

Health and Safety

Our dedication to brain health extends to our own working environment. Lundbeck employs 5,400 people worldwide and is committed to provide a safe and healthy work environment where our employees are thriving and can be at their best.

Staying healthy and safe at work is a fundamental right and Lundbeck continuously work to further improve the physical health and mental wellbeing of our employees.

Our Health and Safety work is framed by our Health, Safety and Environment (HSE) [policy](#) and [strategy](#) managed in our ISO 45001 certified management system. By this we set annual targets and deliver continuous improvements.

Our commitment

Our HSE strategy is making a firm commitment to have a low number of work-related diseases and reduce our global number of accidents with absences. We aim for:

- A lost time accident frequency (accidents per one million working hours) equal to or less than four in 2023
- No more than three high consequence work-related accidents* with absence in 2023
- No more than one work-related disease (recognized as a disease by the competent authority) in 2023

Our future key challenges and opportunities regarding health and safety include:

- Improving our safety culture and reducing the number of accidents, by increasing our training in safety awareness and root cause analysis and continue to perform risk assessments before making any physical or organizational changes.
- Improving reporting and prevention of accidents, by implementing new IT solutions and expand accident reporting to include the entire business, also sales affiliates.
- Preventing accidents and diseases related to ergonomics, by introducing virtual training in manual lifting and good working postures in laboratories and when driving company cars. 1/3 of our incidents are related to ergonomics (e.g. lift, over-exertion) as well as injuries from trip, slip and falls.
- Continuing the development of our Industrial Hygiene Programme and procedures for substitution.
- Enhancing well-being in the workplace, by continuing our well-being and stress prevention activities.
- Building an inclusive and neurodiverse workplace, by developing more guidelines to managers on how to support neurodivergent employees to be at their best in the workplace. E.g. our guideline on migraine friendly workplace will be supported with an guideline on depression in the workplace.

In our latest Sustainability Report on [Lundbeck.com](https://www.lundbeck.com) you can read more about our initiatives and performance.

* Work-related accidents with absence that are assessed as "Large" (work-related injury with permanent injury) or "Catastrophic" (death or disability) in internal risk assessment and results in an injury from which the employee is not expected to recover fully within six months.