

GRI Content Index

GRI Standard		Location/response	Omission
General Disclosures			
GRI 102: General Disclosures 2021			
2–1	Organizational details	About This Report (p.3), Our Company (p.6) Proxy statement	
2–2	Entities included in the organization’s sustainability reporting	About This Report (p.3), Proxy statement	
2–3	Reporting period, frequency and contact point	About This Report (p.3)	
2–4	Restatements of information	About This Report (p.3), ESG Data table (p.80)	
2–5	External assurance	ESG Library	
2–6	Activities, value chain and other business relationships	Our Company (p.6)	
2–7	Employees	ESG Data table (p.80)	
2–8	Workers who are not employees	Our Company (p.6)	
2–9	Governance structure and composition	Governance (p.29), Proxy statement	
2–10	Nomination and selection of the highest governance body	Governance (p.29), Proxy statement	
2–11	Chair of the highest governance body	Governance (p.29), Proxy statement	
2–12	Role of the highest governance body in overseeing the management of impacts	Governance (p.29), Proxy statement	
2–13	Delegation of responsibility for managing impacts	Governance (p.29), Proxy statement	
2–14	Role of the highest governance body in sustainability reporting	Governance (p.29), Proxy statement	
2–15	Conflicts of interest	Governance (p.29), Proxy statement	
2–16	Communication of critical concerns	Governance (p.29), Proxy statement	
2–17	Collective knowledge of the highest governance body	Governance (p.29), Proxy statement	
2–18	Evaluation of the performance of the highest governance body	Governance (p.29), Proxy statement	

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2–19	Remuneration policies	Governance (p.29), Proxy statement	
2–20	Process to determine remuneration	Governance (p.29), Proxy statement	
2–21	Annual total compensation ratio	Proxy statement	
2–22	Statement on sustainable development strategy	Our Corporate Citizenship Strategy (p.8)	
2–23	Policy commitments	Compliance and Ethics (p.32), Human Rights (p.34). We maintain a global policy management process that governs the management of the Company’s corporate policies, including their creation, revision, retirement, review, approval, implementation, communication, and maintenance. The most senior representative of the applicable corporate function must approve all new policies, revisions to existing policies, and retirement of existing policies. This process applies to all employees of the Company worldwide.	
2–24	Embedding policy commitments	Compliance and Ethics (p.32)	
2–25	Processes to remediate negative impacts	Compliance and Ethics (p.32), Risk Management (p.36)	
2–26	Mechanisms for seeking advice and raising concerns	Compliance and Ethics (p.32)	
2–27	Compliance with laws and regulations		Confidentiality – We report in accordance with SEC requirements and do not publicly disclose fines imposed for non-material instances of non-compliance.
2–28	Membership associations	DE&I (p.49), Memberships and Organizations (p.89). More information on the animal welfare organizations we partner with can be found on our website: www.criver.com	
2–29	Approach to stakeholder engagement	Regulatory Affairs (p.35), Stakeholder Engagement (p.3)	
2–30	Collective bargaining agreements	Our employees are not unionized in the U.S. employees at some of our European facilities are represented by works councils, employee representative groups and/or unions, which is consistent with local customs for our industry. We collaborate with the works councils and believe we have good relationships with our employees. Proxy statement	Information unavailable – We do not track the percentage of total employees covered by collective bargaining agreements.

