

# Nurture Nature Equally

## *Sustainability Report 2022*



*From left, Dante Velez and his mom Chasity Velez, Sustainability Project Manager; Gabrielle Weaver, Laboratory Technician II; and Christopher Avalos, Senior Scientist; celebrate the harvest of the Lancaster company garden.*



**BioPharma  
Product Testing**



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## Scope of Report

This report solely reflects the Eurofins BioPharma Product Testing US (EBPT US) National Business Line, featuring its four primary operations within the United States. These businesses and their respective locations include: Eurofins Lancaster Laboratories, Inc., Lancaster, Pennsylvania; Eurofins Lancaster Laboratories, Inc., Portage, Michigan; Eurofins BioPharma Product Testing, Columbia, Missouri; and Eurofins Advantar, San Diego, California. The EBPT US 2022 acquisitions are excluded from this report. Throughout this report, there are highlights of national and local efforts from the EBPT US National Business Line. In many cases, sustainability must be curated to a site's unique workforce, history, environment, and surrounding community. This report is not a reflection of the total legal structure of the companies listed and only represent the Eurofins BioPharma Product Testing US National Business Line and the companies listed.



## Neal Salerno, Senior Vice President Eurofins BioPharma Product Testing US

Historically, the annual Sustainability Report has focused on the Lancaster, PA site which is the largest Eurofins site in the United States. This year, I am thrilled to expand our actions and reporting to feature three additional Eurofins BioPharma Product Testing US (EBPT US) sites; Columbia, MO; Portage, MI; and San Diego, CA. Two additional EBPT US sites; Charlotte, NC and

Jacksonville, FL will be integrated in 2023. As we transition these efforts into a National Business Line scope, I'd like to reflect first on our progress towards meeting the 2022 goals we set for the Lancaster site in the 2021 Sustainability Report.

### 2022 Goals Achieved:

1. Work with EBPT US business line leadership to set a quantifiable carbon footprint reduction target by June 2022.
2. Designate and certify a Green Lab Ambassador for each BioPharma laboratory operations department at the Lancaster site to lead teams in environmentally conscious lab practices.
3. Reduce tailpipe emissions by onboarding two electric shuttle buses to replace gasoline powered shuttles.
4. Initiate the My Green Lab® Certification process for approximately 20,000 ft<sup>2</sup> of laboratory space.
5. Reopen the onsite Wellness Center with expanded offerings utilizing a holistic approach
6. Exemplify diversity, equity, and inclusion by:
  - Piloting team building workshop opportunities for all departments
  - Providing educational opportunities and resources for employees.

### 2022 Goals Still In Progress:

1. Expanding electric vehicle charging stations by installing 18 additional chargers
  - This project will be completed in May 2023.

2. Offset 100% of electricity usage through Renewable Energy Credits (RECs)

- Renewable energy is a top priority. A variety of options are currently being evaluated to best meet our updated goal of sourcing 100% renewable energy through multiple avenues.

The Lancaster, PA site is home to Eurofins' longest running formal sustainability program. This long-term commitment and experience puts us in a unique position to elevate all of our EBPT sites in the US to be sustainable laboratory service provider leaders for our customers. Our first goal for 2022 was to work with EBPT US business line leadership to set quantifiable carbon footprint reduction targets. In addition to this, the Lancaster site's sustainability team collaborated with site leaders and key stakeholders to share resources to reduce their CO<sub>2</sub> footprint and strengthen current social programs to curate an environmentally responsible and inclusive culture at each EBPT US site.

As a result of this collaboration, I am proud to share our progress towards sustainability across this National Business Line. Together, we achieved an 11% decrease in absolute emissions (tCO<sub>2</sub>e) from 2021 to 2022. All four EBPT US sites reported a reduction in electricity and waste emissions. I invite you to read about these successes starting on page 6.

Sustainability is also embedded in the success of our people. The Eurofins Equality Driving Excellence (EDE) program brings together Eurofins employees from across our global network of companies towards a common goal of sharing knowledge and experiences to deepen our understanding and promote actions related to diversity, equity, and inclusion. In 2022, employees from EBPT US sites participated in the EDE supported International Women's Day #BreaktheBias campaign through a variety of activities such as Equality Conversations about unconscious bias, disabilities and mental health; roundtable events and leadership forums focusing on psychological safety and cultural intelligence. EBPT US sites also regularly engage within their local communities to support organizations that further this mission. A few of these projects are highlighted within the Social section of this report.

