

GLOBAL STATEMENT ON PROVIDING A WORKPLACE FREE FROM HARASSMENT AND DISCRIMINATION

Guiding Principles

At Charles River, we are committed to maintaining a positive and fulfilling work environment in which employees feel valued, respected, safe, and free from any form of harassment, discrimination, and bullying (which is also known as “victimization” and “psychological harassment”). A culture of inclusion, equal opportunity, fair treatment, and diversity is central to our core values. Promoting dignity, tolerance, and decency toward each other is not only the right thing to do, it also provides us with the best opportunity to collaborate as we work together to advance human health and create healthier lives.

Prohibited Conduct

Discrimination, harassment (including sexual harassment), and bullying in the workplace is unacceptable, and can cause great personal and professional harm to individuals and create a hostile atmosphere that is inconsistent with the Company’s goal of providing a positive and respectful work environment that nurtures a spirit of teamwork.

As described in the [Code of Business Conduct and Ethics](#) (“Code”), as well as in local policies, Charles River prohibits discrimination, harassment, and bullying, against work colleagues, customers, contractors, suppliers, vendors, or visitors, based on any reasons, including the following:

- Race
- Religion
- National or ethnic origin or ancestry
- Sexual orientation, gender identity or expression
- Marital, familial or civil status
- Language
- Thought or belief
- Color
- Gender
- Age
- Military or veteran status
- Disability
- Pregnancy
- Political views
- Social class
- Genetic information

Sexual harassment is inappropriate conduct that is perceived to be based on a person’s gender or is sexually based behavior. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute harassment when:

- Submission to that conduct is made either explicitly or implicitly a term or condition of employment;
- Submission to or rejection of that conduct by an employee is used as the basis for employment decisions affecting that employee; and/or
- That conduct has the purpose or effect of unreasonably interfering with an employee’s work performance or creating an intimidating, hostile, humiliating or offensive work environment.

Laws prohibiting discrimination, harassment, and bullying exist in numerous countries. However, regardless of the laws and standards in your country, Charles River employees are expected to comply with the principles outlined in this Global Statement, as well as the policies in effect at each work location. All employees are strongly encouraged to immediately bring any questions or concerns to their manager, HR Business Partner, or any member of site leadership.

Prevention and Response

Training and communication: Across the globe, Charles River provides training and communication on the topics covered by this Global Statement during on-boarding and at regular intervals thereafter.

Providing a safe mechanism for reporting: We strongly encourage all employees and individuals who provide services in our workplace to immediately report harassment, discrimination, and/or bullying, whether personally experienced or observed. Reports can be made to:

- Your manager (or any other manager with whom you feel comfortable);
- Your local Human Resources Business Partner;
- Corporate Human Resources;
- Legal Compliance (legalcompliance@crl.com); OR
- The Company Helpline (1-866-294-3699 or <https://helpline.criver.com>).

Investigating all complaints: All allegations will be thoroughly investigated, and prompt action will be taken to eliminate any inappropriate conduct and impose corrective action, if necessary.

Prohibition of retaliation: As described in the [Anti-Retaliation Policy](#), Charles River does not tolerate retaliation against any person who in good faith reports harassment, discrimination, and/or bullying.