

Employee Well-being Commitment

At Lundbeck, we recognize that well-being is the foundation of a thriving workforce.

Our commitment to advancing brain health extends beyond the patients we serve, including our own people. We take a holistic approach to well-being, focusing on the physical, mental, social, and financial dimensions that empower employees to grow, thrive, and perform at their best.

In alignment with Lundbeck's global well-being efforts, we foster a culture of trust, inclusion, and resilience. By making well-being central to our workplace, we aim to create an environment that inspires personal growth, supports meaningful careers, and strengthens our shared purpose: advancing brain health for all.

Our four pillars of well-being

Physical well-being

- Provide globally relevant resources and guidance to promote health and safety, including ergonomic support and workplace activity programs.
- Encourage proactive health management through awareness campaigns and initiatives tailored to diverse needs.

Mental well-being

- Cultivate a psychologically safe environment through supportive leadership and open dialogue and availability of channels to raise concerns.
- Promote mental resilience by offering training, tools, and practices that empower employees to maintain brain health.

Social well-being

- Strengthening inclusivity and collaboration by fostering a respectful and supportive culture.
- Facilitate opportunities for connection and engagement across teams, ensuring everyone feels valued and included.
- Facilitate flexible working arrangements to accommodate individual needs and strengthen work-life balance.

Financial well-being

- Empower employees through global benefit framework adapted to local practices to manage their financial well-being, thus instilling a sense of security, confidence, and control over own resources, allowing employees to meet current and future needs

For more information on employee well-being, explore the My Wellbeing & Sustainable Benefits sections on BrainWeb, where you'll find updated resources and tools to support all four pillars. For further questions, contact your People & Culture partner.



This commitment reflects our adherence to ethical principles, alignment with the UN Sustainable Development Goal 3 Good health and well-being and Goal 8 Decent work and economic growth and dedication to fostering a supportive, inclusive, and resilient culture across all global initiatives.

Together, we can create a thriving environment that empowers everyone to advance brain health and transform lives.