

Supporting a Neurodiverse Workplace

At Lundbeck, we are dedicated to restoring brain health, so every person can be their best. Therefore, we are committed to promoting an inclusive workplace and culture for neurodivergent employees, so they feel supported and can thrive.

We are committed to eradicating the stigma that surrounds brain disorders,¹ and we leverage our voices and expertise in neuroscience to raise awareness and challenge standards and increase opportunities for all, including our employees. We believe that we can only deliver our best when every brain is in the game. Therefore, we are focusing on creating a supportive work culture where every employee can thrive, including employees that have variations in their cognitive profile

A neurodivergent person is someone whose neurological development and state are different from what is considered typical.² This includes those Lundbeck employees living with depression, anxiety, ADHD or are on the autism spectrum, to name a few.³

At Lundbeck, we commit to fostering the best possible work conditions for employees who have variations in their cognitive profile, as well as for employees who become neurodivergent during their employment. If an employee experiences a change in their brain health that affects them in their current role, we will have a dialogue on the possibilities to adapt the working conditions to better suit the employee while ensuring delivery on their objectives.

We acknowledge that the following are essential for neurodivergent employees to thrive and perform at their best:

- Support from their manager.
- A trusting and open dialogue between them, their manager, and their co-workers, taking privacy protection into account.
- Flexibility about where and when to work depending on what is possible in the role.

At Lundbeck, hiring managers should be mindful of their biases and never discriminate against any neurodivergent job applicant in either a positive or negative way.

Managers are empowered and supported to seek the best possible solutions for their neurodivergent employees to thrive and fulfil their job responsibilities. The manager's decision must support the team's ability to thrive, deliver results and collaborate effectively. Lundbeck's People & Organization team and the Corporate Health, Safety and Environment team will offer support to the manager and employee regarding possible solutions.

At Lundbeck, we want to keep progressing to become an even more supportive workplace for employees with variations in their cognitive profiles. Therefore, we have the following focus areas:

- Further improve our managers' ability to address and ensure the best possible wellbeing for employees and their entire team.
- Bring more awareness to all employees about what being a neurodiverse company is and how to be supportive and respectful towards neurodivergent colleagues

References:

1. Lundbeck. Empowering people with lived experience. <https://www.lundbeck.com/global/patients/community-engagement> [Accessed September 2023]
2. Disabled World. What Is: Neurodiversity, Neurodivergent, Neurotypical Available at: <https://www.disabled-world.com/disability/awareness/neurodiversity/> [Accessed September 2023]
3. Doyle N. Neurodiversity at work: a biopsychosocial model and the impact on working adults. *Br Med Bull.* 2020;135(1):108-125.