

# Policy on the Humane Care and Use of Animals

Johnson & Johnson is committed to ensure the ethical treatment of animals used in laboratory settings to advance patient safety and well-being. Johnson & Johnson operating companies have policies and guidelines in place that drive the ethical and humane treatment of the animals we use, and that promote the use of non-animal alternatives whenever feasible. We support and participate in efforts to obtain regulatory acceptance of alternative testing methods. Our standards for animal care and use are intended to meet or exceed all applicable regulations.

## **Our corporation is committed to the “3R” Principles**

- Replacement – using alternative non-animal systems in place of live animal utilization whenever possible
- Reduction – using the minimum number of animals possible to achieve maximum information without compromising animal welfare
- Refinement – continually modifying procedures to limit the discomfort and distress to animals

## **Cosmetics**

- The Johnson & Johnson Family of Consumer Companies does not test cosmetic or personal care products or ingredients on animals anywhere in the world, except in the rare situation where required by law or where alternative options don't yet exist. By partnering with top research organizations around the world to develop and promote alternative testing technology, we are committed to both ensuring the safety of our consumers, and to making the strides necessary to eliminate the need to test any cosmetic or personal care products or ingredients on animals.

## **Institutional Animal Care and Use Committee (IACUC)/Ethical Review**

- Proposed animal work must be reviewed and approved by an IACUC or an equivalent Ethical Committee(s). Managing the human rights considerations in our supply base is a critical and complex undertaking. Johnson & Johnson takes the following steps to manage our supply chain relationships responsibly:

## **Personal Training — Competency**

- Personnel involved with the care and use of animals must be educated, trained, and/or qualified in the principles of animal welfare and compliance to help ensure quality science and animal well-being.

## **Sourcing Animals and Tissue**

- Live animals used in research and teaching shall be obtained from approved sources. Guidance is provided regarding appropriate sourcing of animal tissue.
- Euthanasia: Only humane and appropriate methods of euthanasia will be used, for example, those described in the American Veterinary Medical Association guidelines on euthanasia and those established under the EU legislation on the protection of animals used for scientific purposes.

## **Teaching and Education**

- Live animals should only be used when required to learn a medical or surgical procedure (including proper product usage) and where alternate non-animal models have been deemed inadequate for the purpose.
- We are committed to continually seeking ways to refine training requirements that yield additional reductions in the use of animals in testing.
- We do not use live animals in training sales associates.

## **Association for Assessment and Accreditation of Laboratory Animal Care International (AAALAC)**

- At all points in time, we strive to ensure that all Johnson & Johnson animal facilities are AAALAC accredited.
  - Newly acquired non-accredited companies are expected to apply for accreditation and become accredited in a timely manner.

## **External Service Providers**

- Johnson & Johnson expects the standards for animal care and use for external service providers to follow the same standards as described in this document.
  - Standards for animal care and use must meet or exceed applicable laws and regulations.
  - Johnson & Johnson preference is to work with external service providers that are AAALAC accredited. In cases where non-accredited external service provider use is justified, established Johnson & Johnson procedures must be followed and complied with to assure that such facilities meet Johnson & Johnson standards.

### **Consequences of Mistreatment**

- Mistreatment of animals or failure to abide by this policy is a serious violation and may be grounds for dismissal or termination of contracts with service providers.

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