



Lancaster
Laboratories



Sustainability Report 2016

Eurofins Lancaster Laboratories, Inc.
2425 New Holland Pike | Lancaster, PA 17601
(717) 656-2300

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Director of Sustainability Letter

In 2016, Eurofins Lancaster Laboratories continued to experience rapid growth and success as a company. As part of our on-going commitment to operate our business in a socially responsible manner, we expanded and enhanced the sustainability program in numerous ways last year. Many of the program improvements were made possible by two key investments.

First, a full-time Sustainability Specialist was hired to focus efforts on increasing employee engagement, expanding green initiatives and community involvement programs and driving continuous improvement of data collection and reporting. In August 2016, we welcomed Lauren Weaver to the company. As you page through this annual report, you will notice the entire format has been updated and many of the accomplishments highlighted in 2016 were made possible by Lauren's contributions to the program in this much needed role.



Lauren Weaver, Sustainability Specialist



Second, we invested in GreenIntelli© sustainability software for data collection and reporting. The GreenIntelli© software platform allows us to present our data in a more standardized format that meets the Global Reporting Initiative (GRI) guidelines. It also offers the ability to organize data based on various KPIs and facilitates goal setting based on data trends. Looking ahead, it will provide opportunities for us to easily expand our program to other sites since data can be entered, evaluated and filtered by multiple users in various locations.

I'd also like to acknowledge that a new President, Neal Salerno, joined Eurofins Lancaster Laboratories Bio/Pharmaceutical Division (ELLI) in April 2016. Neal immediately backed the mission of the Sustainability program at the Lancaster site and many of the investments made to the program in 2016 would not have been possible without his support.

The commitment to corporate social responsibility throughout all levels of the company is exciting and encouraging and as one of the larger employers in Lancaster County, we are proud to set a good example in our local community. This year will bring many new opportunities as construction activities will commence to support a major campus expansion. Plans are underway to construct a walking trail on campus, which will be designed using native plant landscaping. This will not only provide a healthy habitat for the wildlife that shares our property but will also improve the health and wellness of our employees. I hope that our employees and clients are proud of our accomplishments in 2016 and are excited about what the future holds!

A handwritten signature in black ink, appearing to read 'Christina Leslie'.

Christina Leslie, Director of Sustainability

About this Report

This report covers 2016, from January 1 to December 31. The data is collected for the Lancaster site only. Eurofins Lancaster Laboratories is comprised of several off-site Professional Scientific Services (PSS) sites and other Bio/Pharmaceutical Laboratories, however only data from the Lancaster site is reported at this time.

This year, Eurofins Lancaster Laboratories purchased the cloud-based GreenIntelli Sustainability software to track and analyze our social, environmental, and economic performance. This software allows the facility to organize and interpret data in a single, comprehensive location. The WRI GHG Protocol compliant Carbon Management & Reporting solution is used to report our carbon footprint. The Greenhouse Gas (GHG) protocol defines measurement, management, and reporting standards and was developed by World Resources Institute (WRI) and World Business Council on Sustainable Development (WBCSD).

Eurofins Profile



- Eurofins BioPharma Product Testing PSS Insourcing Locations
- Eurofins BioPharma Product Testing Facilities

Eurofins Scientific

With over 28,000 employees at more than 310 sites in 39 countries, Eurofins is a leading international group of laboratories providing testing services to the pharmaceutical, food, environmental and consumer products industries and governments.

Eurofins BioPharma Product Testing

As the largest network of harmonized bio/pharmaceutical GMP product testing laboratories worldwide, Eurofins BioPharma Product Testing offers the most complete range of testing services, across 26 global facilities for the bio/pharmaceutical industry.

Eurofins Lancaster Laboratories

With a proven track record of providing quality testing services for the largest pharmaceutical and biopharmaceutical companies in the world, Eurofins Lancaster Laboratories – a member of Eurofins BioPharma Product Testing – is a global leader in bio/pharmaceutical laboratory services providing comprehensive, innovative and timely solutions to streamline all of CMC testing requirements.

Eurofins Lancaster Laboratories provides testing services to support virtual and large bio/pharmaceutical companies and CMOs, including testing of all starting materials, process intermediates, drug substances, finished products and manufacturing support through our broad technical expertise in Biochemistry, Molecular & Cell Biology, Virology, Chemistry and Microbiology.

We offer the flexibility to manage your testing programs more efficiently through clients' choice of three unique service models, including standard Fee for Service, as well as our award-winning Professional Scientific Services® (PSS) and Full-Time-Equivalent (FTE) service models.

Eurofins Lancaster Laboratories Environmental provides high-quality, NELAP-accredited scientific services in the environmental sciences. As the largest single-site environmental lab facility in the United States, we offer a comprehensive scope of services and technical expertise coupled with excellent regulatory compliance for an outstanding service experience.

We serve customers from a wide variety of businesses and industries including Fortune 100 Industrial companies located throughout the United States, as well as South and Central America and Europe. Through our high-capacity laboratories and extensive instrumentation, we can handle projects of virtually any scope and size and have a proven track record of successfully completing the most demanding projects for leading private-sector industrial clients and engineering and consulting companies.

Goals and Accomplishments

2015 Goals

Goal:

Continue to implement Electronic Notebook (ELN) templates in order to reduce paper usage per employee by more than 10%.

Result:

A reduction in the number of pages printed per employee was recognized in 2016; however we did not meet the goal of 10%. The data shows a 4% reduction of the total number of pages printed per employee.

Goal:

Continue to reduce energy (natural gas and electric usage) by 10% per employee by installing additional energy efficient exhaust hoods.

Result:

In natural gas usage, an 11% reduction per employee was posted. We met and exceeded this portion of the goal. In electricity, output decreased by 5.2%. We did not quite meet the goal this year, but we will continue to strive towards a lower output. The outcome of the data is understandable because when we expanded our building in 2014, there was unused space in 2014 and 2015. In 2016, the entire building space was utilized, therefore increasing electricity output.

Goal:

Calculate carbon footprint and report data in 2016 report.

Result:

With the implementation of GreenIntelli Carbon Management and Reporting Software, carbon emissions were able to be reported. The software generated the energy data from natural gas, electricity, fleet, and waste into kilograms of Carbon Dioxide emissions.

2017 Goals

1. Work with H.R. to implement tobacco education by hosting a wellness fair for employees.
2. Increase number of Community Heroes projects by 50%.
3. Continue to replace T8 light bulbs with LED lights in existing laboratories and renovated laboratory space.
4. Perform lighting audit in Buildings A - D to assess percentage of space using LED lighting.
5. Evaluate waste management and recycling techniques by conducting a waste audit of the facility.
6. Decrease Total Recordable Incident Rate (TRIR) to at least 1.5.

2016 Accomplishments

1. Hosted successful Earth Day, Spring/Fall clean-up days, and America Recycles Day events
2. Created a new environmental policy
3. Began reporting through GreenIntelli software.

2021 Goals

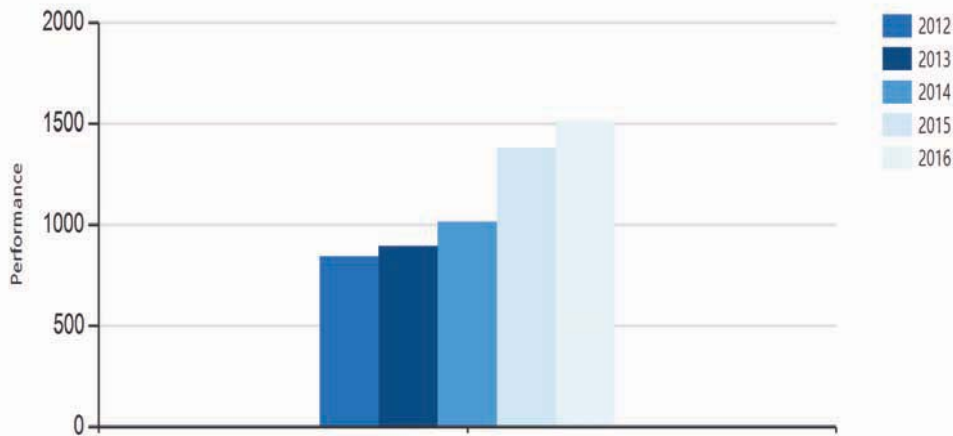
1. Increase the communication and number of science volunteers in order to encourage careers in the STEM disciplines.
2. Expand the sustainability program to other Eurofins sites in the U.S. and globally.
3. Work with facilities to implement healthy building materials into the new building in 2018.
4. Convert all existing lighting to LED by 2021.
5. Evaluate energy efficiency gains from new building technologies and apply to older buildings on campus.

