

**COMPANY NAME**

GlaxoSmithKline, plc.  
www.gsk.com

**HEADQUARTERS**

London, United Kingdom

**MISSION STATEMENT**

Our global quest is to improve the quality of human life by enabling people to do more, feel better, and live longer.

**VALUES***Spirit*

We undertake our quest with the enthusiasm of entrepreneurs, excited by the constant search for innovation. We value performance achieved with integrity. We will attain success as a world class global leader with each and every one of our people contributing with passion and an unmatched sense of urgency.

**DIVERSITY STATEMENT**

GSK is committed to employing a diverse workforce in an environment where all employees are treated with respect and dignity. Diversity benefits our business. A workforce with diverse backgrounds, cultures, and outlooks helps us to understand the needs of different patients and customers. Only by delivering genuine equality of opportunity can we be sure that we have the best people in the right jobs doing their best work for GSK. We have a range of initiatives to ensure we meet our diversity commitments. We also monitor and report data on gender diversity by management grade worldwide and on ethnicity in the UK and US.

**WORK/LIFE STATEMENT***Work-life balance - Our commitment*

We want all our people to be able to do their best work. And we want them to do it in a way that meets not only the needs of the business but their own personal needs as well. That's why we take flexible working so seriously. Our approach is to support flexible working arrangement wherever they can make life better for our employees, while ensuring business needs are met.

Our Flexible Working Policy, which applies to all our staff, covers a variety of work patterns, including home working, part-time working, annualized hours and term-time working. Of course, these kinds of flexible working options are particularly attractive to parents and care-givers. But reduced or redistributed hours or home working arrangements can also support people's religious observances, civic duties and further education commitments, along with a whole host of other interests and responsibilities outside the workplace.

**EMPLOYEES BY GEOGRAPHIC REGION**

Worldwide: 100,000

Europe: 46,869; U.S.: 24,838; Asia Pacific: 17,525

Middle East, Africa: 3,156; Latin America: 5,249; Canada: 2,562