

UK Modern Slavery Act Statement - 2021

This statement is published in accordance with section 54 of the UK Modern Slavery Act 2015, and outlines H. Lundbeck A/S (“Lundbeck”) corporate governance framework in relation to preventing, identifying and mitigating risks in relation to modern slavery and human trafficking.

The statement applies to activities performed in the financial year of 2021, and acts as a supplement to [Lundbeck’s Sustainability Report 2021](#).

Our Organisation

Lundbeck is a global pharmaceutical company highly committed to improving the quality of life of people living with brain diseases. With a head office in Denmark, research facilities in Denmark and the U.S., and a vertical production set-up in Denmark (2 sites), Italy (1 site), and France (1 site), Lundbeck’s products target disease areas within psychiatry and neurology.

Lundbeck employs approximately 5,400 people across more than 50 countries. In the UK, Lundbeck acts through its subsidiary Lundbeck Limited, which was founded in 1972 and currently employs 55 persons. Activities are centred around marketing our medicines to the NHS and ensuring continued supply of our medicines to customers. We also have a small Clinical Research unit consisting of 10 people who are based in the UK but report directly into Head Office in Denmark.

Our Commitment

Lundbeck is committed to end all forms of human slavery, servitude, human trafficking, child labour and forced, bonded or compulsory labour (Modern Slavery). Lundbeck’s general framework for respecting human rights is based on the UN Guiding Principles for Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the UN Global Compact Principles, the fundamental ILO conventions and on our commitment to support specific Sustainable Development Goals (SDG) and subsequent SDG targets. Specifically, for the purposes of forced and bonded labour, our work is based on the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, and ILO conventions C29 (and the 2014 protocol) and C105.

Our commitment to respect human rights and condemn all forms of Modern Slavery applies to our own operations globally, collaborations with external parties throughout our global value chain as well as our sphere of influence in the industry of which we are part.

Collaborations

Lundbeck engages with an extensive network of suppliers and third parties worldwide, from research and development to production and commercial activities. We acknowledge that there is a risk of modern slavery and human trafficking within all businesses, even those based within the UK, and we are particularly aware of the risks within the pharmaceutical industry and when entering collaborations or engaging with third parties and suppliers.

Our actions to prevent such adverse impacts take different forms operationally, but the essential principles derive from our [Code of Conduct](#), our commitment to the UN Global Compact, and commitment to respecting human rights as defined by the UN Guiding Principles on Business and Human Rights.

Due Diligence Process

Lundbeck applies a risk-based approach when engaging with third parties and suppliers. Through our due diligence process we aim to identify potential risks associated with collaborations and to take appropriate mitigating actions to address potential adverse issues. With regards to Modern Slavery, we have not identified any high-risk areas in relation to our operations in the UK, however, we have in our global value chain operations identified risk areas within contract manufacturing and chemical suppliers as well as in logistics and transportation services. In our commercial operations, focus is placed on transport and logistics as well as manual labor in warehouses and distribution centers.

The due diligence process aims to mitigate risks by ensuring that relevant suppliers and third parties meet Lundbeck's ethical standards and compliance [requirements](#). The process consists of reviewing documents provided by prospective or existing partners as well as research using databases, public registries and open-source tools. We also perform environmental and labour audits in high-risk countries in our supply chain. If relevant, corrective action plans are agreed upon with the relevant external party and implementation is supported and monitored by Lundbeck. If corrective actions are not satisfactorily implemented, the collaboration is either not entered into or is terminated.

Third parties and suppliers are contractually bound to adhere to local and internationally recognized anti-corruption, labor rights, human rights and environmental standards as dictated by the UN Global Compact. Third Parties are specifically requested to acknowledge and comply with Lundbeck's Code of Conduct by including [Lundbeck's Third Party Obligations](#) in a contract.

A continuous open dialogue with our suppliers and third parties is essential for maintaining trust. We support this dialogue through training of our own and external staff on relevant issues, performance monitoring as well as compliance audits.

Performance and further steps

Details on our social performance can be found throughout Lundbeck's 2021 Sustainability Report .

Reporting Concerns

Lundbeck has established a [Compliance Hotline](#). The Compliance Hotline is a secure and confidential reporting (whistleblower) channel available in 40 languages managed by an independent provider. It enables internal and external stakeholders to report legal or other serious concerns on topics covered by Lundbeck's Code of Conduct as well as human rights. Whistleblowers are protected by Lundbeck's Non-Retaliation policy.

Personnel employed by Lundbeck may also report any work-related issues and concerns to Lundbeck's Ombudsman.

Any person within or outside Lundbeck, who does not wish to (or is not able to) use the above grievance mechanisms is encouraged to send/report a concern or adverse impact by either e-mail or regular post:

E-MAIL: compliance@lundbeck.com

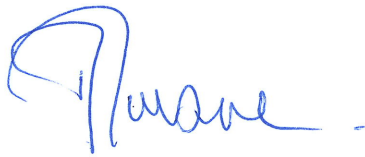
or

REGULAR POST: At: Corporate Compliance & Sustainability, Ottilievej 9, DK- 2500 Valby, DENMARK.

Relevant Documents and Further Information

For further information and readings, please follow the below links:

- [Lundbeck's Code of Conduct](#)
- [Lundbeck's Third Party Obligations](#)
- [Lundbeck's Sustainability Report 2021](#)
- [Supplier and Third-Party Obligations](#)
- [Lundbeck's Compliance Hotline](#)
- [Lundbeck's Human Rights Statement](#)
- [About Lundbeck](#)



Deborah Dunsire, President and CEO

Copenhagen, 10 May 2021