



# Animal Welfare Policy

Effective: 29 March, 2023  
Version: 1.0

## SCOPE

Animal testing is a necessary part av Camurus’ work to develop new and innovative medical products for treatment of serious and chronical diseases. Camurus is committed to sustainable business principles and minimizing impact on animal welfare. This policy sets out the framework for Camurus’ nonclinical research, and applies to all Camurus R&D.

## ROLES AND RESPONSIBILITIES

| Role                                      | Responsibility and Obligations   |
|---|--|
| Executive Management Team (EMT)           | <ul style="list-style-type: none"> <li>• Establish and maintain this company policy.</li> </ul>  |
| Sustainability Committee                  | <ul style="list-style-type: none"> <li>• Support the implementation of this animal welfare policy.</li> <li>• Review and suggest updates to this policy as needed</li> </ul>   |
| Director Sustainability                   | <ul style="list-style-type: none"> <li>• Support the implementation of this animal welfare policy</li> <li>• Follow up on Camurus’ performance regarding animal welfare</li> <li>• Review and suggest updates to this policy as needed.</li> <li>• Report on animal welfare performance in an accurate, timely and transparent manner</li> </ul>   |
| Line Manager<br>Non-Clinical Development  | <ul style="list-style-type: none"> <li>• Responsible for ensuring that her/his/their team is acting in accordance with this policy and minimizing any impacts on animal welfare.</li> <li>• Responsible for ensuring that her/his/their team is acting according to current animal welfare laws and regulations</li> <li>• Responsible for ensuring training and competence among the personnel carrying out the animal work.</li> </ul> |
| All Employees Non-Clinical<br>Development | <ul style="list-style-type: none"> <li>• Obligated to read this policy and act accordingly.</li> <li>• Report incidents of non-compliance to Camurus’ Compliance Officer or Camurus’ Sustainability Director or by using Camurus’ whistleblower platform.</li> </ul>   |

## POLICY

### Principles

Camurus is committed to:

- Minimizing impact on animal health
- Only performing animal testing if necessary and only after consideration of the principle to Reduce, Refine, Replace animals. Using alternatives wherever scientifically valid and acceptable to regulators.
- Following currently applicable scientific, legal, regulatory, and ethical requirements, guidelines, and policies to ensure animal welfare, e.g.
  - All animal studies comply with Swedish animal welfare law (1988:534) and Swedish welfare regulation (1988:539)
  - All animal studies must be approved by the regional animal ethics committee.
- Only carrying out studies by well-trained, competent, and experienced personnel.
- Only purchasing and using animals specifically bred for research purposes
- Ensuring that animals needed for research are treated and cared for respectfully during studies and other activities e.g., transportation. Giving special attention to species-specific needs (e.g., positive reinforcement, low stress handling, social housing, environmental enrichment, opportunities for exercise) as defined by current veterinary care and practice guidelines.
- Minimizing discomfort, distress, and/or pain, following current veterinary practices.
- Applying these policy commitments equally to Third Party animal facilities (e.g., CRO, universities, other companies). Ensuring that all associates are informed about this policy and their respective responsibilities.
- Following up on our vendors compliance to these policy principles.

## POLICY COMPLIANCE

This policy applies to all managers and employees who participate in animal testing. Each line manager is responsible for ensuring that her/his/their team is acting in accordance with this policy.

Employees are encouraged and expected to report incidents of non-compliance with this policy to Camurus' Compliance Officer or Camurus' Sustainability Director or by using Camurus' whistleblower platform, which is available via the intranet and on Camurus corporate website.

Camurus has a non-retaliation rule and will ensure that there are no adverse work-related consequences for any employee who, in good faith, reports violations of this policy.