Position on occupational Health and Safety

At Lundbeck we continuously improve health and safety conditions and develop our culture, so that every individual cares about health and safety and takes preventive actions with regard to stress, mental disorders, work related accidents and near misses. This ambition is translated into action in cooperation between managers and employees, supported by internal specialists.

Lundbeck’s Health, Safety & Environment (HSE) strategy and our OHSAS 18001 certified management system emphasises the importance of this cooperation, and the integration of HSE considerations in procedures and business decisions made throughout our value chain.

We hold procedures for systematically addressing health and safety improvements when establishing new facilities, and developing new products and processes. For example we continually develop our comprehensive Industrial Hygiene Programme, which includes toxicological test, dust measurements, and calculation of exposure limits for active substances. Based on these measurements, we evaluate and design work places and procedures that will help to ensure safe working.

Over the years, our accident frequency has declined and our ambition is to continue this positive trend. In 2016, our target is ≤ 4 lost time accidents per one million working hours. Results like these are achieved by employees who reinforce our health and safety culture by investing time in systematic risk assessment and root cause analysis, in order to find continuous improvements. Furthermore we systematically register and review all work related accidents and near misses and share the preventive know how which is gained across the organisation.

Assessments on physical and psychological working conditions are conducted regularly in order to define local actions and corporate campaigns on specific topics e.g. chemical exposure, ergonomics, indoor climate, noise and mental health.

In line with Lundbeck’s mission, we have a Mental Health at Work programme which aims at educating managers globally and enable them to identify and react on employees suffering from stress and mental disorders. We provide guidance and training, and carry out events in order to promote a company culture that acknowledges the need for action when employees fall sick due to e.g. stress, depression or anxiety.

Our future key challenges and opportunities with regard to health and safety include:

- Developing a strong safety culture and hereby reducing the accident frequency.
- Systematically performing health and safety risk assessments before new facilities, buildings and processes are established, e.g. reorganisations and relocations.
- Continuing the development of our Industrial Hygiene Programme and procedures for substitution.
- Inspiring and supporting the employees in making healthy choices, e.g. health checks.
- Training employees in understanding their role in living our health and safety policy.
- Improving our mandatory training for new managers in their health and safety responsibilities with an even stronger focus on how to prevent and deal with mental health problems.
- Advancing the use of business cases to document the costs and benefits of health and safety initiatives, e.g. health checks and related activities.
- Auditing our suppliers and supporting their health and safety efforts by developing and implementing tools and guidance.
- Keeping an open and honest dialogue with our stakeholders e.g. by reporting our HSE performance to UN Global Compact and FTSE4GOOD.

In our UN Global Compact Progress report on [www.Lundbeck.com](http://www.Lundbeck.com) you can read more about our activities and performance.