



<b>Corporate Policy</b>	Prepared by Date	Approved by Date	Version	Page
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## People & Culture Policy

### Objective

The people & culture policy defines the ambition, and direction of the LEGO Group on our company's approach to our people, organizational culture and leadership.

The policy shall ensure that all processes and activities concerning employees of the LEGO Group are planned and executed in a responsible and consistent way.

The people & culture policy of the LEGO Group is developed with respect to the fundamental human and labour rights and it shall at any time ensure that LEGO Group is a high standard work place. Furthermore it shall as a minimum comply with national and international legislation concerning working environment and also with other principles that apply to the LEGO Group. Finally, the policy supports the continuous process of integrating the Global Compact principles in our daily work.

### The LEGO Group Way

- **Fairness:** We provide equal opportunities for all employees and protect their rights to just and favorable conditions for work. All employees have the same right to be treated – and have the duty to treat each other - with respect and dignity. No employee may be discriminated because of ethnical background, race, religion, gender, age, disabilities or sexual orientation.
- **Performance:** We are determined to deliver results, meet our objective and perform to the best of our ability – we continuously strive to do better. All employees have the right to receive clear targets, objective evaluation on their performance, and to be rewarded accordingly.
- **Accountability:** We should continuously strive to deliver what we promise; and seek to create worthwhile results and create value for the customer, the consumer and the company - while acting with integrity and in a responsible way.
- **Development:** We expect every employee to seek learning in their daily job and make the use of their talents. We believe it is a shared obligation for leaders and employees to create a fulfilling and stimulating environment.
- **Improvements:** The standard of the LEGO Group as an attractive work place is to be improved continuously. We will therefore always – as a minimum – comply with the legislation and agreements applying for the LEGO Group. Through internal and external surveys and benchmarking we evaluate the results achieved and define new goals for improvement.

### Where to find more information / whom to contact:

Senior Vice President  
Corporate HR