



Charles River Laboratories International, Inc.

UK Modern Slavery Act Statement for the Year ended 31 December 2020

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 global, full service, early stage contract research organization providing a wide variety of research services to pharmaceutical and biotechnology companies, veterinary organizations, chemical and agrochemical companies, government agencies, and academic institutions. Charles River operates more than ninety facilities in over twenty countries and is headquartered in Wilmington, Massachusetts, USA. Charles River employs over 18,000 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 Research Products.
- *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 in vitro and in vivo studies, laboratory support services, and strategic non-clinical consulting and program management to support product development.
- *Manufacturing Support*: Our Manufacturing Support segment is comprised of three businesses: Microbial Solutions, Biologics Testing Solutions and Avian Vaccine 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.

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. 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 fair treatment and diversity, protections against harassment and bullying, and maintaining a safe and secure work environment.
- **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 all 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.

Likewise, the Company conducts risk-based due diligence on suppliers and other third-party partners to assess potential practices which could give rise to violations of laws, regulations or Charles River policies, including employment practices, forced or coerced labor or other legal and ethical violations. 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 contract research organization, Charles River provides services and products to pharmaceutical and biotechnology companies, government agencies, and academic institutions. Charles River employs over 18,000 employees directly across the globe and we have contractors who provide critical support to our workforce. Globally, we have over 12,000 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 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 equity analysis for the UK;
- monitoring strategic supplier performance metrics via our Supplier Management Program;
- posting Supplier Diversity Policy Letter outlining Charles River's commitment to small and diverse supplier communities;
- reviewing supplier responses to our EHS&S and Social Responsibility Self-Screening Questionnaire (modeled after the PSCI Principles) to identify concerns with a new supplier's business practices regarding Environment, Health & Safety, 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.

In addition to the actions above, Charles River is committed to Diversity, Equality & 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 2020. 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