Employee Data

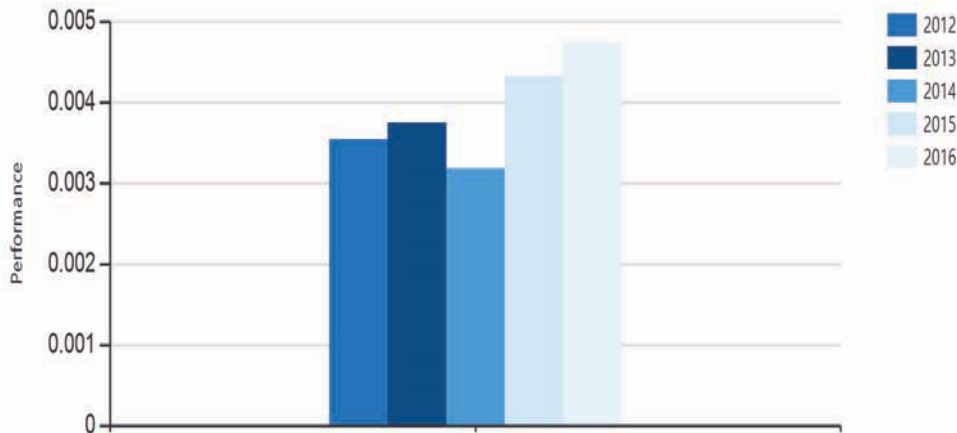
Employees

The absolute performance indicates the total number of employees at the Lancaster site from 2012 to 2016. Since 2012, we have seen a 44% growth. The relative performance indicates the number of employees per square foot of the facility. Between 2013 and 2014, the facility expanded by 81,000 square feet.

Absolute performance



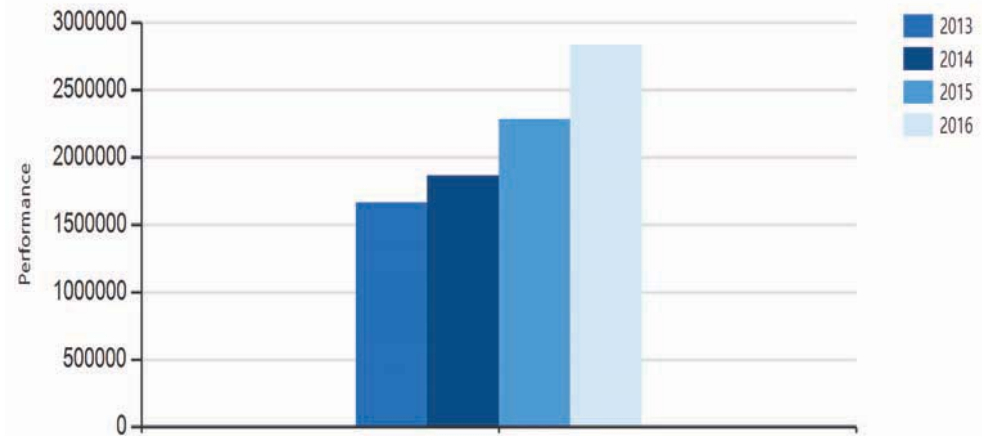
Relative performance



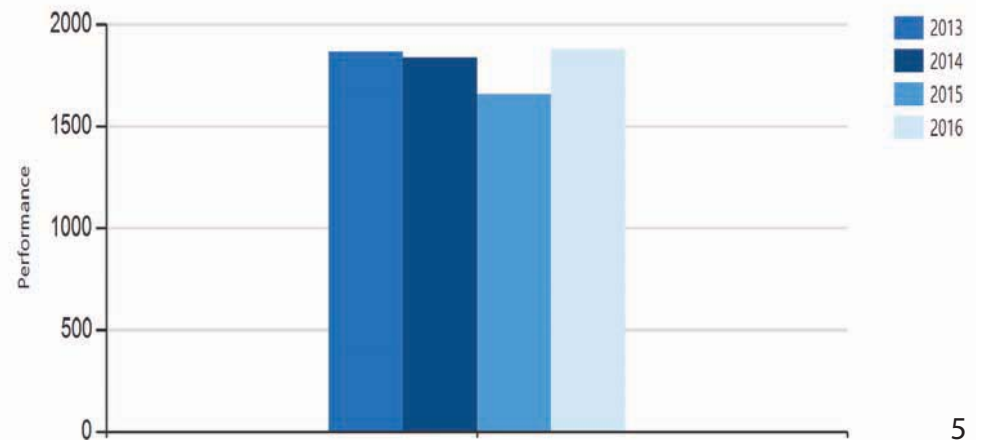
Hours Worked

The absolute performance indicates the total number of hours worked by employees from 2013 to 2016. The relative performance indicates the number of hours worked per employee. Employee hours for the Lancaster site were not collected in 2012.

Absolute performance



Relative performance



Safety

Incidents

A total of 30 incidents were recorded in 2016. This number indicates how many incidents occurred at work. The lost work days number (6) indicates the lost work days on days that the incident occurred. There were 91 total workdays lost due to an incident.

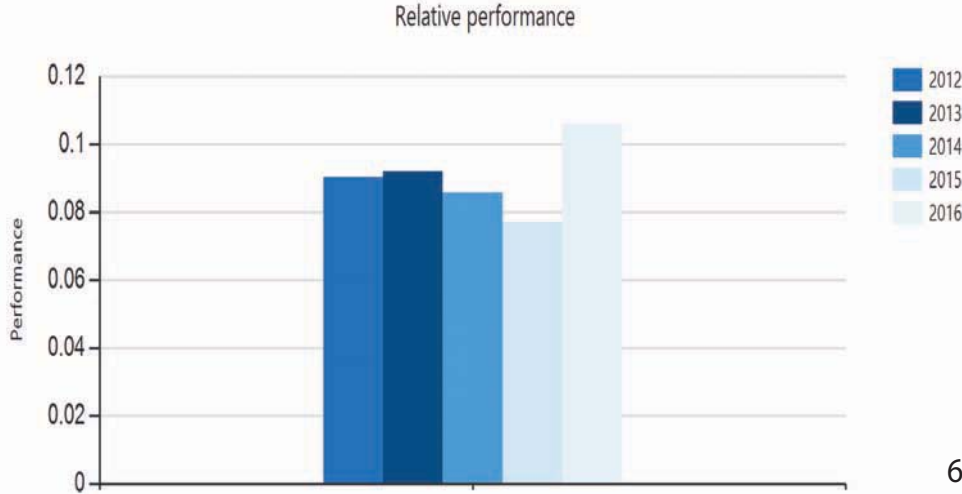
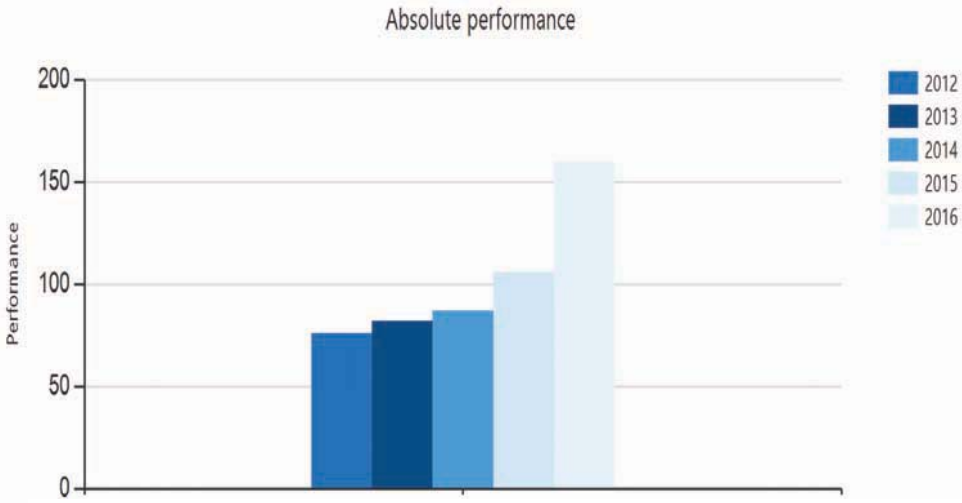


Compliances

We recognize that a world class health and safety program allows employees to be healthy, productive, and actively engaged in workplace safety. With a goal to maintain a high level of safety awareness at all levels within the organization, ELL has a solid safety record of zero OSHA or EPA notices of violation in over 50 years. We have also had zero violations from the DOT since 2011.

Tobacco Use

Employee tobacco users at the Lancaster site. The absolute performance indicates the total number of tobacco users and the relative performance indicates the number of tobacco users per employee.



Ethics

As specified in our mission statement, we are committed to the highest ethical standards in conducting our business and operating in a socially responsible manner. In order to fulfill this standard, all employees are required to complete an annual ethics component in their training and must sign that they have read and understood the Eurofins' Ethics Policy Statement. This training includes topics on confidentiality, data integrity, and Good Manufacturing Practices (GMP).

"Eurofins takes a zero tolerance stance for illegal, unethical, and improper practices affecting the testing process. Each employee is responsible for safeguarding the Lab's ethical practices."

Eurofins' Ethics Policy Statement

An Ethics Officer has been appointed to oversee the ELLI Ethics and Data Integrity program in cooperation with the ELLI Executive Management Staff. In this role, the Ethics Officer spearheads investigations in response to ethical submissions, and communicates program status to management. The Ethics Officer is appointed by the (ELLI) President.

