

# Health, Safety & Environment Policy

Lundbeck's Health, Safety and Environment (HSE) policy supports our commitment to act responsibly and is an integral part of our Code of Ethics and sustainability framework.

Lundbeck aims to remain an attractive workplace. Therefore, managers, employees and HSE professionals collaborate across the organization to protect the environment and provide a safe and healthy work environment, where employees are thriving and can be at their best.

Our ambition is to be among the leading pharmaceutical companies in the fields of health, safety, and environment.

To reach our ambition we:

- Comply with applicable legislation and internal guidelines.
- Prevent work-related ill health and accidents by reducing HSE risks.
- Promote high level of chemical safety by substituting hazardous chemicals and apply contained processes.
- Apply circular economy principles and minimize consumption, emissions, and waste.
- Pursue an inclusive and respectful HSE culture where we take preventive actions and care for each other.
- Implement continuous improvements.
- Integrate HSE considerations in decision making throughout the value chain.
- Commit to consult and ensure participation of employees in the HSE work.
- Engage with our suppliers to improve their HSE performance.
- Maintain open and honest dialogue with stakeholders to strengthen collaboration.

Our Health, Safety & Environment Policy is supported by our HSE Strategy and 5 position documents within Health and Safety, Climate, Environmental Footprint, Water and Biodiversity.