

<b>Systematic health and safety work</b>	<p><b>Responsibility and objectives</b> The responsibility for H&amp;S in the line organisation is well defined and supported by the Novo Nordisk Way of Management.</p> <p><b>Working methodically</b> The entire organisation protects employees according to national legislation, but in many instances has extended the scope of its work beyond local rules. Workplace assessment is used in all the production and R&amp;D areas, and there is a methodical approach to promoting a healthy working environment.</p> <p><b>Compulsory information about health and safety for new employees</b> The mandatory employee introduction programme covers health and safety. In departments with specific risks, employees receive special training and instruction.</p>	<p>○</p> <p>●</p> <p>○</p>
<b>Health and safety organisation</b>	<p><b>Employee participation</b> Employees are involved in H&amp;S issues. The type of involvement varies, depending on culture and local legislation.</p> <p><b>Management of health and safety</b> The H&amp;S organisation is kept informed, and consulted on relevant issues. Regular meetings are held to discuss issues.</p>	<p>○</p> <p>○</p>
<b>Health and safety competence</b>	<p><b>Access</b> The H&amp;S organisation has access to services and competences. These services, such as access to medical professionals and health screenings, are available to employees.</p>	<p>○</p>
<b>Authorities</b>	<p><b>Violations of health and safety regulations</b> There have been no violations during 2003.</p>	<p>●</p>

● Standard achieved in all areas.

○ Room for further improvement in some areas.

<b>Health and safety performance</b>	<b>2003</b>	<b>2002</b>	<b>2001</b>	<b>2000</b>	
Frequency of occupational injuries <sup>1)</sup>	Per million working hours	<b>5.4</b>	8.9	8.2	8.4
Frequency of occupational illnesses <sup>1)</sup>	Per million working hours	<b>1.1</b>	1.1	2.2	1.7
Fatal occupational accidents <sup>2)</sup>	Number	<b>0</b>	–	–	–

1) 2002–2003 figures cover all employees, whereas figures for 2000–2001 comprise only employees in Denmark and employees at production sites outside Denmark.

2) Not previously reported but now included to improve reporting.