

Inclusion & Diversity in the US

One of our core values is respect, and we aim to put inclusion and diversity at the heart of everything we do. By creating an environment where everyone's voice is heard and each person can achieve their full potential, we believe we will perform better as a company.

Within our company, this starts with how our people behave in everything we do, every day. It is reflected in how we hire and develop people in the most inclusive and supportive way possible, with our diversity councils and employee resource groups (ERGs) and with our policies and processes, to make sure we are always fair.

Beyond our walls, our efforts begin with how we carry out clinical trials, making sure trial outcomes truly reflect real world demographics, and in how we market our products, making sure we don't stereotype through our advertising. Critically important is how we choose our suppliers, taking a proactive approach to select more minority-owned businesses, and in how we actively support ethnic minority community groups, with a special focus on science, technology, engineering, and mathematics (STEM) education.



The I&D US Center of Excellence team is responsible for our 4-pronged change approach — leadership, communication, education, and measurement — to embed our I&D priorities across GSK/ViiV in the US. We have business aligned leads, and an ERG/Outreach lead who partners across a wide matrix to embed top-down and bottom-up initiatives, all aimed at fostering an inclusive and diverse workplace. Our I&D priorities support our Modern Employer ambition as it is a key component of Trust.

What we're doing



Business specific action plans

Each Business Unit develops and executes a specific I&D plan of action led by Business Leaders, I&D leads, HRBLs and councils.

Modern Employer Council

Provides governance structure to bring subject matter experts across Be You, Feel Good and Keep Growing pillars, together with ERGs and Business HR Operations, in support of implementing the US Modern Employer plan.

US Race & Ethnicity Council

Business unit sponsors and activator groups aimed at improving race/ethnicity representation and retention within the US. They advise senior leadership on when, how, and where to take a stand on human rights and social issues that impact our organization.

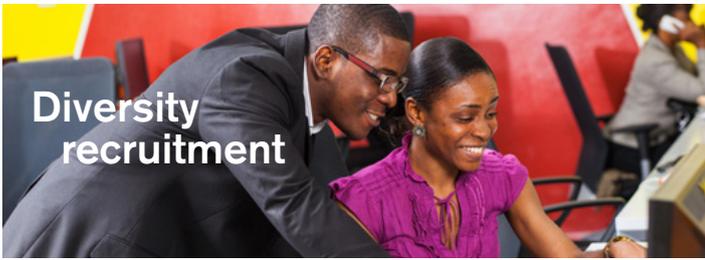


Learning opportunities

I&D provides resources to conduct customized Inclusion Dialogues and a Diverse Reverse Mentoring program. At the end of 2019, there were 183 Diverse Reverse Mentoring Pairs, up 123% compared to 2018.

Podcasts and educational webinars have been offered on the topics of *'Generational Differences, Being Your Authentic Self, Inclusive Leadership, Unconscious Bias, Being an Effective Ally, and Employee Resource groups as Business Resource Groups'*. Over 2,000 employees have experienced at least one employee dialogue over the last 12 months.

GSK/ViiV also sponsors campaigns and awards to promote our Modern Employer 'Be You' ambition.



Diversity recruitment

We support business-aligned diversity recruitment efforts by focusing on diversity conferences as part of our recruitment plans.

We collaborate in partnership with Historically Black Colleges and Universities (HBCU) and FDA fellowships to increase diversity of recruitment sources and engage with talented students for co-op internships.

Employee Resource Groups (ERGs)

Employee Resource Groups are centered around multiple diversity dimensions. Each ERG has its own leadership council and executive sponsors. The groups strive to:

Raise awareness around inclusion and the specific diversity dimension; be an employee voice around policies, processes, practices and culture; support diversity recruitment, development and retention; contribute to relevant business projects; engage with external affiliate groups in alignment with HR/business.

There are 11 ERGs across the US with roughly 5,000 members.

Diverse Talent Development Programs

We have three flagship programs which aim to accelerate the development, sponsorship, and promotion of diverse talent. (Accelerating Difference for Women, Accelerating Difference for Diverse Men, and Women of Color Field Initiative)



US Government Affairs

In partnership with ERGs, we share our I&D commitment with elected US officials to demonstrate how US policies impact our team and our patients and consumers.



Supplier diversity

We are working to help develop small to midsize minority, LGBT and women-owned suppliers in GSK's supplier pipeline.

US Pharma R&D conducted a Diversity Interview Superday event across Cell and Gene Therapy businesses to boost diverse applications.

Clinical trials

GSK/ViiV is addressing the multi-faceted issue of low clinical trial diversity through engagement, process and trial design improvements. (PPT-3)

US Pharma and Vaccine Clinical Operations have partnered with US I&D to design and implement a three-part training program to enhance the cultural competency of GSK clinical research associates and study managers.

Community partnerships

Our approach to philanthropy in the US centers on addressing structural inequity in the communities where we live and work. Whether we are focused on improving STEM education, social determinants of health, or disaster preparedness, we see a persistent thread of inequity of outcomes for Black and Brown communities.

GSK IMPACT Awards

We embed equity principles in our application and selection process for the GSK IMPACT Awards, a 24-year-old award program that supports local nonprofits that are working to improve social determinants of health.



GSK Science in the Summer,

in partnership with The Franklin Institute and UNC Morehead Planetarium and Science Center, is our 34-year-old free science education program that helps elementary school children in underserved communities "grow into science."



New this year, GSK launched the Philadelphia STEM Equity Collective in partnership with Philadelphia Education Fund, a new 10-year initiative to increase the number of Black, Latinx and female Philadelphia students entering STEM careers.

Since its inception, ViiV Healthcare has responded proactively to the inequalities in how HIV impacts Black and Latinx populations and was the first company to carve out specific initiatives for Black gay and bisexual men, Black women, and transgender people to address these disparities through the Positive Action Community Grants program.