

## **CRA International, Inc.' Health & Safety Policy**

### **Purpose of Policy**

CRA International, Inc., d/b/a Charles River Associates ("CRA") is committed to providing a safe and healthy work environment. We are committed to the prevention of injury or illness at all our offices and facilities for our staff, contractors and visitors. Employees and other persons visiting or working in CRA offices are expected to follow all company safety instructions, processes and procedures. They are also expected to take care of their own health and safety and that of others with whom they may come into contact in our facilities.

### **Policy**

All employees are expected to perform their work safely while maintaining a work environment that protects the health and safety of themselves and others. Employees are, therefore, subject to health and safety obligations, including:

- Compliance with safe work practices, with the purpose of avoiding injury to themselves and others
- Correctly using work materials provided by CRA, in accordance with training and instruction
- Cooperation with CRA on matters involving health and safety
- Reporting all health and safety concerns to the appropriate authority
- Not interfering or misusing anything provided for their health and safety

CRA takes its responsibilities very seriously. We make every effort to ensure our business is free from significant risk to the health and safety of all our key stakeholders. CRA complies with all applicable laws and/or regulations and is committed to the continual improvement of our policies and procedures by monitoring and evaluating our efforts on an ongoing basis.

### **Health and Safety**

- We comply with the health and safety laws and regulations in each country we operate in. If no standard was set by the country, we seek to apply our own internal standard as far as is reasonably practicable
- Providing information concerning potential hazards in or around our facilities
- Provide information, instruction, training and supervision that is necessary to ensure that each employee is safe from injury and risks to health

We continuously seek to improve our performance by designing and adapting work practices and systems to achieve greater safety.

## **Emergency Evacuation Plans and Re-Entry**

In any emergency, employees should follow alarms and evacuate the office. Employees should always follow the established evacuation procedures and remember that personal safety is paramount and takes precedence. Employees should do the following:

- Listen and follow any instructions that may be given
- Report to the designated assembly area

If you have any questions or concerns about possible health and safety hazards, laws or policies governing the workplace at any facility, please bring them to the attention of your Office Manager, your Practice Lead or Human Capital.

## **Metrics**

Our business does not involve manufacturing workstreams, and the likelihood our staff will suffer serious injuries or death while working is remote. Hence, it is not necessary for us to maintain more detailed records of on-site incidents. Safety is still very important to us and we do maintain policies and controls consistent with the risks that may be faced by our staff, including emergency alert notifications.

CRA International, Inc.