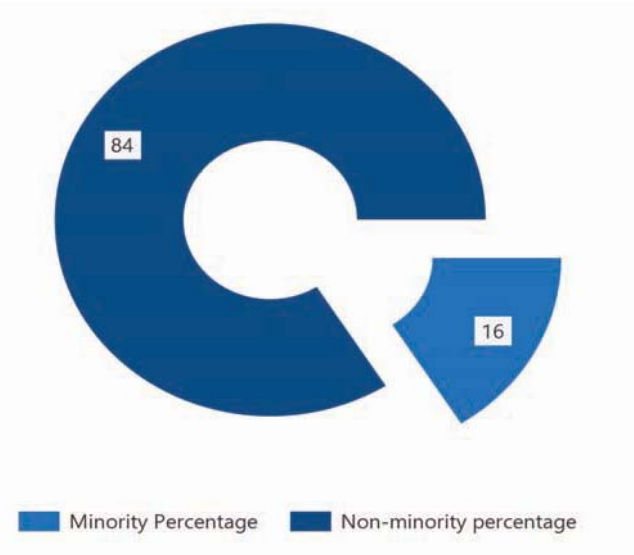
ELLE contracts with a third party Anonymous Ethics Hotline service. Any communications to the hotline are forwarded to the ELLE QA Director to spearhead and/or assign for investigation. Summary reports from the hotline are provided to the ELLE Vice-President.

Diversity

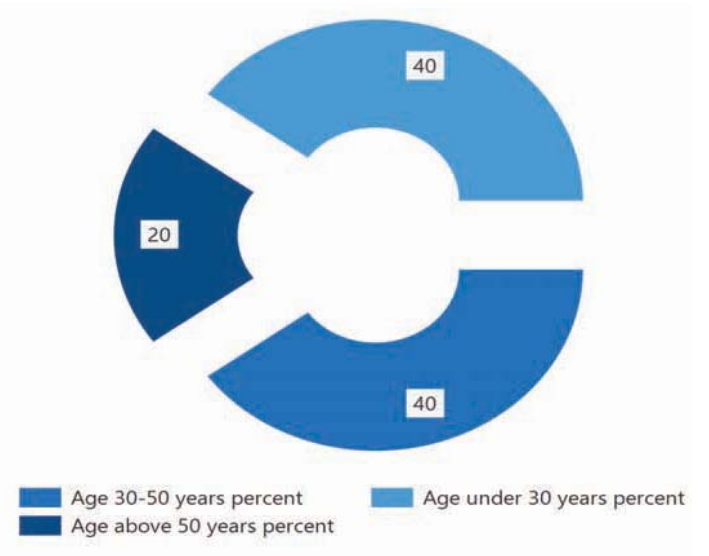
The 2016 Sustainability Report includes additional diversity statistics compared to previous years. Before 2016, we reported data for women in management and in the workforce. This year, age and race statistics are included.

1,511 total employees at the conclusion of 2016

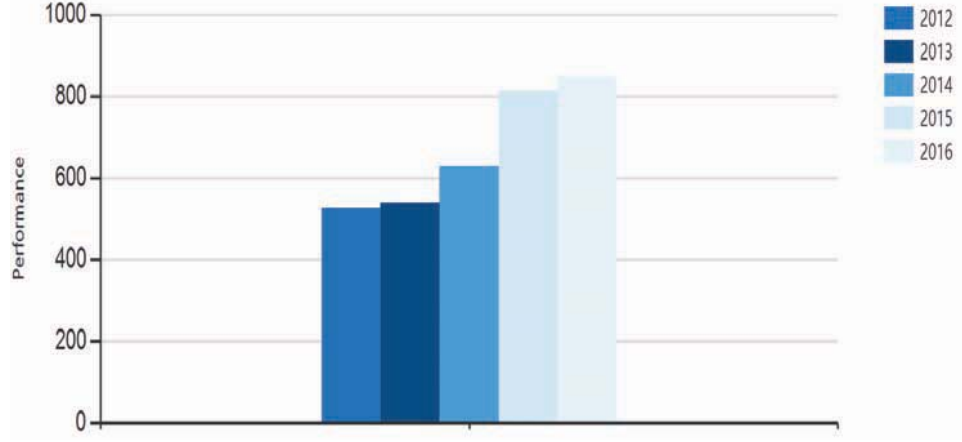
Percentage of Minority and Non-minority Employees



Percentage of Employee Age Ranges

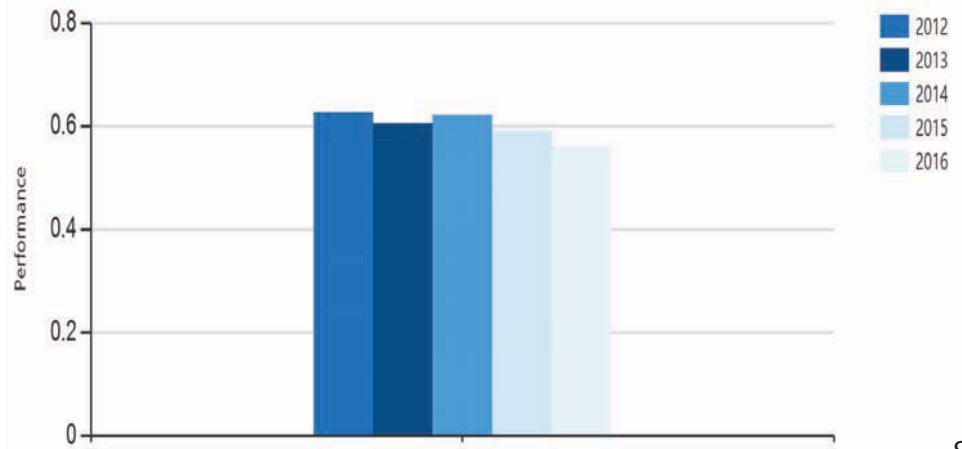


Total Number of Women in the Workforce



*Women make up 56% of our workforce.

Women in the Workforce Per Employee



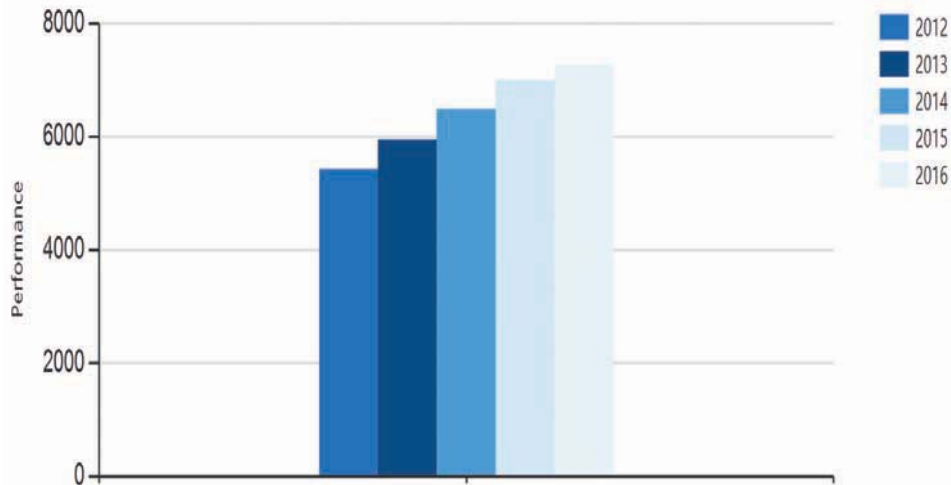
Facility Emissions

As a laboratory testing facility, we recognize that we have an impact on the environment in terms of energy consumption, paper use, and waste output. We aim to reduce our environmental impact through energy monitoring, better paper and water management, and an improved waste management system.

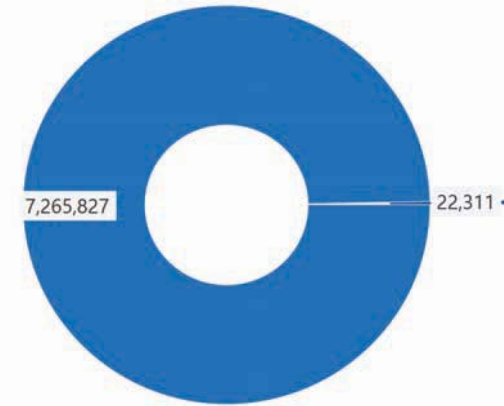
Energy

As a facility of 318,986 square feet, our operations have a significant impact on energy use. ELL uses a great deal of electricity from lighting alone. We must also account for the lab equipment such as exhaust hoods, computers, and various other lab instrumentation. In recent years, we have begun to install ENERGYSTAR® rated equipment in efforts to reduce our energy consumption.

