



# ANIMAL WELFARE IN TESTING AND RESEARCH POLICY

## Applies To :

This document applies to all GTG Operations and Supported Research.

## Introduction and Background or Purpose :

GTG is obligated to ensure that its products are effective and safe. At present, this requires the judicious use of laboratory animals in research and development of some products. GTG looks forward to the day when science has developed to the point where the use of animals no longer is required to establish the efficacy and safety of its products. Until then, GTG is committed to the use of alternatives to animals when feasible and subscribes to the recognized principles of replacement, reduction and refinement.

When animal studies are deemed necessary, there must be effective programs to ensure animals are treated humanely, ethically and in accord with accepted veterinary practices to promote their comfort and physical and psychological well-being; and their use is scientifically justified. One recognized means for demonstrating commitment to and achievement of a high quality animal care and use program is through accreditation by the Association for Assessment and Accreditation of Laboratory Animal Care International (AAALAC).

## Requirements of Expectations :

Overall responsibility for ensuring compliance with this document is assigned to the GTG Stewardship Organization.

GTG must not knowingly conduct unnecessary studies involving the use of laboratory animals. When testing or research activities involving the use of laboratory animals are conducted or sponsored by GTG, the involved programs and facilities must meet or exceed all applicable standards and regulations governing the care and use of animals in research and testing as determined by the company's review process.

GTG's internal animal care and use programs and facilities must comply with all applicable governmental statutes and regulations relating to the care and use of animals in research and testing and maintain accreditation by AAALAC.

GTG must only use contract research organizations (CRO) that have been evaluated and approved through our internal review process to ensure compliance with all applicable governmental statutes and regulations relating to the care and use of animals in research and testing. The review process requires United States based CROs to act in compliance with the Animal Welfare Act and in a manner consistent with the National Research Council Guide for the Care and Use of Laboratory Animals. All aspects of the Guide may not be applied to environmental toxicity studies using invertebrates and/or larval fish.

