

Health and Safety

At Lundbeck we strive to provide healthy and safe working conditions and continuously improve our work environment by preventing risks and incidents. We encourage every individual to have a proactive approach by taking preventive actions and making healthy choices. We pursue an open and inclusive culture that strengthens our ability to enhance our well-being, resilience and performance. This ambition is translated into action in cooperation between managers and employees, supported by internal specialists.

Our strategy

Lundbeck's Health, Safety & Environment (HSE) strategy and our ISO 45001 certified management system emphasizes on the importance of this cooperation, and the integration of HSE considerations in procedures and business decisions made throughout our value chain.

We have 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 the calculation of exposure limits for new active substances. Based on these measurements, we evaluate and design workplaces and procedures that ensure safe working conditions.

Over the years we have continuously improved our processes for risk assessment and root cause analysis. Nevertheless, we see an unwanted development in the number and severity of our accidents, why we are increasing our training in safety awareness and route cause analysis. Furthermore, a new incident database will make it easier to report accidents and near misses, allowing for timely and targeted preventive actions.

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 well-being.

In line with Lundbeck's purpose, we strive to have a company culture that acknowledges the importance of well-being and thus the need for preventive action before employees fall sick due to e.g. stress, depression or anxiety. Our aim is an open, inclusive culture with respect in the workplace where issues such as well-being, stress and mental health can openly be discussed without stigmatization. Through courses and e-learning, managers get informed about well-being and respect in the workplace which improves their possibilities to spot and react on employees not thriving.

Our future key challenges and opportunities regarding health and safety include:

- Increasing the awareness of a safe culture and strengthening our analysis to identify clusters and preventive actions of accidents and near misses.
- Systematically performing health and safety risk assessments before new facilities, buildings and processes are established, e.g. reorganizations and relocations.
- Continuing the development of our Industrial Hygiene Programme and procedures for substitution to also include biologics.
- 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 in our Sustainability Report.

In our latest Sustainability Report on www.lundbeck.com you can read more about our activities and performance.