



2023 WORKPLACE CODE OF CONDUCT

EMPLOYMENT RELATIONSHIP: Employers shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

NONDISCRIMINATION: No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination, or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

HARASSMENT OR ABUSE: Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological, or verbal harassment or abuse.

FORCED LABOR & HUMAN TRAFFICKING: We prohibit the use of all forms of forced labor, including indentured, prison, servitude, and bonded labor, slavery of any kind and any form of human trafficking. We, together with all facilities within our organization and all subcontractors, will maintain employment strictly on a voluntary basis.

CHILD LABOR: No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING: Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.

HEALTH, SAFETY, AND ENVIRONMENT: Employers shall provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employers' facilities. Employers shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.

HOURS OF WORK: Employers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week shall not exceed 48 hours. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.

COMPENSATION: Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract. Where compensation does not meet workers' basic needs and provide some discretionary income, each employer shall work with the FLA to take appropriate actions that seek to progressively realize a level of compensation that does.

BRIBERY AND CORRUPTION: All employees and employers must act professionally, fairly, and honestly in all business operations. Suppliers do not engage in corrupt practices, threats, and intimidation.

SUBCONTRACTING AND TRANSPARENCY: Employers shall allow transparency throughout the supply chain. Charles River requires comprehensive supplier transparency, including disclosure of transfer of chain of materials, products and services. Any contract or subcontract work must be reported and approved. Unauthorized use of suppliers or subcontractors for the manufacture of merchandise is not permitted.

DIVERSITY AND INCLUSION: Business environments must create an equal opportunity social inclusion. Workplaces must raise awareness of identity and cultivate an inclusive community.

ENVIRONMENTAL: We are committed to the role of environmental leadership in our industry. We promote environmental responsibility as a core value for our business and our industry partners. We are vigilant to identify ways to proactively address environmental impacts of our operations. At a minimum, our business practices and activities will comply with applicable environmental laws and company policies that impact environmental sustainability.