

Effective Date: June 5, 2009

[To Be Completed by Policy Review Committee]

Animal Welfare and the Humane Treatment of Animals Policy

PURPOSE

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

Although primarily an internal document, this document may be shared with regulatory representatives and customers as deemed appropriate by management. Site management, Institutional Animal Care and Use Committees (IACUC), Ethics Committees (EC), Animal Welfare body (EC) or similar on-site animal welfare oversight body may develop additional guidelines for 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 use 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 Initiative, Environmental Enrichment Programs and Training. The oversight and review of animal use 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 use to meet or preferably exceed the relevant local and national legislation and guidelines. Where no such guidelines exist, the Institute for Laboratory Animal Resources (ILAR) guidelines (*Guide for the Care and Use of Laboratory Animals*) are used as a benchmark. In addition, sites are expected to adhere to Charles River policies and guidelines that pertain to the care and use of research animals.

HUMANE CARE INITIATIVE

The Charles River Humane Care Initiative (HCI) has been created to raise awareness, provide training and foster best practices in animal welfare. The HCI is overseen by the Corporate Vice President, Global Animal

Welfare. Key features of the HCI include: mandatory animal welfare training for ALL Charles River employees and annual animal welfare training for staff with animal responsibilities (training is followed by signing individual commitments to humane care); a Network of Animal Welfare Specialists, Behavioral Technicians and Trainers who undergo special regular training; 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 continually 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 Ethics, Institutional Animal Care and Use or similar Committee. The specific duties, responsibilities and authority of this Committee are described in the Corporate IACUC Policy 054, Corporate Guidance on Ethics Committees for Non-U.S. Sites, and the Ethics Committee Handbook. Animal use 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 performed and submitted for review by senior management of Charles River. External review of animal care and use programs through voluntary accreditation organizations such as the Associate for the Accreditation of Laboratory Animal Care, International (AAALAC, I) and the Canadian Council on Animal Care (CCAC) is also encouraged.

HUMANE ENDPOINTS

In studies where there is potential for pain and/or distress from either test material administration and/or procedures, humane endpoints (the criteria used to end experimental studies earlier in order to avoid or terminate unrelieved pain and/or distress) will be employed whenever possible. The use of humane endpoints is a key component of refinement of animal studies. Study Directors and other professional 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 the veterinary staff, 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 serious adverse effects are seen.

VETERINARY INPUT

All facilities breeding or using animals have access to veterinary advice and a level of veterinary input appropriate to the size and type of facility. Health monitoring, prophylactic and therapeutic treatments are done under the direction of a qualified veterinarian. Veterinary care and interventions must be described in facility Standard Operating Procedures (SOPs), IACUC/EC/AWB proposals and/or study protocols and should give consideration to medical, environmental and supportive care. 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.

STAFF EDUCATION AND TRAINING

Staff involved in the care and use 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 their skill.

PHYSICAL ENVIRONMENT AND CARE

Housing, care and handling of laboratory animals should be performed with the goal of assuring 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. Cages must be of the appropriate size to permit normal postural adjustments and comply with applicable regulations. Appropriate husbandry and hygiene levels must be in place which reduce the risk of disease exposure/transmission and comply with applicable regulations. Animals must be offered water and feed appropriate to specie, age, housing and use unless otherwise required for scientific reasons and approved by the IACUC/EC/AWB.

Environmental Enrichment is an essential, ethical component of our animal care and use programs. Decisions for environmental enrichment are based upon specie, age, quarantine status and use. Environmental enrichment can be accomplished by providing animals with opportunities for social interaction with compatible individuals of the same species such as social housing, adding appropriate complexity to an enclosure which allows the animal to interact more with its environment, make choices and express a wider range of positive behaviors, providing positive human interaction, offering food supplementation or other strategies. Any environmental enrichment must be compatible with scientific objectives and be 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 animal use. 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 which 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 use of animals through enhancements in animal housing and care, improving techniques and development of new models is also 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 using 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.

RELATED DOCUMENTS

Corporate Guidance on Ethics Committees for Non-U.S. Sites

Ethics Committee Handbook