



<b>Corporate Policy</b>	Prepared by <b>Neil Helling</b> Date <b>15.02.2018</b>	Approved by <b>Carsten Rasmussen</b> Date <b>26.03.2018</b>	Version	Page
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This policy and the arrangements reflect the LEGO Groups value of 'Care' and the commitment to strive for all employees returning home from work in the same safe and healthy condition as when they arrived. This will be done by ensuring that all activities are planned and executed in accordance with a healthy and safe working environment, in compliance with national and international legislation and other requirements which the LEGO Group has adopted and considered a minimum requirement.

It also reflects how the Executive Leadership Team will provide guidance to the health and safety functions at all locations to ensure that both occupational health and safety standards along with the Promises and Values of the LEGO Group are achieved in the following areas:

**Safety:** Plan and carry out all activities in a safe way for all employees. Through on-going workplace assessments, we strive to eliminate all applicable hazards where possible and where this is not possible, minimize all harmful exposure to our employees following the hierarchy of control.

**Health:** Wish to stimulate our employees' wellbeing and opportunity to live a healthy life. It is the responsibility of the LEGO Group to provide the framework for developing and sustaining healthy working conditions, through health promoting initiatives.

**Work Planning:** Involve and plan the work of the individual in a way which accommodates a good balance between demands and resources to minimize stress among employees. The demands towards the performance of each employee shall match the resources available.

**Improvement:** The working environment is to be improved continuously. This will be achieved by simplifying our approach to health and safety yet striving to improve performance indicators by learning from working with our occupational health and safety management system and best practices.

All people leaders will communicate and familiarise their employees with this policy and it is important that they take their health and safety responsibilities seriously by implementing all the procedures that apply within their areas.

It is vital to the success of this policy, and the legal duty of all employees, that they take reasonable care of their own health and safety and anyone else who may be affected by their actions.

In addition, all employees have a right and duty to call attention to circumstances which in their opinion are unreasonable or harmful to individuals or the company. Employees should report any such incidents to their people leader or a health and safety representative.

In maintaining a healthy and safe working environment, we expect all visitors, contractors, temporary employees and anyone working in our areas, to adopt the same approach to managing and maintaining good health and safety standards and to cooperate with us by applying the principles of this policy as well as their own specialist health and safety procedures.

This policy will be kept reviewed annually, but in the meantime, if legislation or our working practices change, it will be brought to your attention as soon as is reasonably practicable.

Thank you for your co-operation.

Carsten Rasmussen  
Executive Vice President and Chief Operations Officer  
On behalf of LEGO Group