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Material topics			
GRI 3: Material Topics 2021			
3–1	Process to determine material topics	Our Corporate Citizenship Strategy (p.8)	
3–2	List of material topics	Our Corporate Citizenship Strategy (p.8)	
Economic Performance			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Our Company (p.6)	
GRI 201: Economic Performance 2016			
201–1	Direct economic value generated and distributed	Our Company (p.6)	
201–2	Financial implications and other risks and opportunities due to climate change	Climate and GHG Emissions (p.60), ESG Library	Partial omission [Data incomplete]. Refer to TCFD Report, to publish on ESG Library later in 2024.
201–3	Defined benefit plan obligations and other retirement plans	Several of our U.S. and non-U.S. subsidiaries sponsor either defined benefit pension and other post-retirement benefit plans. Furthermore, the Charles River Laboratories Employee Savings Plan is a defined contribution plan in the form of a qualified 401(k) plan in which substantially all U.S. employees are eligible to participate upon employment. The plan contains a provision whereby the Company matches a percentage of employee contributions. 10-K	
Market Presence			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Total Rewards and Well-being (p.44), Community Engagement and Support (p.55)	
Change to GRI 202: Market Presence 2016			
202–1	Ratios of standard entry level wage by gender compared to local minimum wage	We always meet minimum wage, and we pay fairly across gender.	
202–2	Proportion of senior management hired from the local community	We attract and hire the best talent for the role. In some cases this hiring occurs within the local geography, and in other cases this may require relocation. In the advent of increased virtual work as a result of the pandemic, we see the significance of geographic boundaries with respect to senior management lessening.	

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Procurement Practices			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Responsible Supply Chain Management (p.63)	
GRI 204: Procurement Practices 2016			
204–1	Proportion of spending on local suppliers	We are focused on increasing our small business spend as a part of our commitment as a U.S. Government contractor. We measure spend with small business and engage in programs, led by our Site Supplier Diversity and Inclusivity Champions, to identify potential small business engagement through participation in local Chambers of Commerce and other small business forums. We continue to expand both our analytical capabilities to connect site spend with local suppliers and our work with qualified small business suppliers wherever possible. ESG Data table (p.80)	
Anti-corruption			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Compliance and Ethics (p.32)	
GRI 205: Anti-corruption 2016			
205–1	Operations assessed for risks related to corruption	Compliance and Ethics (p.32)	
205–2	Communication and training about anti-corruption policies and procedures	Compliance and Ethics (p.32)	
205–3	Confirmed incidents of corruption and actions taken	Charles River does not have any confirmed incidents of corruption and actions taken.	
Anti-competitive Behavior			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Compliance and Ethics (p.32)	
GRI 206: Anti-competitive Behavior 2016			
206–1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	ESG Data table (p.80)	

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Energy			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Climate and GHG Emissions (p.60)	
GRI 302: Energy 2016			
302–1	Energy consumption within the organization	ESG Data table (p.80)	
302–2	Energy consumption outside of the organization	ESG Data table (p.80)	
302–3	Energy intensity	ESG Data table (p.80)	
302–4	Reduction of energy consumption	ESG Data table (p.80)	
302–5	Reductions in energy requirements of products and services	ESG Data table (p.80)	
Water and Effluents			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Climate and GHG Emissions (p.60)	
GRI 303: Water and Effluents 2018			
303–1 ¹	Interactions with water as a shared resource		
303–2 ¹	Management of water discharge-related impacts		
303–3 ¹	Water withdrawal		
303–4 ¹	Water discharge		
303–5 ¹	Water consumption		
Biodiversity			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Climate and GHG Emissions (p.60)	

¹ Partial omission [Data incomplete]. We are building tracking mechanisms for these data, for a future ESG Report.

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GRI 304: Biodiversity 2016			
304–2	Significant impacts of activities, products, and services on biodiversity	Charles River negotiated and collectively agreed to limit the habitats and timeframe for horseshoe crab harvesting in South Carolina to support both the horseshoe crab and migrating red knot populations. Subsequently, Charles River introduced a synthetic alternative, Endosafe® Trillium®, that has the capacity to significantly reduce the need for horseshoe crab material in biomedical testing. Joint press release	
304–4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	We are committed to reporting to shareholders on measures the Company is taking to reinforce confidence that the non-human primates, such as Long-tailed Macaques, that we import are purpose-bred in accordance with applicable laws and our risk management standards. More detail is available on our website.	
Emissions			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Climate and GHG Emissions (p.60)	
GRI 305: Emissions 2016			
305–1	Direct (Scope 1) GHG emissions	ESG Data table (p.80)	
305–2	Energy indirect (Scope 2) GHG emissions	ESG Data table (p.80)	
305–3	Other indirect (Scope 3) GHG emissions	ESG Data table (p.80)	
305–4	GHG emissions intensity	ESG Data table (p.80)	
305–5	Reduction of GHG emissions	ESG Data table (p.80)	
Waste			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Climate and GHG Emissions (p.60)	
GRI 306: Waste 2020			
306–1 ¹	Waste generation and significant waste-related impacts		

¹ Partial omission [Data incomplete]. We are building tracking mechanisms for these data, for a future ESG Report.

