

UK Modern Slavery Act Statement - 2023

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

The statement applies to the activities performed in the financial year of 2022, and acts as a supplement to Lundbeck's Sustainability Report 2022.

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 42 people. 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 14 people who are based in the UK but report directly to the Head Office in Denmark.

Our Commitment

Lundbeck is committed to end all forms of 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 (SDGs) and subsequent SDG targets. Specifically regarding 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, and our sphere of influence within the pharmaceutical industry.

Collaborations

Lundbeck engages with an extensive network of supplier 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 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 the appropriate mitigating actions to address any adverse issues. With regards to Modern Slavery we have not identified any high-risk areas in relation to our operations in the UK: however, in our global value chain operations, we have 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 on manual labour in warehouses and distribution centres.

The due diligence process aims to mitigate risks by verifying 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 conducting research using databases, public registries, and open-source tools. We also perform environmental and labour audits in high-risk countries in which our supply chain operates. If relevant, corrective action plans are agreed upon with relevant external party and implementation is supported and monitored by Lundbeck. If corrective actions are not satisfactorily implemented, the collaboration is not entered into or is terminated.

Third parties and suppliers are contractually bound to adhere to local and internationally recognised anti-corruption, labour 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 their contract.

A continuous 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, and compliance audits.

Performance

In 2022, we performed 146 internal and 207 external audits, 56 of which were audits on suppliers and third parties. Further, we performed 129 due diligence screenings of actual and potential suppliers and third parties through examining publicly available sources to identify potential risks. Further details on our social performance can be found throughout Lundbeck's 2022 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 staff 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 report a concern or adverse impact either by e-mail or regular post:

E-MAIL: compliance@lundbeck.com

or

REGULAR POST: Corporate Legal, Compliance & Sustainability, Ottiliavej 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 2022
- Sustainability Pages on Lundbeck's Website
- Lundbeck's Compliance Hotline
- Lundbeck's Human Rights Statement
- About Lundbeck

Previous years' UK Modern Slavery Act Statements can be found on the [UK Government Registry](#).



Deborah Dunsire, President and CEO

Copenhagen, 15 June 2023