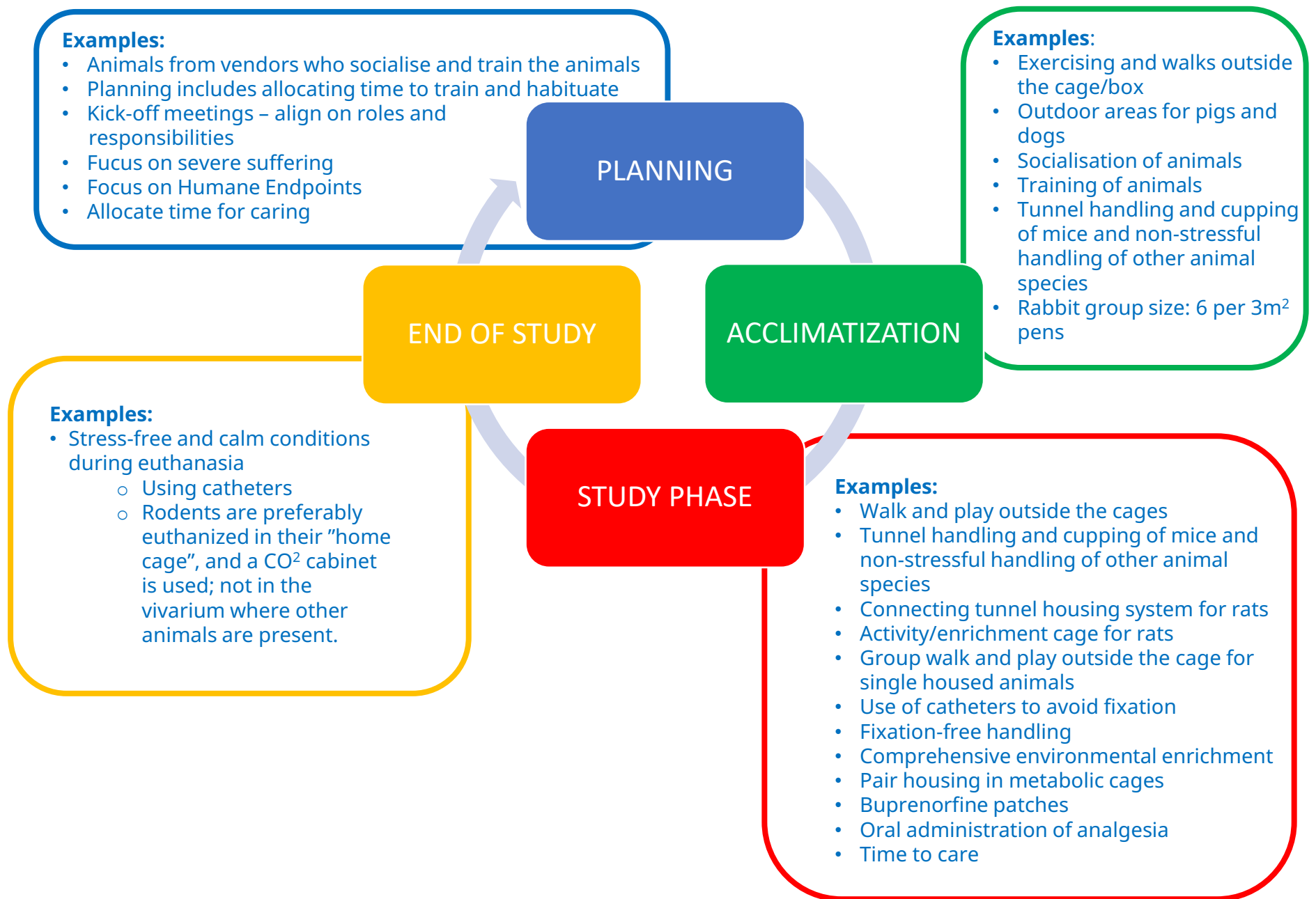


What is Culture of Care:

Our interpretation of Culture of Care is what we actively choose to do when we transform legislative requirements into actions. We work with the intention of the regulation and choose the best solution in terms of animal welfare. We go above and beyond the minimum requirements of the legislation.

Culture of Care also includes our staff who must provide the necessary care to the animals with an empathic approach.

The purpose is to create a healthy, caring culture which enables us to achieve our goals in relation to optimizing the animal welfare and the wellbeing of the people working with them.



Supportive elements:

- Groups discussing enrichment so that all personnel have the opportunity to contribute.
- Supplier of animals.
 - Pigs without tail-docking, more space and socialization.
 - Mini pigs: socialization.
 - Rabbits: Supplier who delivers socialized animals.
 - Dogs: requirements for socialisation and imprinting.
- Co-creation with external collaborators: NHP group-metabolism cage; paired dog metabolism cage; group housing of NHPs; paired rat metabolism cage (new initiative under development).
- Systematization of environmental enrichment for animals
 - Consideration is given to the animal species in question and the individual animal.

Mindset and recognition:

- General support from management to prioritize animal welfare.
- Support from management on specific projects.
- General positive attitude towards optimizing animal welfare
- Ensuring a psychologically safe environment where you are not afraid of making mistakes
- Internal 3R Award.
- Participation in symposia etc. both as a participant and by contributing with presentations etc.
- We expect that you ask critical questions during experiments.
- We expect that you put forward proposals to improve animal welfare where relevant.
- Interdisciplinary collaboration and dialogue (lab. techs, animal technicians, vets, researchers), utilizing of everyone's skills.
- Opportunity for personal development – skills and knowledge.
- Freedom under responsibility.