GRI Standard		Location/response	Omission
306–2 ¹	Management of significant waste-related impacts		
306–3 ¹	Waste generated		
306–4 ¹	Waste diverted from disposal		
306–5 ¹	Waste directed to disposal		
Supplier Environmental Assessment			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Climate and GHG Emissions (p.60)	
GRI 308: Supplier Environmental Assessment 2016			
308–1	New suppliers that were screened using environmental criteria	Since 2019, all new North American-based suppliers are asked a series of environmental questions, and this process was extended to our European suppliers in 2023. The environmental screening questions cover such topics as policy coverage, regulatory fines, and the measurement of the reduction of GHGs, water use, and waste generation.	
308–2 ¹	Negative environmental impacts in the supply chain and actions taken		
Employment			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Total Rewards and Well-being (p.44)	
GRI 401: Employment 2016			
401–1	New employee hires and employee turnover	ESG Data table (p.80)	

¹ Partial omission [Data incomplete]. We are building tracking mechanisms for these data, for a future ESG Report.

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401–2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	As a global organization, our growth and development depends on hiring and retaining a skilled and diverse workforce in a highly competitive marketplace. We continue to invest in our total compensation package, engagement approach, career development, and employee well-being. Our goal is to be best in class and we do so by maintaining an effective and equitable attraction and retention strategy and informing practices through collaboration, data analysis, and regular feedback. We offer competitive pay, time off, stock awards, employee discounts, tuition reimbursement, and competitive retirement options to employees who are generally designated as full-time and part-time employees in selected countries. Our Pay Policies and Benefit Offerings are available for all our employees and detail our process for fair compensation. Proxy statement	
401–3	Parental leave	Total Rewards and Well-being (p.44). We offer all U.S employees six weeks’ paid parental leave on birth or adoption. For birth mothers, this is in addition to the 6–8 weeks they would receive in short-term disability (depending on the type of birth).	
Labor/Management Relations			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Human Rights (p.34), People Strategy (p.40)	
GRI 402: Labor/Management Relations 2016			
402–1	Minimum notice periods regarding operational changes	We comply with federal and local state requirements regarding announcements of significant operational changes. Furthermore, we work with our local works councils with our jurisdictions and in compliance with local laws and collective bargaining agreements.	
Occupational Health and Safety			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Health and Safety (p.52)	
GRI 403: Occupational Health and Safety 2018			
403–1	Occupational health and safety management system	Health and Safety (p.52)	
403–2	Hazard identification, risk assessment, and incident investigation	Health and Safety (p.52)	
403–3	Occupational health services	Health and Safety (p.52)	

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403–4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety (p.52)	
403–5	Worker training on occupational health and safety	Health and Safety (p.52)	
403–6	Promotion of worker health	Benefits page	
403–7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety (p.52)	
403–8	Workers covered by an occupational health and safety management system	We utilize a EHS&S global operating framework (GOF) which includes topics related to occupational health and safety (p.52)	
403–9	Work-related injuries	Health and Safety (p.52). In September 2022, one of our facilities experienced a fatality as a result of a Utility Terrain Vehicle (UTV) incident. As an organization, we redoubled our efforts to maintain a safe workplace.	
403–10	Work-related ill health	These data are included as part of our TRIR (p.53)	
Training and education			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Employee Engagement and Development (p.46)	
GRI 404: Training and Education 2016			
404–1	Average hours of training per year per employee	ESG Data table (p.80)	
404–2	Programs for upgrading employee skills and transition assistance programs	Employee Engagement and Development (p.46)	
404–3	Percentage of employees receiving regular performance and career development reviews	ESG Data table (p.80)	
Diversity and equal opportunity			
GRI 3: Material Topics 2021			
3–3	Management of material topic	DE&I (p.49)	
GRI 405: Diversity and Equal Opportunity 2016			
405–1	Diversity of governance bodies and employees	DE&I (p.49)	

