

UK Modern Slavery Act Statement - 2019

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 2019, and acts as a supplement to Lundbeck’s 2019 Communication on Progress (COP) to the UN Global Compact.

Andrew Jackson, Country Manager Lundbeck UK

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, the OECD Guidelines for Multinational Enterprises, the UN Global Compact Principles, 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 includes our own operations globally, collaborations with external parties throughout our global value chain, and within 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 and their contributions are crucial for our success. We are conscious that some of these collaborations may adversely impact society. We understand that there is a potential exposure to the risk of labour exploitation and modern slavery when entering into collaborations 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 systematic procedures aimed at identifying and mitigating risks when engaging with third parties and suppliers. Through a risk-based approach, we identify relevant risk associated with a particular service or collaboration and take appropriate steps to screen and address any adverse issues. With regards to Modern Slavery we have identified risk areas in contract manufacturing and chemical suppliers as well as in logistics and transportation services. In our commercial operations, our focus also looks at transport and logistics, but we also pay attention to manual labour in warehouses and distribution centres, especially for partners located in the Middle East.

CONDUCT SCREENING: Suppliers and third parties in scope are subject to a due diligence screening. These screenings are a combination of online searches in databases, public registries and open source tools. We also perform environmental and social audits in high risk counties in our supply chain.

In case of adverse findings at a screening- or/and audit, corrective action plans are agreed upon with suppliers and third parties, and Lundbeck provides support with the implementation of such plans. If we cannot reach an agreement, the collaboration is not entered (or terminated if it is an existing collaboration).

OBLIGATE: All suppliers are obligated to prevent corruption, provide safe and healthy workplaces, minimize impacts on the environment and respect human & labour rights via a mutually binding agreement. 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.

MONITOR: A continuous dialogue with our suppliers and third parties are essential for maintaining trust. We support this dialogue through training, performance monitoring and compliance audits to ensure that we are made aware of significant changes and that we have adequate controls.

Performance and further steps

In 2019, we made a significant update to our Due Diligence process, which has further enhanced our ability to keep a risk-based approach in our work, and thus the ability to address adverse Human Rights impacts throughout our global value chain.

In 2021 Lundbeck has an intention to conduct a human rights impact assessment which will cover global value chain and identify Lundbeck's salient issues

Reporting Concerns

Lundbeck has established a [Compliance Hotline](#). The Compliance Hotline is a secure and confidential reporting channel managed by an independent provider, which ensures that internal and external to report legal or other serious concerns, which also includes concerns with regards to human rights. When reporting a concern in good faith you will be protected by Lundbeck's Non-Retaliation policy.

Personnel employed by Lundbeck also can also report any issues and concerns to Lundbeck's ombudsman.

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

E-MAIL: compliance@lundbeck.com

or

REGULAR POST: Att: Corporate Compliance and 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 2019 Communication on Progress](#)
- [Sustainability pages on Lundbeck's Global Website](#)
- [Lundbeck Compliance Hotline](#)
- [About Lundbeck](#)