Metric Tons of CO2 Produced Through Energy Use (Natural Gas and Electricity)



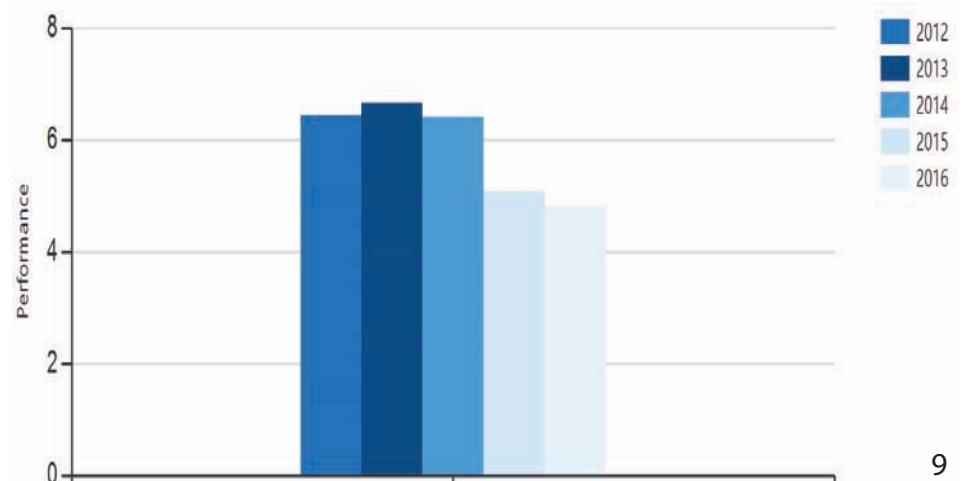
It is important to note that the facility was expanded by 81,000 square feet in 2012 and the total number of employees increased by 44% from 2012 to 2016.



Kilograms of CO2 Produced from Natural Gas and Electricity

■ GHG from Electricity ■ Natural Gas

Metric Tons of CO2 Produced (Natural Gas and Electricity) Per Employee

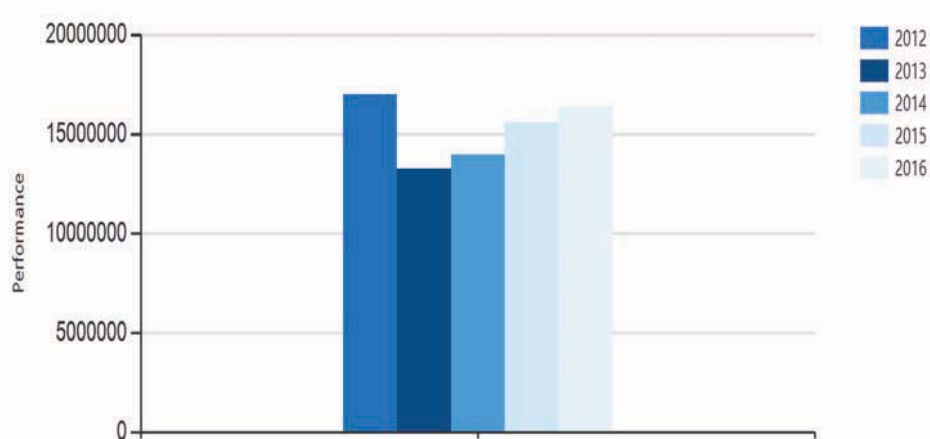


Facility Emissions

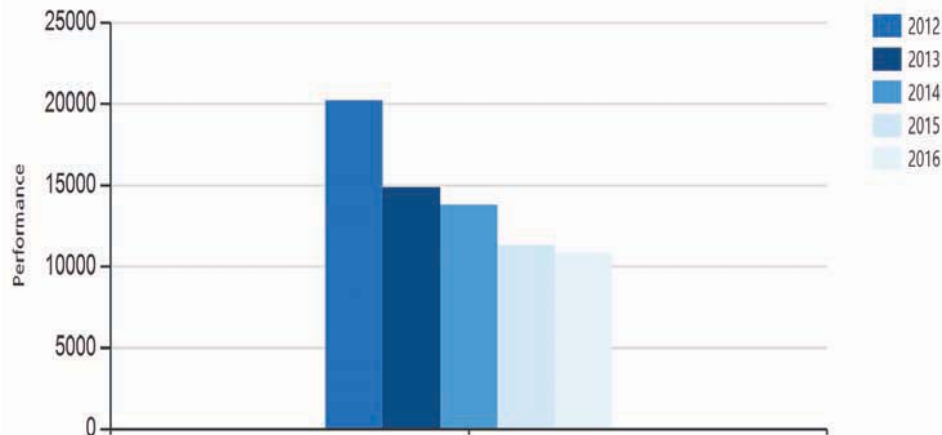
Paper

As a data intensive facility, paper usage is a large factor in our operations. In order to comply with data integrity standards, we must follow certain procedures required by clients. In the past two years, Electronic Notebooks (ELN) have been integrated into our labs. These notebooks help ensure quality and efficiency as well as eliminate the need for paper records. With our expansion, we must continue to find ways to reduce paper use, and we recognize that we have many opportunities to improve upon.

Total Pages Printed



Number of Pages Printed Per Employee



Department Highlights

The Extractables and Leachables Department went “paperless” for all GC/MS data in June 2016. This means that all instrument printouts are saved as PDFs instead of being printed. The PDFs are reviewed by data review electronically and then linked directly to the project in LIMS. Not only does this save paper, but it also improves the quality of the data package and saves time for the data support group by eliminating scanning. There are plans to go paperless for ICP in 2017, at which point approximately 100% of the data would be paperless.

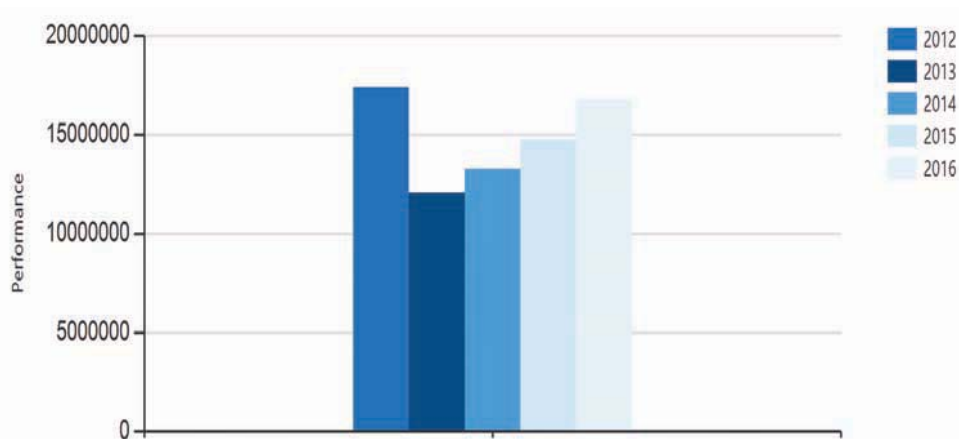
The Bio/Pharmaceutical Quality Compliance Department began using an electronic share file site for client audits in order to reduce the amount of paper that is used for audits. They also created a new organizational system that will allow them to reuse their Standard Operating Procedures (SOPs).

Facility Emissions

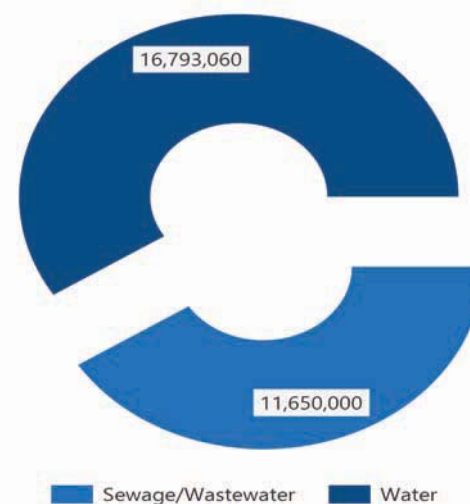
Water

As we continue to expand our campus, we aim to implement water management programs in order to reduce water consumption. It is noted that we do consume a significant amount of water due to glassware cleaning and other laboratory procedures such as solution preparation.

