

Employee wellbeing commitment

At Lundbeck, we recognise that wellbeing is the foundation of a thriving workforce. Our commitment to advancing brain health extends beyond the patients we serve, including our own people. We take a holistic approach to wellbeing, focusing on the physical, mental, social, and financial dimensions that empower employees to grow, thrive, and perform at their best.

In alignment with Lundbeck's global wellbeing efforts, we foster a culture of trust, inclusion, and resilience. By making wellbeing central to our workplace, we aim to create an environment that inspires personal growth, supports meaningful careers, and strengthens our shared purpose: advancing brain health for all.

Our four pillars of wellbeing

Physical wellbeing

- Provide globally relevant resources and guidance to promote health and safety, including ergonomic support and workplace activity programmes.
- Encourage proactive health management through awareness campaigns and initiatives tailored to diverse needs.

Mental wellbeing

- Cultivate a psychologically safe environment through supportive leadership and open dialogue and availability of channels to raise concerns.
- Promote mental resilience by offering training, tools, and practices that empower employees to maintain brain health.

Social wellbeing

- Strengthening inclusivity and collaboration by fostering a respectful and supportive culture.
- Facilitate opportunities for connection and engagement across teams, ensuring everyone feels valued and included.
- Facilitate flexible working arrangements to accommodate individual needs and strengthen work-life balance.

Financial wellbeing

- Empower employees through global benefit framework adapted to local practices to manage their financial wellbeing, thus instilling a sense of security, confidence, and control over their own resources, allowing employees to meet current and future needs.