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405–2	Ratio of basic salary and remuneration of women to men	Charles River continues to demonstrate equitable pay practices with a <1% gap by gender globally. We perform pay equity audits in countries where they are legally required, and we also perform a larger pay equity analysis on a global scale and take corrective action where appropriate. Furthermore, our global job architecture generally allows for aligning pay by job role with market rates and serves as a career path tool to encourage a culture of advancement. Gender pay gap reports for various operations in the U.K., France, and Europe can be found on the ESG Library page of our Company website.	
Non-discrimination			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Compliance and Ethics (p.32). We are an Equal Employment Opportunity (EEO) employer and comply with regulations. Code of Business Conduct	
GRI 406: Non-discrimination 2016			
406–1	Incidents of discrimination and corrective actions taken		Confidentiality – We report in accordance with SEC requirements and do not publicly disclose incidents or individual cases of discrimination.
Freedom of Association and Collective Bargaining			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Human Rights (p.34). With respect to these issues, we operate in compliance with all applicable laws and regulations.	
GRI 407: Freedom of Association and Collective Bargaining 2016			
407–1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights (p.34). With respect to these issues, we operate in compliance with all applicable laws and regulations.	

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Child Labor			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Human Rights (p.34). We have policies and statements in place, as well as mitigation and due diligence processes to help prevent instances of child labor and to operate in compliance with all applicable laws and regulations.	
GRI 408: Child Labor 2016			
408–1	Operations and suppliers at significant risk for incidents of child labor	Charles River is not aware of any operations or suppliers at significant risk.	
Forced or Compulsory Labor			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Human Rights (p.34). With respect to these issues, we have policies and statements in place as well as mitigation and due diligence processes to help prevent instances of forced or compulsory labor.	
GRI 409: Forced or Compulsory Labor 2016			
409–1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We have mitigation and due diligence processes to help prevent instances of forced or compulsory labor.	
Local Communities			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Community Engagement and Support (p.55)	
GRI 413: Local Communities 2016			
413–1	Operations with local community engagement, impact assessments, and development programs	Community Engagement and Support (p.55)	
Supplier social assessment			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Responsible Supply Chain Management (p.63)	

GRI Standard		Location/response	Omission
GRI 414: Supplier Social Assessment 2016			
414–1	New suppliers that were screened using social criteria	Since 2019, all new North American-based suppliers are asked a series of questions to understand their Labor and Ethics Practices. In 2023 these were extended to European suppliers. The screening questions cover such topics as freely-chosen labor; non-hazardous work; legal age for employment; business ethics and compliance; and truthful and accurate advertising.	
414–2 ¹	Negative social impacts in the supply chain and actions taken		
Public Policy			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Regulatory Affairs (p.35)	
GRI 415: Public Policy 2016			
415–1	Political contributions	Charles River does not make direct political contributions to individual candidates, parties, committees, or IRS Section 527 entities, or to influence the outcome of campaigns or ballot measures. In addition, Charles River does not contribute directly to any independent expenditure or electioneering communication (as those are defined by law). Charles River also does not generally make payments to 501(c)(4) tax-exempt organization that the recipient may use for political purposes, and we do not presently have a Political Action Committee (PAC). Political Contributions Policy	
Customer Privacy			
GRI 3: Material Topics 2021			
3–3	Management of material topic	Data Security and Privacy (p.27)	
GRI 418: Customer Privacy 2016			
418–1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Security and Privacy (p.27). In 2022–23, we did not have any substantiated customer complaints from outside parties or regulatory bodies.	

Topics not included in this index are deemed to be non-material by Charles River.

¹ Partial omission [Data incomplete]. We are building tracking mechanisms for these data, for a future ESG Report.