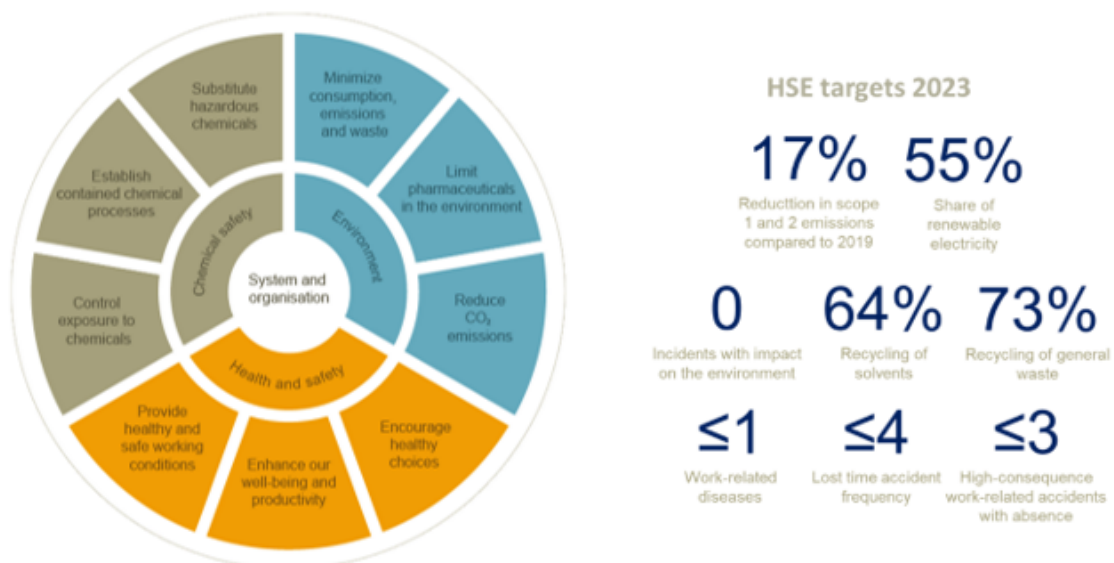


Health, Safety, and Environment Strategy

Lundbeck’s Health, Safety & Environment (HSE) Policy sets out a common framework for how Lundbeck is protecting the environment and providing sound physical and mental work conditions.

The Policy is supported by our HSE Strategy, illustrated in the figure below, and our 5 Positions documents on [Climate action](#), [Environmental footprint](#), [Water](#), [Biodiversity](#) and [Health and safety at work](#).



Annually we revisit the strategy and based on data, trends and legislation we set ambitious targets. Our HSE activities are coordinated and prioritized in our HSE management system, which are certified according to the international standards ISO 45001 on Health & Safety and ISO 14001 on Environment. The management system covers our corporate headquarters and larger research, development, and manufacturing facilities.

Managers and employees collaborate to create the best working conditions and minimize our impact on the environment and identification of risks and opportunities by systematically assessing working situations and performing risk assessments before making any physical or organizational changes is fundamental for the way we work.

We are committed to transparency, and we keep an open and honest dialogue with our stakeholders, e.g. by reporting our HSE initiatives and performance in our Sustainability Report.

The above underpin our commitment to the UN Global Compact and show our contribution to UN Sustainable Development Goal 8 Decent Work and Economic Growth, 12 Responsible consumption and production and 13 Climate action.