Animal Welfare and the Humane Treatment of Animals Policy

**PURPOSE**

To supplement the internal Policy on Humane Treatment of Animals found in the Charles River Employee Handbook and the Charles River Laboratories Code of Business Conduct and Ethics.

Site management, Institutional Animal Care and Use Committees (IACUC), Ethics Committees (EC), Animal Welfare Body (AWB) or similar on-site animal welfare oversight body may develop additional guidelines with further information and details. Additional information on animal welfare may be found in individual study contracts and protocols.

**POLICY**

Charles River is a global company based in many countries around the world. The humane care and well-being of research animals is one of the core values of the Company. Programs are in place, and are undergoing continuous enhancement, to assure that animal welfare remains a priority through the Humane Care Imperative (HCI), environmental enrichment and behavioral management programs, the 3Rs Global Working Group and through a continued focus on personnel training. The oversight and review of animal research is well defined and there is ongoing commitment to the use of alternatives. As a dynamic field, policies and guidelines related to animal welfare will continue to be updated and shared.

**STANDARDS OF PRACTICE**

Charles River requires all animal care and research to meet or exceed the relevant local and national legislation and guidelines. Alternatively, the Institute for Laboratory Animal Resources (ILAR) guidelines (*Guide for the Care and Use of Laboratory Animals*) can be used as a benchmark. In addition, sites are expected to adhere to Charles River policies and guidelines that pertain to the care and well-being of research animals.

**HUMANE CARE IMPERATIVE**

The Charles River Humane Care Imperative (HCI) is to continually enhance awareness, provide training, and
foster best practices in animal welfare and the 3Rs of replacement, reduction, and refinement. The HCI is overseen by the Corporate Vice President, Global Animal Welfare and Training. Key features of the HCI include: mandatory animal welfare training for ALL Charles River employees and annual animal welfare training for personnel with animal responsibilities (training is followed by signing individual commitments to humane care); a network of Animal Welfare Specialists (known as the Animal Welfare Network), technicians, veterinarians, and trainers who undergo special regular training in environmental enrichment, species-specific behavioral management and personnel training techniques; posters and other items promoting humane care; and numerous awards to recognize excellence in animal welfare and humane care. The "Animal Welfare Begins with YOU" program includes prominently placed posters to reinforce awareness of our shared commitment to animal welfare with instructions on the multiple mechanisms that can be used to make suggestions and report concerns.

**ETHICAL REVIEW AND OVERSIGHT OF ANIMAL USE**

All Charles River sites are expected to have oversight provided by an Animal Ethics, Institutional Animal Care and Use or similar committee. All animal work should be reviewed by the committee prior to commencement and at intervals, as appropriate. In addition, regular self-assessment of the animal care and use programs are also conducted by local animal ethics committees and submitted for review by senior executive management of Charles River.

External review of animal care and use programs through voluntary accreditation organizations, such as AAALAC, International, is also encouraged.

**HUMANE ENDPOINTS**

The use of humane endpoints is a key component of refinement of animal studies. Study Directors and other personnel conducting animal studies should use the earliest possible endpoint that will satisfy the scientific objectives of a study while minimizing potential negative effects on the well-being of the research animals involved. A team consisting of veterinary personnel, Study Director and sponsor should be involved in these decisions. Whenever possible, these decisions should be based upon prior agreements with the Study Director and sponsors. Identification of early humane endpoints in advance can lead to more timely intervention when adverse effects are seen.

**VETERINARY CARE**

All facilities producing or working with animals must have access to veterinary advice. Health monitoring, and prophylactic and therapeutic treatments are done under the direction of a veterinarian. Veterinary care and interventions should be described in facility Standard Operating Procedures (SOPs), IACUC/EC/AWB proposals, and/or study protocols, and should consider pharmacologic and nonpharmacologic supportive care as well as animal environment and comfort. Treatments and interventions should be documented, and, whenever possible, should be approved in advance by Study Directors in consultation with sponsors. If the condition of an animal is such that emergency measures must be taken to alleviate unnecessary pain or distress, the veterinarian will act immediately and in accordance with site SOPs.
### PERSONNEL EDUCATION AND TRAINING

Personnel involved in the care and welfare of animals will be trained in the relevant procedures and this training will be documented. Additional training will be provided on an ongoing basis to maintain and develop skills and knowledge.

### PHYSICAL ENVIRONMENT AND ANIMAL HUSBANDRY

Housing, care and handling of research animals should be done with the goal of assuring good animal welfare and minimizing distress. Animals must be provided with an environment appropriate to the species, with satisfactory control of temperature, relative humidity, air quality, light period and intensity, as well as threatening, loud or prolonged noise levels. Housing units must be of the appropriate size to permit normal postural adjustments and, at minimum, comply with applicable regulations. Appropriate husbandry and hygiene levels must be in place to reduce the risk of disease exposure or transmission and comply with applicable regulations. Animals must be provided with potable water and feed appropriate to species, age, housing and research protocol, unless otherwise required for scientific reasons and approved by the IACUC/EC/AWB.

### BEHAVIORAL MANAGEMENT

Behavioral management refers to all the activities and programs necessary to ensure that animals are behaving normally in the research environment. This includes consideration of social housing, resources provided to animals to permit them to express natural behaviors (also known as environmental enrichment), human interactions, complexity of cage or enclosure, evaluation of temperament, acclimation to the facility, and preparation of animals for study through habituation, desensitization, and positive reinforcement training. Appropriate behavioral management is an essential, ethical component of our animal care and use programs. Decisions for behavioral management are based upon species, age, quarantine status, and the type of work to be conducted with animals.

Behavioral management programs must be compatible with scientific objectives and beneficial to the animal. Special consideration should be given to animals maintained for extended periods, individually housed or those exhibiting abnormal behaviors.

### ALTERNATIVES

Charles River Study Directors and other professional personnel conducting animal studies will continue to explore and evaluate methods to replace, reduce and refine work conducted with animals (the 3Rs). Where practicable, Charles River scientists will use, and encourage the use by our sponsors, of non-animal testing methods. These are often adjuncts to animal studies that allow us to then reduce the numbers of animals needed. Other strategies, such as refined study design and different testing methods, are also used. Refining our work with animals through enhancements in animal housing and care, improving techniques and development of new models is an ongoing effort at Charles River.

### GENERAL

The Company reserves the right to amend or terminate this Policy at any time as the Company deems necessary.
**SCOPE**

All employees of Charles River Laboratories International, Inc. (and its affiliates and subsidiaries) and all Charles River owned sites and facilities producing or working with animals.

**DEFINITIONS**

None.

**RESPONSIBILITIES**

Any questions related to the interpretation of this Policy and/or a subject matter included in this Policy shall be directed to the Corporate Vice President, Global Animal Welfare.