

Health & Safety

At Lundbeck, our commitment to brain health extends to our working environment. With around 5,400 employees worldwide, we strive to provide a safe and healthy workplace where everyone can be at their best. The right to a healthy and safe work environment is recognised by the International Labour Organization (ILO) and the Universal Declaration of Human Rights (UDHR). Lundbeck is dedicated to continuously enhancing the physical health and mental well-being of our employees.

Our commitment

At Lundbeck, we are committed to minimising health and safety impacts through our integrated Health, Safety, and Environment (HSE) strategy. Our HSE policy and strategy guide our efforts and annual targets.

Our key health and safety commitment is:

- Achieve a lost time accident frequency of 3 or less (accidents per one million working hours) by 2025.

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 future challenges and opportunities

- Continuously improving our safety culture and reduce the number of accidents, by increasing our focus on the importance of the managers' role and engagement through workshops and 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. 16% of our accidents are related to ergonomics e.g. lifting and over-exertion (based on 2023 and 2024 data).
- Improving the awareness on the importance of safety behaviour and risk assessments of daily activities. 50% of our accidents are behaviour-based trips, slips, falls and collisions with an object (based on 2023 and 2024 data).
- Continuing the development of our Industrial Hygiene Program and procedures for substitution.
- Enhancing well-being in the workplace, by continuing our well-being and stress prevention activities.
- Building an inclusive and neurodiverse workplace, by developing more guidelines to managers on how to support neurodivergent employees to be at their best in the workplace.

In our latest Annual Report, you can read more about our initiatives and performance.