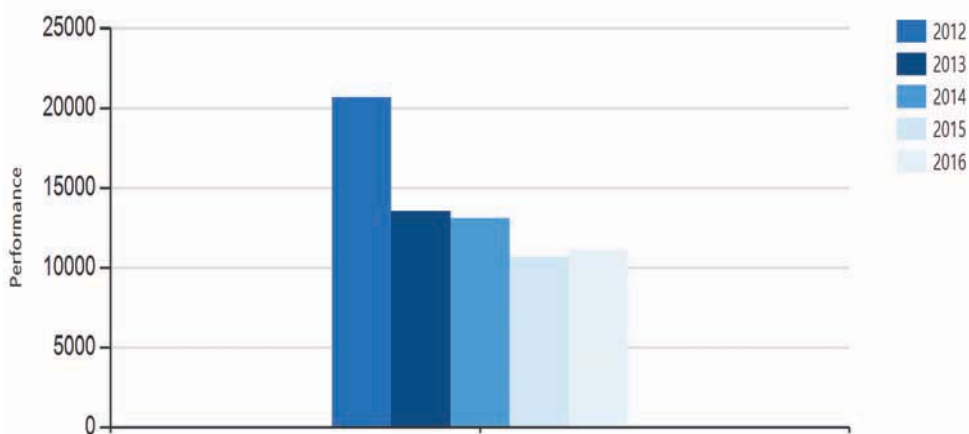
Total Number of Gallons Used



Total Gallons of Water Used and Sewage/Wastewater Output



Gallons Used Per Employee



Facilities Highlight

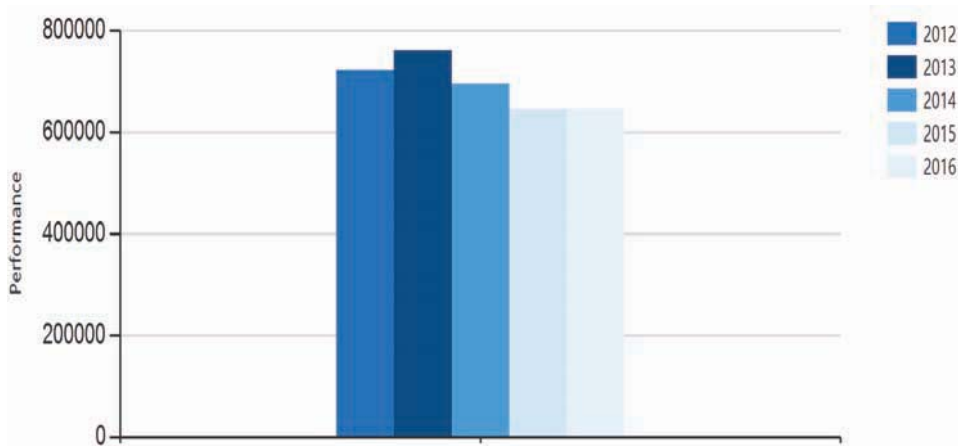
Eurofins Lancaster Labs is proud to report a reduction of our carbon footprint by over 39,000 pounds of carbon dioxide annually. By utilizing a patented automatic brine delivery system that uses bulk salt, it eliminates the need for dried bagged salt. The use of the AUTOBrine® System from Cope Salt allows ELL to avoid sending 7,415 plastic bags to the landfill each year as well as pallets and stretch wrap. We have experienced zero employee injuries related to handling salt since installing the system.

Fleet

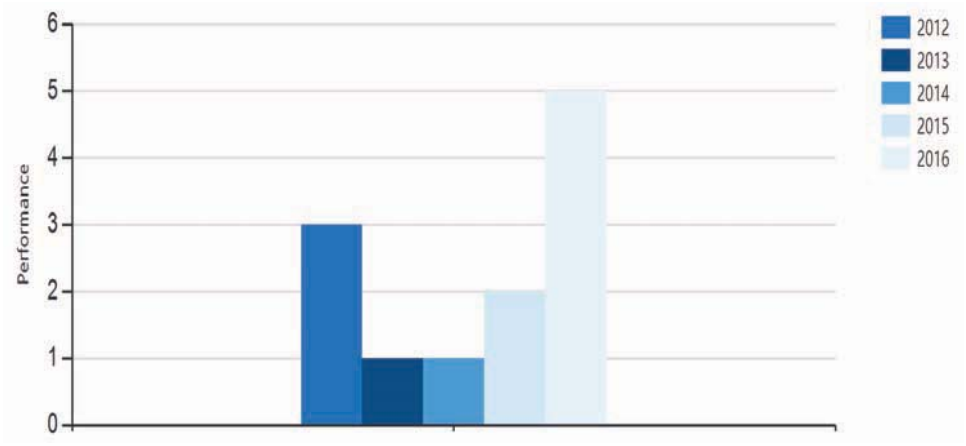
Mileage and Accidents

From 2012 to 2015, we have decreased our fleet miles by approximately 11%. There was a slight increase in mileage from 2015 to 2016. This data represents 15 vehicles owned by ELL. Our accidents on fleet however, have increased from two accidents in 2015 to five in 2016.

Fleet Mileage



Fleet Accidents

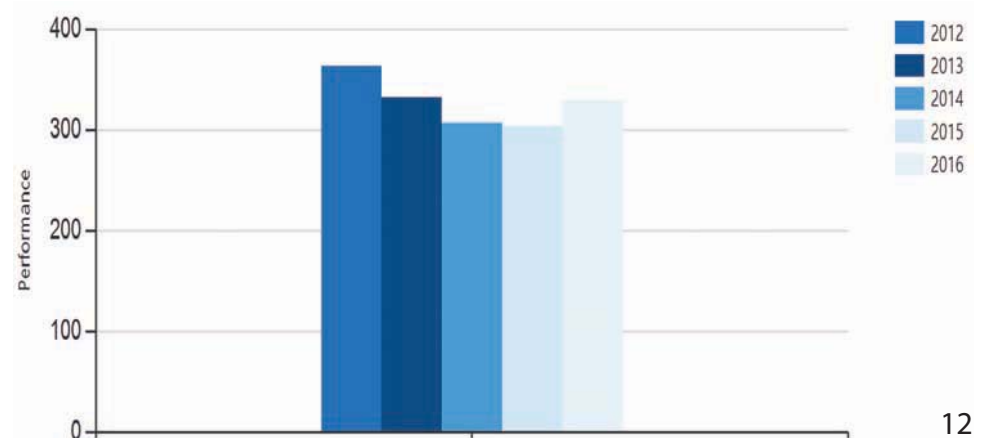


Fleet Emissions

ELL's fleet includes 15 vehicles with an average of 18 mpg from 2012 to 2013. In 2016, a total of 645,984 miles were driven and 36,913 gallons of fuel was used. There was an increase in metric tons of carbon dioxide from 2015 to 2016 due to an increase in mileage and gallons of fuel used.

The fleet is vital to our operations in order to deliver/receive samples and other client supplies or orders.

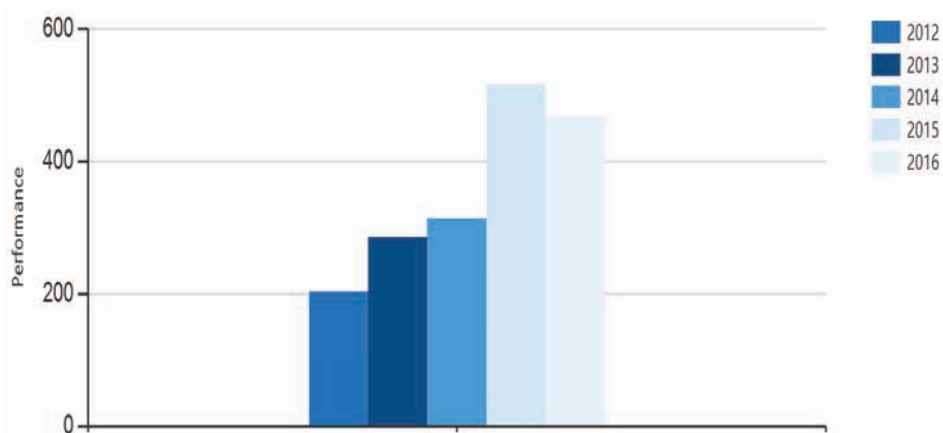
Metric Tons of Carbon Dioxide from Fleet



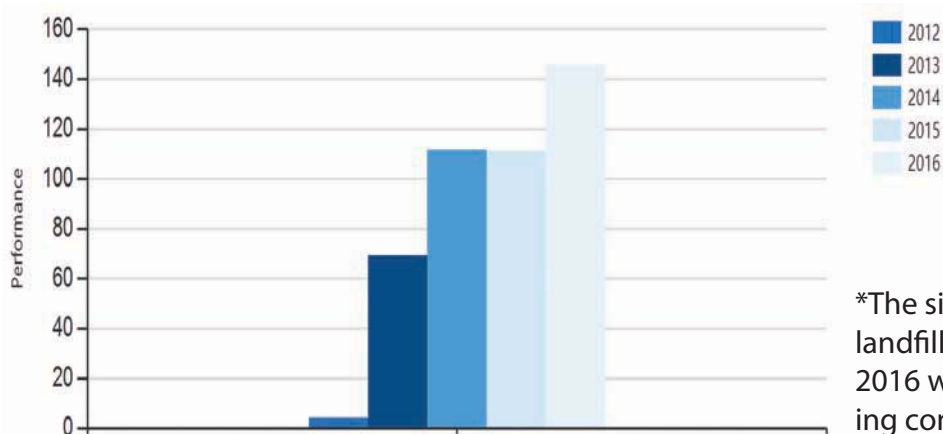
Waste Management

Waste management is a crucial component of our operations and sustainability goals. The lab uses a large amount of supplies including glassware, plastics, electronics, and various metals. Due to the wide variety of packaging that our chemicals are shipped in, we must be mindful to the disposal process. It is important that we work closely with the local recycling and refuse haulers to ensure our waste is disposed of and recycled properly. Along with the type of material the waste is made of, we must also be cautious of what chemicals were in the containers. For safety reasons, we are prohibited from recycling any materials that previously contained hazardous chemicals. These materials must be disposed of at a hazardous waste facility.

