

Position on occupational Health and Safety

At Lundbeck we continuously improve health and safety conditions and develop our culture, to ensure every individual cares about health and safety and takes preventive actions with regard to work related stress and diseases and 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. E.g. we continually develop our comprehensive Industrial Hygiene Programme, which includes toxicological test, dust measurements, and calculation of exposure limits for new active substances. Based on these measurements, we evaluate and design work places and procedures that ensure safe working conditions.

Over the years we have continuously improved our processes for risk assessment and root cause analysis. In 2018 we have made thorough analysis of the reason behind the accidents and developed geographic maps visualising the locations of the majority of the accidents. Both initiatives increase our opportunity to make targeted preventive actions. Despite this systematic effort, we saw an increase in lost time accidents per one million working hours from 5.9 in 2017 to 7.5 in 2018. We are determined to reverse this unwanted development and in 2019 we will intensify our efforts in developing a strong prevention culture throughout 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 strive to have a company culture that acknowledges the need for action before and when employees fall sick due to e.g. stress, depression or anxiety. Through courses and e-learning managers get informed about Mental Health at Work which improves their possibilities react on employees suffering from e.g. stress.

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

- Developing a strong prevention culture that integrates the three dimensions of safety, health and well-being at all levels of work.
- 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.
- Developing a new health strategy to improve our health culture even further
- Improving our analysis of health and safety data to ensure targeted initiatives.
- Auditing our suppliers and supporting their health and safety efforts through dialogue and suggestions for improvement.
- 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 you can read more about our activities and performance.