

Health & Safety

At Lundbeck, our commitment to brain health extends to our working environment. With around 5,200 employees worldwide, we strive to provide a safe and healthy workplace where everyone can be at their best. Lundbeck is dedicated to continuously enhancing the physical health and mental well-being of our employees.

Our commitment

At Lundbeck, we are committed to protecting and advancing health and safety through our integrated Health, Safety, and Environment (HSE) strategy and policy, which actively guide our efforts and annual targets.

All Health and Safety activities are coordinated via our ISO 45001-certified management system which also ensures continuous improvements. Our research, development, and manufacturing sites in Denmark, Italy, and France, as well as our headquarters, are ISO certified.

Our key health and safety commitment is:

- Achieve a lost time accident frequency of 2.5 or less (accidents with lost time per one million working hours) by 2026.

We monitor the frequency, number, and severity of accidents and cases of work-related ill health to develop action plans and implement necessary changes to support the physical health and mental well-being of our employees.

Our future challenges and opportunities

- Continuously improve our health and safety culture and reduce the number of work-related accidents and ill health by increasing our focus on the importance of the managers' role and engagement through onboarding programmes and leadership training.
- Strengthen our preventive training activities related to ergonomics, by introducing virtual training in manual lifting and good working postures in laboratories and administrative areas and when driving company cars.
- Increase the adoption of a virtual, globally accessible tool for creating daily healthy habits through active breaks to support better physical and mental well-being across administrative, laboratory, production, and sales areas.
- Launch a global awareness campaign to promote safe behaviour during daily work. More than 60% of our accidents are behaviour-based trips, slips, falls, injury on sharp/rough/pointed items and impacts with objects and equipment (based on 2023-2025 data).
- Continuing the development of our Industrial Hygiene Program and procedures for substitution.
- Enhance mental well-being in the workplace by further developing research-based knowledge, exercises, and guidance for both employees and leaders to ensure a common approach to addressing mental well-being and understanding stress.