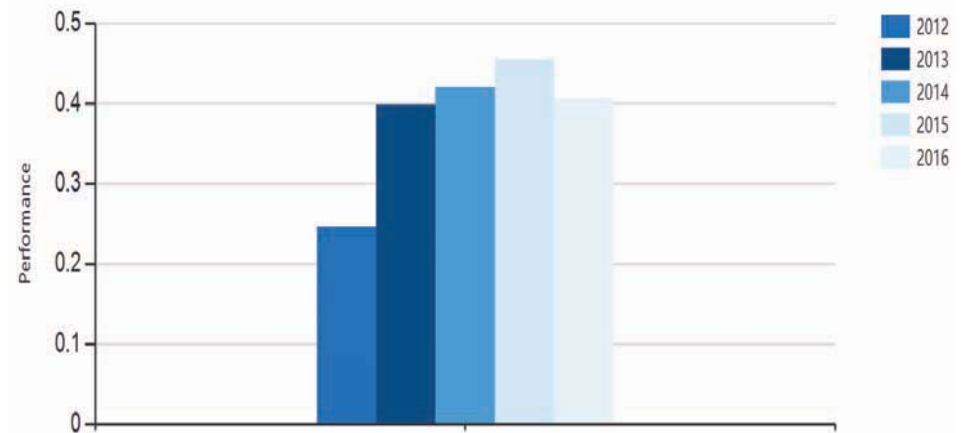
Tons of Waste Sent to Incinerator



Tons of Waste Sent to Landfill



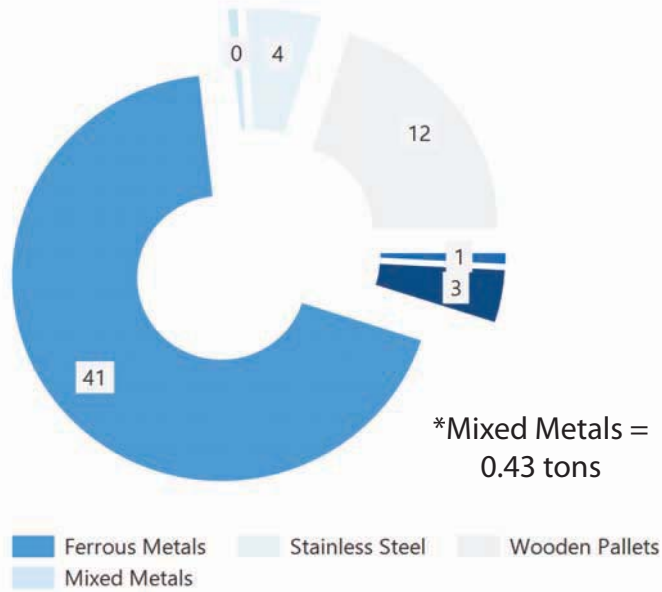
Tons of Waste (Incinerator and Landfill) Per Employee



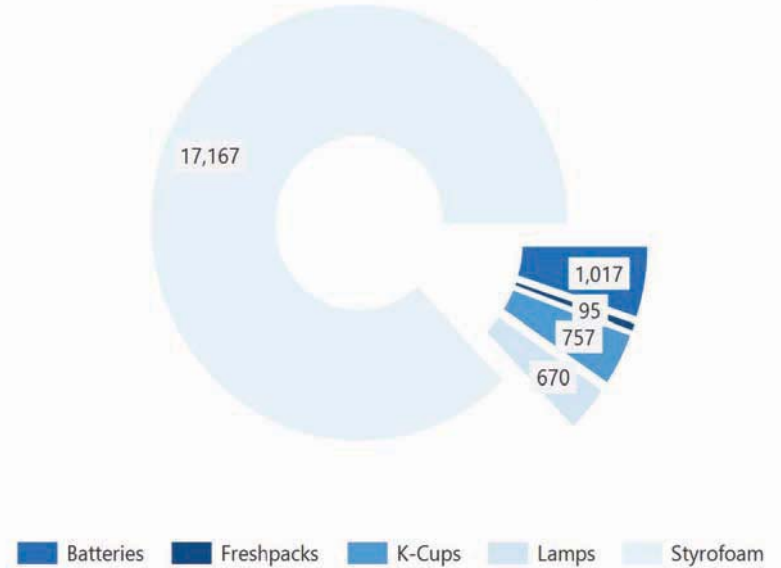
*The significant increase in landfill waste between 2015 and 2016 was due to the new building construction.

Waste Management

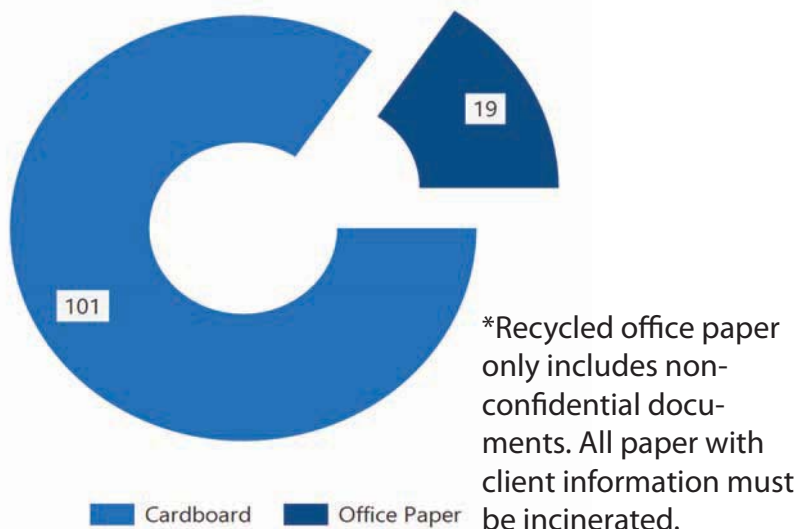
Tons of Building Materials Recycled



Pounds of Miscellaneous Material Recycled



Tons of Paper and Cardboard Recycled



Waste Watchers Award

For the third time, the Professional Recyclers of Pennsylvania (PROP) recognized ELL with its Waste Watcher Award for outstanding commitment to recycling, waste reduction and reuse.

The awards are given to various municipalities, counties, private businesses, individuals, and community organizations throughout Pennsylvania for exhibiting exemplary performance and going beyond what is mandated under Act 101 for their communities or programs.

Recycling Initiatives



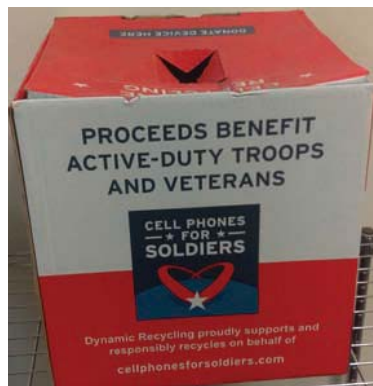
The magazines are sent to The Ronald McDonald house where they benefit low to middle income families in the Hershey, PA area.



Eyeglasses are collected by the Lion's club to benefit people in need from low to middle income families.



Clothing is donated to Planet Aid. This non-profit collects the clothing and either repurposes the materials or sells the clothing to developing nations. In 2016, we donated 4,699 pounds.



Cell phones are collected by Cell Phones for Soldiers and are recycled to purchase calling cards for soldiers overseas. In 2016, we collected 41 cell phones which equates to 72 calling cards or 4,320 minutes.

K-Cup® Pod Recovery

In FY 2016, Eurofins Lancaster Laboratories began recovering K-Cup® pods through Keurig Green Mountain's Pods to Power program. This program significantly reduces the amount of K-Cup® pod waste in landfills by using a waste-to-energy technique. Steam is created through the combustion of the pods and then used to power a turbine. Energy is generated by this steam-powered turbine. This is beneficial to the environment because it reduces landfill waste and generates a form of renewable energy.

With a large number of coffee drinkers and approximately 25 Keurig® machines at the Lancaster site, we found that a great deal of waste was being generated. Through the Pods to Power program, we greatly reduced a portion of our waste output. As the first year of participating in this program, we have collected a generous amount of K-Cup® pods. A total of 38 boxes were sent in and recovered, weighing in at 757 pounds. This equates to approximately 220 kWh of electricity generated.

In addition to K-Cups®, we also have a Mars® Freshpack coffee machine in our training center. Similar to the K-Cups®, we send them back to Mars® where they get recycled through TerraCycle. In 2016, we recycled 2,036 packs which equates to 95 pounds.

Volunteering

Within Eurofins Lancaster Labs

As part of our mission to encourage community involvement, Eurofins Lancaster Laboratories began partnering with local schools and universities in 2016 to donate unused and lightly used lab equipment and supplies. In addition to lab donations, ELL also hosts high school and college students at the lab for a job shadowing experience. This allows the students to see STEM related careers and talk to employees about day-to-day job responsibilities.

The goal for the future of this program is to create a formal donation program that connects to local schools and science museums. Another goal is to increase the amount of student shadows because it is important to inspire students and encourage STEM careers.

