

Social and governance data

8.2 Occupational health & safety

As a sustainable company, the health and safety of employees is a fundamental part of our business strategy.

Novozymes' core OH&S strategy is to ensure that robust processes, hardware, standards, tools and training are fully integrated into our way of working. In addition to this, we ensure OH&S focus throughout the organization through initiatives driven locally as part of a global framework.

Several ongoing global initiatives to improve employees' physical and mental well-being are structured to meet local needs. Novozymes has stepped up its efforts to improve the psychosocial work environment through global

awareness and transformation training.

To improve our eye safety efforts, we have launched a new mandatory requirement for safety glasses to be worn in all laboratory areas globally. Across our business portfolios, a proactive health surveillance program has been implemented to identify and alleviate adverse health reactions – however unlikely – before they become serious.

At Novozymes, we know our OH&S responsibilities extend beyond our immediate employees, and we therefore conduct safety awareness programs for contract workers to ensure that they understand their rights and responsibilities.

In 2016, we experienced a decrease in the frequency of occupational accidents, resulting in a frequency of 2.2 lost-time injuries per million working hours, which is still above our target of 1.7 for 2016. We found that some of these accidents involved falling and tripping, and further investigation revealed that these occurred due to mobile device distractions. We have therefore launched various "Stop and Text" awareness campaigns to minimize slips, trips and falls that occur when employees use smartphones while in motion.

Consequences of occupational accidents

No.		2016	2015
Return to original job		23	23
Return to a different job in the same department		-	2
Transfer to a different job outside Novozymes		-	1
Out of work or early retirement		1	-
Case pending		1	-
Occupational accidents with absence, total	ESG	25	26
Total days of absence related to accidents registered in the same year		272	765
Injury severity rate		11	29

§ ACCOUNTING POLICIES

Occupational accidents is defined as the reported number of occurrences arising out of or in the course of work that result in fatal or nonfatal injury with at least one day's absence from work apart from the day of injury.

Occupational diseases is defined as the number of diseases contracted as a result of exposure to risk factors arising from work activity and notified as work related in accordance with national legislation.

The consequences of occupational accidents with absence and occupational diseases are measured by recording the work situation once the outcome of the incidents has stabilized, for example whether the employees have returned to their original jobs, and the total number of calendar days of absence.

Frequencies of occupational accidents with absence and occupational diseases are stated per million working hours.

The injury severity rate is calculated by dividing total days of absence related to accidents registered in the same year by the number of occupational accidents.

8.2 Occupational health & safety (continued)

Consequences of occupational diseases

No.	2016	2015
Return to original job	2	5
Return to a different job in the same department	3	2
Transfer to a different job in another department	-	3
Transfer to a different job outside Novozymes	1	1
Out of work or early retirement	2	1
Case pending	-	-
Occupational diseases, total	8	12
Total days of absence related to diseases registered in the same year	7	160

Types of occupational diseases

No.	2016	2015
Musculoskeletal disorder	1	3
Skin disease	4	2
Enzyme allergy	2	5
Respiratory disease	1	2
Occupational diseases, total	8	12

We have also increased focus on the psychosocial work environment through selected markers in the annual People's Opinion survey. The results show that scores are at a high level similar to 2015. This means that most employees are satisfied with the psychosocial work environment (scores are mainly above 80 out of 100) and that there are very few complaints about bullying and harassment (score of 91 out of 100). For the first time in 2016, the survey incorporated questions concerning safety

culture and management focus. All teams and sites will follow up on these results to ensure a healthy work environment and employees' physical and mental well-being.

Novozymes will be rolling out a new global OH&S performance management process that will seek to balance global and local standards and initiatives. The new setup will cascade relevant KPIs to appropriate functions.