

Section 172 statement for the period ended 26 December 2020

The directors have considered the requirements of section 172 (1) of the Companies Act 2006 and have set out the key considerations below.

The directors of the Company must act in a way which they consider, in good faith, would be most likely to promote the success of the company, and in doing so have regard (amongst other matters) to:

- a. The likely consequences of any decision in the long term,
- b. The interest of the company's employees,
- c. The need to foster the company's business relationships with suppliers, customers and others,
- d. The impact of the company's operations on the community and the environment,
- e. The desirability of the company maintaining a reputation for high standards of business conduct, and
- f. The need to act fairly between members of the company.

The Company is a wholly owned subsidiary of Charles River Laboratories International, Inc. a company incorporated in the United States of America and listed on the New York Stock Exchange (NYSE:CRL)

Long term decisions and strategy

Charles River is committed to advancing human health and creating healthier lives. This commitment drives the long-term strategy of the business and is an underlying factor in our decision-making processes. We partner with our clients to help them deliver innovative, safe, and effective medicines to patients as quickly and efficiently as possible. To do this effectively, we have invested, and continue to invest in both our capabilities and technologies, which enable us to maintain a competitive advantage working with our clients from early in the research process all the way through drug approval and beyond.

Interest of our employees

Our people are at the heart of who we are and the driving force in our collective purpose to create healthier lives. And, it is our culture at Charles River that differentiates us. We create a work environment which gives every person the ability to deliver on business commitments, while having purpose, being energized and continuously learning, and focusing on quality outcomes. This environment is built on trust, inclusion, accountability, respect, and well-being.

Relationship with suppliers, customers and others

At Charles River, we know that our internal organization and Environmental, Health, Safety, and Sustainability (EHS&S) performance is closely linked to our supply chain. We are dedicated to sustainable and responsible supply chain management, as well as supplier diversity. We consider our suppliers, contractors, consultants, and agents as a part of the Charles River team and we rely on them to help us accomplish both our business and EHS&S objectives.

At Charles River, our purpose is clear, and our passion is strong: together, we support our clients' research every step of the way to create healthier lives. Our core mission is to utilize our scientific expertise, regulatory leadership, and diverse portfolio to provide our clients with efficient, reliable, and scientific results on a cost-effective basis. Our values: care, lead, own, and collaborate, are integral to everything we do at Charles River. These values guide our business decisions and actions, representing the standards we hold ourselves to every day.

Impact on the community and environment

At Charles River, our dedication to EHS&S is an integral part of our commitment to improve lives. Our vision is to embed working safely and sustainably into everything we do and every decision we make. We firmly believe that our care extends to the communities in which we live and work, promoting a program of investment in our local community. During 2020, as a direct result of Covid-19, not-for-profit organisations in our local area were facing a funding shortage, and we responded by donating to local organisations nominated by our workforce. In addition to this, we enabled our employees, through workforce appeals, to donate to local charities such as food banks, nursing homes, and children's charities.

Code of business conduct

The Charles River Code of Business Conduct and Ethics (Code) describes our values and outlines the requirements and expected behaviour for all of us who work on behalf of the Company. We expect every employee, including the members of our Board and executive leadership, to adhere to our Code. Our Code outlines the laws and policies that

apply to our business, such as anti-bribery and anti-corruption, anti-harassment and anti-discrimination, conflicts of interest, intellectual property (IP), data privacy, and the protection of confidential information.

Our Code provides employees with resources to understand these issues and outlines an individual's responsibility to maintain a positive and ethical work environment. All new employees are required to certify to the Code as part of the onboarding process and complete our Code training within 90 days of being enrolled. All current employees receive training on the Code every three years. The Code is also available on our corporate website. In the spirit of transparency, we intend to disclose any future material amendments to the Code.

Acting fairly between members

Ultimate governance and oversight responsibility for all Charles River group companies is held by the Board of Charles River Laboratories International, Inc. which is the ultimate parent entity of the Company and its sole member. The Company, its sole member, and the ultimate parent entity share common directors which ensures transparency, direct communications, and facilitates the sole members involvement in the decision-making process.