ELL believes it is important to be good corporate citizens and help to make our local communities a better place to live and work. Through this program, we aim to encourage classes in the STEM disciplines. The future goal of this program is to increase awareness and participation with ELL employees and teachers within the community.



The North Museum

In 2016, ELL employees continued to volunteer their time to The North Museum. Programs included the “What In The World?” career exploration program and STEM Sisters. The “What in the World?” program is designed to introduce 5th and 6th grade students to science, technology, engineering, arts, and math (STEAM) careers and motivate them to study and stay in school. The STEM Sisters program encourages young girls (elementary to high school) to pursue careers in STEM disciplines. ELL employees also participate in various STEM Summit programs and science fairs throughout the year.

Donations

Community Heroes

ELL contributes to many local organizations through a “Community Heroes” project which began in 2000. This program allows each department to raise money or other donations to an organization of their choosing. The campaign has been linked to our vision statement, “We make our clients heroes,” and its ancillary, “Make a hero, be a hero.” That’s because we believe the employees who participate in these service activities truly are heroes in the highest sense of the word.

The Community Heroes project challenges all of the departments within the lab. Employee volunteers are in charge of initiating and organizing the activity or fundraiser. In 2016, employees collected donations or completed service projects for the following organizations: The Police Activities League of Lancaster, The Connor M Holland Foundation, Ross Elementary School, Lancaster County Conservancy, Our Daily Bread Soup Kitchen, United Way, Conestoga View Nursing and Rehabilitation, Holiday Hope, Centerville Pet Rescue, and children in need throughout the community. A total of 10 projects were organized in 2016.



United Way Campaign

United Way is a nonprofit, 501(c)(3) agency that brings people and communities together to advance the common good. The organization partners with local nonprofits, businesses, government, and social service agencies across the country to address community needs by pooling efforts in fundraising and support through charitable organizations.

Over the last several years, Eurofins Lancaster Laboratories has been continuously supporting this organization. In 2015, ELL contributed a total of \$41,100.30. The overall goal for 2016 was to surpass the 2015 contribution and reach \$50,000. With generous support from our employees, we were able to exceed that goal! In total, ELL contributed \$62,482.94 in 2016.



green team

Eurofins Lancaster Laboratories

The ELL Green Team is a group of environmentally conscious employees who work together to reduce consumption, encourage recycling, promote conservation and educate the workforce for the goals of improving the efficiency, reducing costs and minimizing the environmental impact of our operations. The team was established in 2009 and currently has approximately 20 active members. The projects of the team in 2016 were as follows:

1. Hosted annual America Recycles Day and Earth Day events.
2. Held spring and fall clean-up events where employees were able to recycle items such as old refrigerators, air conditioners, oil, and other large appliances at zero cost.
3. Sold environmentally-friendly ice melt to provide employees an alternative option from regular ice melt which is harmful to the environment.



Green Team Events

Earth Day April 18, 2016

Each spring, Eurofins Lancaster Laboratories participates in celebrating Earth Day. The Green Team hosted the annual ELL Earth Day Event on Monday, April 18th, 2016. Representatives from Lancaster Farm Fresh Co-op, Commuter Services of PA, The North Museum, Rijoice, Planet Aid, The Lancaster County Conservancy, and PP&L attended. There were free give-aways and Earth-friendly raffle items. Many employees attended the event and discovered ways to live green!



Fall and Spring Clean-up days

Twice per year, ELL provides employees with the opportunity to dispose of hard-to-recycle items in an environmentally friendly way. Some items include air conditioners, electronics, old gasoline and oil, and other large appliances. These items are sent to the Lancaster County Solid Waste Management Authority and are recycled properly.



America Recycles Day November 15, 2016

Members of the ELL Green Team hosted an America Recycles Day Event for employees. The event promoted recycling and included learning opportunities, fun activities, and earth-friendly prizes such as reusable water bottles and lunch boxes. Planet Aid and Lancaster County Solid Waste Management Authority (LCSWMA) were present to provide information on how to recycle. Commuter Services of PA and Enterprise were also present to teach employees about the benefits to carpooling.





Eurofins Lancaster Laboratories Garden Club

About the Club

Over the past several years, ELL was able to turn unused space into productive space with the addition of a garden. It is maintained by the Garden Club, which is a small group of environmentally-conscious employees. The primary goal of the club is to grow fruits, vegetables, herbs, and flowers, using sustainable, organic methods to share with company employees. In 2016, Garden Club members volunteered for a total of 32 hours and harvested 66 pounds of fruits and veggies.

The garden is also registered as a pollinator garden under the S.H.A.R.E. program and the Million Pollinator Garden Challenge. These programs are designed to promote pollinators, land conservation, and healthy ecosystems. Pollinator gardens are beneficial because they contain a variety of native flowers, are pesticide free, and they help to revive bees, butterflies, birds, bats, and other pollinators.

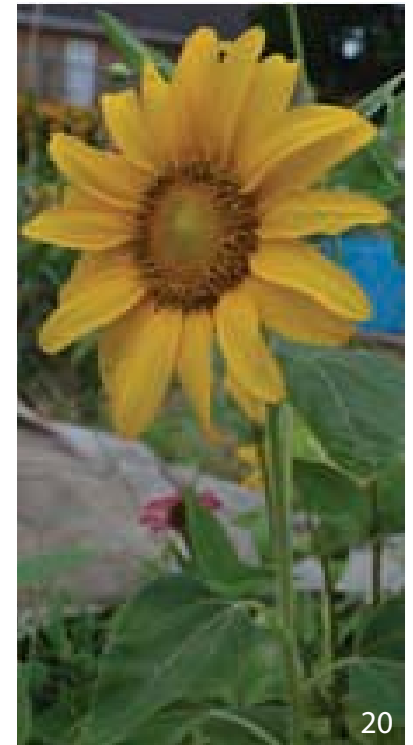
2016 Achievements

In 2016, the Garden Club started collecting food scraps such as eggshells, veggie scraps, and fruit scraps from the cafeteria and were added to our new compost tumbler. The food and yard waste breaks down in the tumbler and then is spread onto the garden.



Goals

1. The Garden Club aims to purchase a rain barrel which will collect rain water for the garden.
2. To significantly increase the amount of produce harvested and to increase volunteering by 10%.



Carpool Initiatives

As an employer of over 1,500 people at the Lancaster site alone, we recognize that our fleet emissions have a significant impact on our total carbon footprint. The majority of employees live within Lancaster County, however there are several employees that live outside of the county and have a substantial commute. From a survey given in 2016, 92% of participants indicated that they drive alone for their commute to work. **This statistic is derived from a sample of the employees (556 participants)*

With a continuing expansion to the Lancaster site, efforts to increase carpooling and alternative modes of transportation have been initiated. Not only does carpooling and public transit benefit the employee financially, but it also benefits the environment by lowering carbon dioxide emissions and other air pollutants. We recognize that we can significantly reduce our carbon footprint by having less individual drivers commute to work. By partnering with Enterprise and Commuter Services, we are on our way to reduce our commuting footprint.

Enterprise Rideshare

Enterprise Rideshare and vRide are vanpooling services offered through the Enterprise Rent-A-Car brand, which is owned by Enterprise Holdings, the largest car rental company in the world. The Enterprise Rideshare and vRide programs - which account for more than 12,000 vehicles and nearly 110,000 riders (including drivers) - are supported by the extensive Enterprise Rent-A-Car neighborhood network, including rural areas where public transit and other transportation options may be limited. Every year, these two programs help reduce traffic congestion by decreasing total mileage driven by more than 2.4 billion miles as well as the total number of vehicles on the road by nearly 100,000 cars. In addition, Enterprise Rideshare and vRide collectively eliminate more than 1.9 billion pounds of carbon emissions annually. Both large companies and small businesses alike offer Enterprise Rideshare and vRide's customizable vanpool programs as an employee benefit, which not only can provide a competitive recruiting advantage but also a strategic way to enhance the integrity of their own supply chain.



Commuter Services of Pennsylvania

Commuter Services is a non-profit organization, dedicated to improving the local air quality through promoting alternative travel options to and from work. They provide carpool matching, vanpool start-up assistance and biking or walking information. Employees who use a green mode to travel into work are eligible for an Emergency Ride Home reimbursement provided by Commuter Services. Information for travel and commuting options, a park & ride map, or to connect with a customer service representative via the live chat feature is available directly on their website. Eurofins Lancaster Laboratories has been partnered with Commuter Services for years. Over the course of time, we have encouraged 156 employees to register for commuting information. We have also provided carpoolers 50 preferred parking spaces on campus in order to encourage carpooling.

Employee Wellness

Wellness Benefits

We strive to enhance the quality of life of our employees through our extensive employee benefits and workplace safety programs. As a part of our wellness program, we provide annual health screenings that include comprehensive blood chemistry, urinalysis and exam with a physician.

