

	GLOBAL CORPORATE POLICY	Doc #: GLBL-POL-00022
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Policy Sponsor: Environment Health Safety and Sustainability Title: Global Policy on Safety & Sustainability		

PURPOSE

As a good corporate citizen, Charles River Laboratories International, Inc. (Charles River or the Company) is committed to safeguarding the environment and the health and safety of our employees, visitors, contractors, customers, and the communities in which we operate. Guided by our strong sense of purpose – Together, We Create Healthier Lives – we implement safe and sustainable business practices, act as good stewards of the environment across our value chain and comply with applicable safety and environmental laws and regulations.

SCOPE

This policy applies worldwide to all directors, officers, employees, consultants, contractors, and contingent workers of Charles River Laboratories International, Inc.

DEFINITIONS

EHS&S Global Operating Framework (GOF) is a high-level consistent and cohesive framework for managing EHS&S within the Company.

POLICY

Charles River’s Environment, Health, Safety and Sustainability (EHS&S) program is grounded in management ownership and support, and employee engagement in our health, safety, and sustainability programs, including:

- Integrating both leading and lagging Key Performance Indicators (KPI) into our business operations to measure our safety and sustainability performance.
- Embedding “working safely and sustainably” and an interdependent safety-first mindset into our culture, strategy, business processes, employee performance goals, and total rewards programs.

- Properly resourcing our EHS&S program to continually improve our performance to achieve an interdependent safety-first culture.
 - Promoting safe work practices and being good stewards of the environment across our value chain. This includes reducing energy consumption, decreasing greenhouse gas emissions, conserving water, protecting biodiversity, and reducing waste to landfill while promoting circularity.
 - Implementing sustainable and inherently safe design in our facilities while considering the potential future impacts of climate change on our facilities as well.
 - Maintaining compliance with all applicable environment, health and safety laws and regulations.
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ROLES AND RESPONSIBILITIES

Charles River's Management is responsible for supporting and implementing the concepts outlined in this policy and making Charles River a healthier, safer, and more sustainable company through our actions and work processes.

All employees are expected to be active participants in our EHS&S program to promote a safety-first interdependent culture where everyone is responsible for their safety and the safety of others.

Global EHS&S is responsible for addressing any questions related to the interpretation of this Policy. Any subject matter included in this Policy shall be directed to the Executive Director of Corporate Environment, Health, Safety and Sustainability.

EXCEPTIONS/WAIVERS

There are no exceptions or waivers to this policy.

ENFORCEMENT

Programmatic risk assessments are conducted to determine compliance with Charles River's EHS&S GOFs and applicable EHS&S regulations and provides for continuous improvement.

RELATED DOCUMENTS

Charles River's Environment, Health, Safety and Sustainability Global Operating Framework