discussions with law and policymakers as appropriate to further GSK's values and priorities. We take action through strategic litigation decisions, such as GSK's participation as corporate amicus curiae in support of same-sex marriage in the US Supreme Court's landmark case, *Obergefell v. Hodges*. Our challenge of a federal court's decision to improperly bar a man from serving on a jury due to his sexual orientation was upheld on appeal, receiving wide recognition as an important advancement of LGBT rights in the United States.

GSK believes that inclusion and diversity strengthens our business – and also the societies in which we live. Supporting equal treatment under the law is the right and smart thing to do.