Along with health screenings, we also provide our employees with discounts to several gyms and fitness centers. In addition, the medical insurance provider offers digital health coaching programs. These programs are designed to help employees set specific goals, make lasting behavioral changes, and live healthier in the following categories:

- | | |
|----------------------------|----------------------|
| Caring for chronic disease | Help for insomnia |
| Caring for pain | Improve fitness |
| Caring for diabetes | Managing your weight |
| Caring for your heart | Relieving Stress |
| Eating healthier | Help to quit smoking |
| Help for depression | |

Many national organizations have recognized the unique character of Eurofins Lancaster Laboratories and honored us with awards for workplace excellence and family-friendly business practices.

Community Supported Agriculture

Eurofins Lancaster Laboratories proudly supports local, sustainable agriculture by participating in Lancaster Farm Fresh Cooperative's CSA program. Lancaster Farm Fresh is a non-profit, farmer owned cooperative that supports local, organic farming. ELL employees are able to receive fresh produce, bread, meat, dairy, egg, or herb shares weekly at our convenient, on-site drop-off location. It is a great way to support local agriculture and live a sustainable lifestyle!



Future Growth

In 2017-2018, ELL will expand its campus by constructing a new building and parking lot. This expansion will give us many opportunities to implement new environmentally conscious projects such as energy efficient lighting, an improved heating and cooling system, and new water conservation techniques.



In addition to the building and parking lot, we will also be constructing a green walking path on our campus. This trail will be a one mile loop landscaped around an area of native plants and trees. The wetland and pond near the trail will also be preserved. This trail will be a great option for employees to walk, ride bike, or simply enjoy nature.



Appendix A

Lancaster Laboratories Current Data		Units	2012	2013	2014	2015	2016
Employee Health and Safety							
Employee hours worked	Number		2,381,314	2,671,089	2,974,260	3,865,547	4,944,758
Employee hours worked Lancaster site	Number		N/A	1,663,541	1,862,141	2,284,023	2,834,703
Recordable incident cases	Number		20	20	20	33	30
*Total Recordable Incident Rate (TRIR)	Rate		1.7	1.5	1.35	1.71	2
Lost workday cases	Number		3	5	4	12	6
Incident rate of lost workday cases	Rate		0.25	0.4	0.27	0.62	0.24
Lost workdays	Number		94	258	127	283	91
**Experience Modification Rate (EMR)	Rate		0.8	0.74	0.89	0.92	0.95
Fatalities	Number		0	0	0	0	0
Compliance fines paid:							
OSHA	U.S. dollars		0	0	0	0	0
EPA	U.S. dollars		0	0	0	0	0
DOT	U.S. dollars		0	0	0	0	0
Fleet accidents:							
Miles on fleet	Number		722625	760677	695,754	653,495	645,984
Accidents	Number		3	1	1	2	5
Tobacco use (employee smokers)	Number		76	82	87	106	160
Tobacco use of employees	Percentage		9.0	9.2	8.6	7.7	11.0
NOTES:							
*TRIR is a count of "recordable" cases							
**EMR=actual loss divided by expected loss							
Environmental Data							
			2012	2013	2014	2015	2016
Water usage	Gallons per year		17,377,000	12,064,435	13,261,000	14,706,500	16,793,060
	Gallons per square foot.		73.01	50.69	41.57	45.98	52.65
	Gallons per EE hour worked		N/A	7.25	7.12	6.44	5.92
Natural Gas usage	Gallons per EE per year		20,637.77	13,525.15	13,077.91	10,664.61	11,113.87
	CCF (cubic feet) per year		333,700	414,080	439,220	432,840	420,010
	CCF per square foot.		1.40	1.74	1.38	1.35	1.32

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	CCF per EE hour worked		0.25	0.24	0.19	0.15
	CCF per EE per year	396.32	464.22	433.16	313.88	277.97
Electric usage	kWh (kilowatt hours) yearly	14,006,400	15,367,200	16,786,800	18,084,000	18,779,600
	kWh per square foot.	59	65	53	57	59
	kWh per EE hour worked		9.24	9.01	7.92	6.62
	kWh per EE per year	16,634.68	17,227.80	16,555.03	13,113.85	12,428.59
Paper usage:	Number of pages printed/copied	16,992,610	13,245,081	13,965,204	15,577,079	16,389,145
	Number of pages printed/copied per employee	20,181	14,849	13,772	11,296	10,847
Waste disposal:						
Waste to landfill	Tons per year	4.18	69.29	111.60	111.20	145.40
	Tons per employee per year	0.2465	0.3977	0.4197	0.4543	0.4056
Waste to Incinerator	Tons per year	203.35	285.48	314.00	515.30	467.40
Energy generated by Incinerator Waste	kWh (kilowatt hours)	105,768	148,460	163,280	267,956.0	243,063.6
***Recycling Info:						
TOTAL (all recyclables)	Tons per year	93.28	94.14	97.83	148.76	190.08
Cardboard	Tons per year	N/A	N/A	58.46	66.42	100.82
Office Paper	Tons per year	N/A	N/A	12.76	32.98	18.74
Office Paper (through Shred-it™ program)	Trees saved	N/A	27	43	42	N/A
Aluminum Scrap	Tons per year	N/A	N/A	0.58	0.35	0.51
Copper	Tons per year	N/A	N/A	0.54	2.18	2.51
Ferrous metals	Tons per year	N/A	N/A	15.87	24.92	41.45
Stainless Steel	Tons per year	N/A	N/A	1.26	0.39	3.5
Mixed metals	Tons per year	N/A	N/A	0.05	0.1	0.43
Wooden pallets	Tons per year	N/A	N/A	8.31	14.18	12.29
Batteries	Pounds per year	N/A	N/A	1,200	578	1,017
Used/spent lamps	Pounds per year	N/A	N/A	300	593	670
Styrofoam	Pounds per year	N/A	N/A	8,207	13,309	17,167
Coffee/Tea	Number of freshpacks	N/A	N/A	N/A	3,300	2036
	Pounds per year	N/A	N/A	N/A	154.3	95.2
K-Cup Pods to Power	Pounds per year	N/A	N/A	N/A	N/A	757
Sewage / Wastewater output	Gallons per year	12,819,000	9,919,000	8,342,000	10,551,000	11,650,000
	Gallons per square foot.	53.86	42.00	26.00	33.08	36.52

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	Gallons per employee per day	41.71	30.47	22.54	20.96	21.12
	Gallons per employee per year	15,224	11,120	8,227	7,651	7,710
CO2 Emissions	Tons per year	2002.18	2424	2635	2598	2613
	Tons per square foot.	0.008413	0.01019	0.00826	0.00814	
CO2 Fleet Emissions	Tons per year	386	359	332	328	356
	Tons per vehicle (15 vehicles)	25.7	23.9	22.1	21.9	
Nitrous Oxide Emissions	Tons per year	1.67	2.02	2.20	2.16	2.18
Volatile Organic Compound Emissions	Tons per year	14.69	19.36	17.78	17.41	12.16
****Methylene Chloride Emissions	Purchased pounds	80,520	80,146	66,937	84,571	84,139
	Pounds emitted	64,300	58,536	40,540	40,026	48,614
	Percentage recovered	20	27	39	53	42
NOTES:						
Facility Size (square feet)		237,986	237,986	318,986	318,986	318,986
*** PA. Waste Watchers Award 2013 and 2015						
****There are initiatives underway to reduce our Methylene chloride use which would cut emissions and waste.						
****See "Source Reduction Strategy for Hazardous Waste" Lancaster Laboratories, Inc.						
Supplier and Diversity						
Supplier Sustainability	Percentage of top 50 suppliers	54	74	78	78	72
Women On Board of Directors	Number	0	0	0	0	0
Total Workforce	Number	842	892	1014	1379	1511
Women In Workforce	Number	527	540	629	813	848
Total Mangement Positions	Number	140	158	174	220	245
Age Categories	Number					
Under 30		N/A	N/A	N/A	N/A	605
30-50		N/A	N/A	N/A	N/A	598
Over 50		N/A	N/A	N/A	N/A	308
Race Categories	Number					
White		N/A	N/A	N/A	N/A	1273
Asian		N/A	N/A	N/A	N/A	83

Appendix A

African American		N/A	N/A	N/A	N/A	49
Hispanic		N/A	N/A	N/A	N/A	61
Two or more races and unknown		N/A	N/A	N/A	N/A	45
Operations and Statistical Data						
Employees	Number	842	892	1014	1379	1511
Ethics training	Percentage of employees	100	95	99	96	97
Community Involvement: Volunteer	Number of projects	6	10	19	22	10
*Community Involvement: Volunteer	Number of hours	30	61	137	255.75	428
United Way Campaign	U.S. dollars donated	14073	27676	31889	41300	62482
**Donations (CLOTHING/SHOES)	Net pounds	2725	1880	3520	4190	4699
***Garden (produce harvested)	Net pounds	NA	885	527	67	66
Garden employee volunteer hours	Hours	NA	NA	227	69	32
NOTES:						
*volunteer hours were not formally tracked for all projects in 2010-2013						
**Planet Aid (facility donation box)						
*** Garden data not collected prior to 2013						