



Corporate Policy	Prepared by	Approved by	Version	Page
	Date Raghad Pedersen 2013.04.18	Date Robbert N. Stecher 2013.04.25	3	1/1

Health & Safety Policy

Objective

The Occupational Health & Safety policy shall ensure that all activities of the LEGO Group are planned and executed in accordance with a healthy and safe working environment. Compliance with national and international legislation and other standards which the LEGO Group has adopted are considered a minimum requirement.

The LEGO Group Way

- **Safety:** The LEGO Group plans and carries out all activities in a safe way for all employees, temporary LEGO Group employees and contractors working on our premises through ongoing workplace assessments and maintaining our OHSAS 18001 certificate. We strive to minimize all harmful exposure to our employees.
- **Health:** The LEGO Group wishes to stimulate our employees' well-being and give them the opportunity to live a healthy life. It is the responsibility of the LEGO Group to provide the framework for healthy working conditions, through selected health promoting initiatives.
- **Work Planning:** In the LEGO Group we 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 personal resources available.
- **Improvements:** The working environment is to be improved continuously. Through the work with Occupational Health and Safety Management in accordance with OHSAS 18001 and through an annual employee survey we will evaluate the results achieved compared with targets and define new yearly goals for improvement of the working environment. The results will be monitored and evaluated on a quarterly basis.
- **Responsibility:** Each employee has the right and duty to call attention to circumstances which, in his/her opinion, are unreasonable or harmful to employees. Reporting should take place to the person responsible for local health & safety or through line management.

Where to find more information / whom to contact:

Senior Manager, Environment, Health & Safety
Corporate Governance & Sustainability