



## Charles River Laboratories International, Inc.

### UK Modern Slavery Act Statement for the Year ended 31 December 2023

Charles River Laboratories International, Inc. (Charles River, the Company or we) is committed to operating its global business ethically and with integrity in accordance with all applicable laws, directives, regulations and codes to prevent the abuse of human rights and to prevent human trafficking and modern slavery.

#### **1. Organisation Structure and Supply Chains**

Charles River (NYSE: CRL) is a full service, leading non-clinical global drug development partner with a mission to create healthier lives. We have built upon our original core competency of laboratory animal medicine and science (research model technologies) to develop a diverse portfolio of discovery and safety assessment services, both Good Laboratory Practice (GLP) and non-GLP, that supports our clients from target identification through non-clinical development. We also provide a suite of products and services to support our clients' manufacturing activities. Charles River operates at 155 facilities in over 20 countries and is headquartered in Wilmington, Massachusetts, USA. Charles River employs approximately 21,800 highly skilled employees on a variety of contractual terms. Charles River's business is divided into a number of different business units, namely:

- *Research Models and Services (RMS)*: Our RMS segment is comprised of three businesses: Research Models, Research Model Services, and Cell Solutions.
- *Discovery and Safety Assessment (DSA)*: Our DSA segment is comprised of two businesses: Discovery Services and Safety Assessment. We currently offer regulated and non-regulated DSA services, including therapeutic discovery and optimization plus in vitro and in vivo studies, laboratory support services, and strategic non-clinical consulting and program management to support product development.
- *Manufacturing Solutions*: Our Manufacturing Solutions segment is comprised of two businesses: Microbial Solutions and Biologics Solutions (including CDMO services).

With an integrated portfolio that supports early-stage research at every step of the way, we help our clients with discovering new drugs from target identification through early-stage research; conducting non-clinical development; and offering solutions to ensure a safe, efficient drug manufacturing process. Over the years, Charles River has worked on novel drugs in every major disease category, including cancer, heart disease, rare diseases, central nervous system disorders, infectious diseases, lung diseases, blood disorders, autoimmune disorders, and metabolic disorders.

We recognize that the total impact of our operations does not stop with us but extends across our global supply chain. We are dedicated to ensuring that our robust sustainability and social responsibility practices are commonplace across our entire supply base.

#### **2. Policies in Relation to Slavery and Human Trafficking**

Charles River is committed to supporting the protection of human rights globally and opposes any form of human trafficking or forced labor in any aspect of our business, whether within the Company or within our supply chain. Our commitment encompasses the risks posed by forced labor, prison labor, indentured labor, bonded labor, child labor, debt servitude or trafficking where coercion, threats or deception are used to intimidate, penalize or deceive workers, thereby creating situations of involuntary work and exploitation.



In 2023, we became signatories to the United Nations (U.N.) Global Compact and will submit our first Communication on Progress (COP) in 2024.

To help ensure compliance with applicable laws governing human rights, the Company has adopted the following policies:

- **Code of Business Conduct and Ethics**: Our global Code of Business Conduct and Ethics sets forth the Company's expectations regarding compliance with laws, ethical conduct and responsible business practices, including standards relating to human rights, fair treatment and diversity, protections against harassment and bullying, and maintaining a safe and secure work environment. Our Code was last updated as of December 31, 2021 to include new provisions relating to human rights.
- **Global Human Rights Statement**: Our Global Human Rights Statement aligns with the U.N. Universal Declaration of Human Rights and the U.N. Guiding Principles for Business and Human Rights. It affirms Charles River's respect for fundamental human rights, including the Company's commitment to fair working conditions, equal pay for equal work, a livable wage, right to privacy, appropriate time off, support for health and well-being, access to education and scientific advancement, freedom of opinion and association and freely chosen employment. Additionally, the Global Human Rights Statement communicates our commitment to eliminating discrimination, harassment, workplace violence, trafficking, slavery, torture, and child labor.
- **Statement Regarding the Prohibition of Human Trafficking**: Our Statement regarding the Prohibition of Human Trafficking outlines the Company's opposition to any form of human trafficking or forced labor and our commitment to prevent such activity in all aspects of our business.
- **Supplier Code of Conduct**: Our Supplier Code of Conduct communicates the Company's expectations that our suppliers (including our clients who supply materials for their projects) will comply with all applicable laws, rules and regulations, as well as our Charles River standards, with respect to ethics and compliance, fair treatment and human rights, health and safety, and the environment.
- **Anti-Retaliation Policy**: Our global Anti-Retaliation Policy reinforces the available reporting avenues for disclosing legal, compliance or other issues to the Company and seeks to ensure that all employees feel comfortable speaking up without fear of retaliation when they see or suspect potentially illegal or unethical conduct.

### **3. Due Diligence Process**

Charles River prohibits any form of human trafficking or forced labor, both within our organization and by the suppliers and third parties globally that provide goods and services to the Company.

