

Mental well-being at work

LEO POSITION

At LEO Pharma, we care for our employees just as we care for our patients.

Being an innovative and agile global dermatology leader, dedicated to making a difference for our patients, we depend on highly skilled, innovative, adaptable and engaged employees.

We recognise that a productive and engaged work life is based on a healthy work life - encompassing good physical and mental well-being, which is a prerequisite for performance in a modern, globalised workplace.

Mental well-being is a key focus area at LEO Pharma and part of our CSR work creating progress towards the UN Sustainable Development Goals as well as our commitment to the UN Global Compact principles.

Through our Mental well-being programme, we are enhancing mental well-being at work in LEO Pharma to build an even better and attractive workplace for present and future LEO employees.

We recognise that working conditions represent a salient influence on our employees' mental well-being, as we believe in the relationship between mental well-being, management behaviour, working conditions and performance. We therefore emphasise a LEO working environment based on trust, respect, fairness, collaboration and we continuously work with enhancing the specific factors that define a motivating and safe working environment.

We acknowledge our responsibility in ensuring a safe and healthy working environment for our employees including mental well-being at work and to promote this, a continuous pro-active approach is pivotal. This is our framework looking ahead:

- We acknowledge work-related stress as an occupational risk and we take preventive measures to address this and other mental well-being issues at work
- We build organisational knowledge and competences through training and awareness campaigns
- We collect data regularly on work-related mental well-being issues through our employee engagement survey and other relevant assessments and monitor progress
- We work with identifying, eliminating or mitigating work-related risks
- We expect open dialogues related to mental well-being at work with respect to diverse cultural contexts
- We provide the necessary support to limit the negative impact on the individual employee in case of incidents regarding mental well-being at work

The Global Leadership Team has the overall responsibility to sufficiently address organisational factors affecting the employee's mental well-being. Furthermore, we expect LEO managers to be key drivers in addressing any organisational issues affecting employees' mental well-being in a professional and respectful manner. All LEO employees and LEO managers have a shared responsibility in protecting and promoting the well-being of all LEO employees at work.

Mental well-being is a state in which the individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.

Mental well-being at work is determined by the interaction between the working environment, the nature of the work and the individual.

