

# Animal Welfare Policy

Johnson & Johnson is committed to ensuring the ethical treatment of animals involved in biomedical research to advance patient safety and well-being. Johnson & Johnson's policies and guidelines promote and support the ethical and humane treatment of the animals and advocate the use of non-animal alternatives whenever feasible, including through regulatory submission. We support and participate in efforts to obtain regulatory acceptance of alternative and replacement testing methods. Our standards for animal care and selection of in vivo scientific models are intended to meet or exceed all applicable regulations.

## **Our Corporation is Committed to the “3Rs” Principles and Evolves with the Biomedical Research Landscape**

Since the mid-1980s, Johnson & Johnson has promoted an annual 3Rs Award, intended to recognize Johnson & Johnson employees who have made significant contributions of exemplifying the 3Rs Principles advanced by Russell and Burch in the field of biomedical research, medical, clinical, and professional education, training, regulatory policy and guidelines, and/or industry practices.<sup>1</sup>

Scientists and veterinarians at Johnson & Johnson participate in working groups and international consortia to draft guidance and industry publications, sharing experience with human systems biology and advancing the 3Rs Principles, which are:

- **Replacement:** finding ways to substitute a lower species or implementing non-animal systems in place of live animal or animal-derived materials as feasible

Our scientists are proactively studying alternatives that focus on human biology to improve the accuracy of the drugs we develop. Technology includes human cell-based assays, organ-on-a-chip and microphysiological systems. When possible, non-animal methods are used for training healthcare

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<sup>1</sup>Russell, W.M.S. and Burch, R.L., (1959), The Principles of Humane Experimental Technique, Methuen, London. ISBN 0900767782

professionals, including simulation, 3D printed models, tissue models, and didactic instruction. Training of sales personnel does not involve live animal models.

- **Reduction:** minimizing the number of animals while maximizing the scientific information; adopting new methods and technologies requiring fewer animals, both without compromising animal welfare

Johnson & Johnson has achieved an overall reduction in animals involved in safety testing while increasing the value of the safety and efficacy data for drug approval submission to the Food and Drug Administration and other health authorities.

- **Refinement:** continually enhancing animal welfare by advancement of methods and selection of new technologies to minimize unnecessary stress or discomfort

Our veterinary and animal welfare teams proactively monitor and introduce advances in working with and caring for animals, to refine living conditions, training methods, and experimental procedures.

Johnson & Johnson extends the principle of the 3Rs to include Responsibility. Our culture guides our responsibilities to the laboratory animals under our care, to respect animal welfare and advance patient benefit. Johnson & Johnson promotes a “Culture of Care” where everyone involved with animal research is trained on and dedicated to protecting animal welfare and the quality of the science, having care and compassion for each other, and increasing transparency to Stakeholders and the public.

We continue to demonstrate our responsibility through continuous improvement to meet and exceed standards within our animal care programs. Our veterinary and animal welfare teams are comprised of experienced and trained professionals and board-certified laboratory animal veterinarians. We are passionate about best practices and strive to learn through knowledge sharing, being curious and taking thoughtful actions.

### **Our Internal Animal Welfare Ecosystem: Animal Ethical Committees and Global Animal Care and Welfare Councils**

Proposed animal work must be approved by the Animal Care and Use Committee (ACUC) or the Animal Ethics Committee, which base their reviews and decisions on regulations, industry standards and best

practices. Areas of particular focus for these Committees are scientific justification of studies involving animals, determination of physical and psychological well-being, humane euthanasia and optimizing the collection of scientific information. These Committees are guided by our Johnson & Johnson Animal Welfare Officer.

Johnson & Johnson is responsible for assuring the technical competency of all persons involved with the care and study of animals. Personnel must be educated, trained, and/or qualified in the principles of animal welfare and compliance to help ensure quality science and animal well-being.

Councils with global expertise in the area of animal welfare convene to ensure:

- Consistency and transparency across the Company
- Innovation in the 3Rs and our Responsibility
- Timely sharing of international best practices

All Johnson & Johnson-owned animal facilities are expected to be accredited by AAALAC International. Our animal facilities are re-evaluated by AAALAC International every three years to maintain accreditation and continuous programmatic improvement. Additionally, facilities undergo inspections by regulatory authorities as required by local, regional, and national laws, as well as internal audits by our veterinary or animal welfare and quality assurance teams. Newly acquired non-accredited facilities are expected to apply and become AAALAC-accredited within a timely manner.

### **Our External Animal Welfare Ecosystem: Collaboration with Stakeholders and Business Providers Demonstrating Excellence in Animal Welfare**

It is of great importance that we proactively communicate with Stakeholders within the life sciences and biomedical community who align with Johnson & Johnson standards and Our Credo, legislative bodies as applicable, and organizations that promote sustainable animal research. Johnson & Johnson expects external service providers and vendors to adhere to our standards and ethics for animal stewardship and veterinary care, and to demonstrate compliance with applicable local and national laws and regulations.

External Animal Welfare audits evaluate and approve service providers and vendors through risk assessments and/or periodic reviews for business continuity. We prioritize companies that have AAALAC

accreditation, and we will perform an assurance of quality for companies that do not meet AAALAC's evaluation criteria if collaborating with that company is justified.

Johnson & Johnson is committed to communicating openly about animal research globally, including why animals are necessary for biomedical research and the impact they have made to advance patient safety and well-being.

### **Consequences of Mistreatment / Noncompliance with this Policy**

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

Please see the [Johnson & Johnson Ethical Code for the Conduct of Research and Development](#) for more information.

*Last updated: February 2024*