To help prevent human rights violations in the Company's business, the Company conducts pre-employment background screenings on prospective job candidates and requires all new hires to read and certify to key compliance policies and procedures, including our global Code of Business Conduct and Ethics. All employees also are required to complete training on the Code of Business Conduct and Ethics upon joining Charles River.



Likewise, the Company is dedicated to being a responsible corporate citizen in every relationship across our global supply chain. Our Supplier Management Program provides Charles River with visibility into key supplier relationships and allows us to assess potential supply chain risks from both a business continuity and ethical conduct perspective. The Company also use tools that improve the completeness and accuracy of our supplier data while also allowing us to gather information identifying potential associated risks. For new and existing suppliers, we leverage these tools to build new processes and procedures for:

- Continuously monitoring key risk indicators
- Collecting specific data and certifications to better understand Environmental, Social and Governance (ESG) characteristics and performance
- Leveraging ESG characteristics to guide purchasing decisions

In addition, we require new suppliers to complete a self-screening questionnaire which includes a certification that the supplier will either comply with the Charles River Supplier Code of Conduct or implement a code of conduct which aligns with our Supplier Code of Conduct.

We are a member of the Pharmaceutical Supply Chain Initiative (PSCI), an association of pharmaceutical and healthcare companies dedicated to promoting responsible supply chain practices in the areas of human rights, ethics, labor, health and safety, and environment. As a member of the PSCI, we adhere to their Principles for Responsible Supply Chain Management, and we expect our supply chain partners to adhere to the same high standards.

It is Charles River's expectation that its suppliers and third-party partners comply with the Company's Supplier Code of Conduct. The Company reserves the right to terminate relationships with suppliers and other third parties who conduct business contrary to those standards.

#### **4. Risk Assessment and Management**

As a full service, early-stage CRO, Charles River provides services and products to pharmaceutical and biotechnology companies, government agencies, and academic institutions. Charles River employs approximately 21,800 employees directly across the globe and we have contractors who provide critical support to our workforce. Globally, we have over 10,500 suppliers and third-party partners who provide goods and services to the Company.

Based on the Company's assessment of our labor practices and supply chain operations globally, we believe that the risk of modern slavery in our workforce is low. This assessment is based upon several factors, including our 2021 Legal Compliance Risk Assessment, our operational footprint, and most critically, that the Company's employees and suppliers are not directly involved with the areas of greatest potential risk under the Act (including use of seasonal and migrant workers). Our employees and contractors are typically professionals, including many with medical or scientific training.

Despite our assessment of low risk for modern slavery under the Act, the Company continues to manage processes to mitigate the risks of modern slavery in our business and our supply chain as it expands and evolves.

#### **5. Key Performance Indicators**

Charles River has monitoring in place to help ensure compliance with the Act, including but not limited to:

- providing regular compliance training and reviewing key metrics (including completion of training);



- conducting a regular anonymous employee engagement survey of our global workforce;
- publishing annually the Company's gender pay gap analysis for the UK;
- conducting an ethical culture survey of our global workforce;
- monitoring strategic supplier performance metrics via our Supplier Management Program;
- raising awareness regarding Charles River's Supplier Diversity Policy and workstreams demonstrating our commitment to small and diverse supplier communities;
- reviewing supplier responses to our Environment, Health, Safety & Sustainability (EHS&S) and Social Responsibility Self-Screening Questionnaire (modeled after the PSCI Principles) to identify concerns with a new supplier's business practices regarding EHS&S, labor practices, and ethics, and
- requiring our suppliers to comply with all applicable laws, rules, and regulations, as well as the principles outlined in the Supplier Code of Conduct.

Charles River also promotes and publicizes several avenues for raising concerns regarding legal, compliance or ethics issues, including issues related to human rights. The Charles River Helpline is available 24 hours a day, 7 days a week, and allows both internal and external parties to ask questions or raise concerns regarding human rights issues. The Charles River Helpline includes an option for anonymity (where permitted by local law), and all reports are handled promptly and confidentially, and investigated thoroughly by appropriate Company resources. The Company also maintains a strict non-retaliation policy against anyone who raises concerns about a violation of the law or Company policy in good faith.

In addition to the actions above, Charles River is committed to Diversity, Equity & Inclusion (DE&I), including maintaining global DE&I policies, executing on a five-pillar diversity strategy, and leveraging better practices as a member of the CEO Action for Diversity & Inclusion.

## **6. Training**

The Company conducts regular and required compliance training of all directors, officers and employees, including training on legal risks when working with suppliers and other third parties. In addition, all directors, officers and employees are required to complete training on our Code of Business Conduct and Ethics upon onboarding and regularly thereafter.



## **APPENDIX**

### **Charles River UK-Registered Legal Entities**

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Charles River's slavery and human trafficking statement for the financial year ending 31 December 2023. In particular, it covers the following Charles River legal entities located in the UK with an annual turnover of more than £36 million.

- Charles River Discovery Research Services UK Limited
- Charles River Laboratories Edinburgh Limited