Moving forward into 2023, we have set forth additional carbon footprint reduction initiatives to contribute towards Eurofins' 2025 carbon neutrality target and to ensure an equitable and healthy workplace. We are also continuously committed to making positive contributions in our local communities. These goals are detailed on page 3 of this report.

Our collaborative approach to sharing knowledge and experience not only among all EBPT US sites, but also across the Eurofins network of companies, will be critical in compounding our success as a sustainable business. I am confident we will continue to make significant progress toward these goals in 2023.



## 2023 EBPT US Sustainability Goals

### Environment

- 1) Explore renewable energy sourcing to increase the percentage of green electricity and/or other energy saving initiatives in order to reduce relative electricity emissions (tCO<sub>2</sub>e/FTE) by 4%.
- 2) Encourage and facilitate low carbon emitting commuting options for employees in order to achieve a 2% reduction in absolute commuting emissions in 2023. This includes onsite electric vehicle chargers, bike racks, public transportation, carpool incentives and more.
- 3) Complete My Green Lab certification of ~20,000 ft<sup>2</sup> of laboratory space at the Lancaster, PA site. Initiate additional laboratory certification projects for ~15,000 ft<sup>2</sup> of laboratory space and expand the number of employees who complete the My Green Lab Ambassador program to include at least one My Green Lab Ambassador per site.
- 4) Research and develop a waste reduction strategy to reduce solvent and reagent usage and expand recycling efforts.

### Social

- 1) Standardize framework for the creation and implementation of Employee Resource/Affinity Groups.
- 2) Drive at least one project to advance Diversity, Equity and Inclusion or Wellness to completion at each site.
- 3) Drive at least one Community Heroes project to completion at each site.

### Governance

- 1) Meet all 2023 ESG budget targets set for Environment (carbon footprint reduction/energy & water conservation), Health & Safety, Diversity and Compliance.
- 2) Implement a standardized process to track sustainability program projects at all sites.



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## Meet the EBPT US Site Leaders



Nathan Whitford, President  
Eurofins BioPharma Product Testing  
Columbia, MO

Sustainability starts with Eurofins' mission of contributing to a healthier and safer world that aligns with a responsibility to our people, customers, testing services, and the planet. We will be successful when we've created a company culture in which everyone on our team is empowered to drive initiatives forward.



Angie Smith, Site Director  
Eurofins Lancaster Laboratories, Inc.  
Portage, MI

Sustainability is continually improving processes by investigating opportunities for reducing our carbon footprint and taking action. These decisions positively influence the environment, community and economic health. Testing to support a safer and healthier world would lose its meaning if there were no actions taken to sustain our world.



Joe Page, President  
Eurofins Advantar  
San Diego, CA

There are many avenues for our business to promote sustainability. Simple things like switching to LED lights to improving our purchasing policies can work towards reducing our carbon footprint. We are active in the local community through outreach programs that help to unite us.



# Our Approach to Sustainability

## A Conversation with Christina Leslie

### Senior Director of Corporate Sustainability

#### Can you provide a high level overview of Eurofins' approach to sustainability?

We believe that sustainability is at the heart of what we do. We are guided by our vision to be the Global Leader in "Testing for Life", our mission of contributing to a healthier and safer world, and our core values that provide a strong foundation towards Environmental, Social and Governance (ESG) initiatives.

Eurofins' commitment to sustainability starts within the many Eurofins companies themselves,

through a shared responsibility towards people and the planet. With climate change an imminent threat, the entire Eurofins network of companies must recognize the duty to proactively reduce the environmental impact that essential operations have on the planet, as well as helping clients to do the same.

Employees are our most important asset especially as the Eurofins Group continues to grow. Eurofins invests significant resources in training and talent development and the Eurofins Equality Driving Excellence (EDE) initiative remains a crucial endeavour for creating a safe and inclusive work environment for all employees. Refer to our [2022 ESG Report](#) for a more comprehensive overview of our Corporate Sustainability approach and the actions taken across our entire global network of companies.

#### Specific to carbon footprint reduction, what key actions were taken by the Eurofins BioPharma Product Testing (EBPT) US sites in 2022?

The EBPT US sites actively supported the Eurofins Group target to become carbon neutral by 2025 through the following actions:

- Measured and reported carbon footprint data for all required Scope 1, 2, and 3 categories for all EBPT US sites included in the 2022 reporting scope.
- Purchased Renewable Energy Certificates to offset 30% of electricity emissions.
- Partnered with My Green Lab® to begin the certification process for 20,000 sq. ft. of lab space at the Lancaster, PA site. In addition, provided education and visual tools at all EBPT US sites to implement energy saving initiatives such as "Shut the Sash" and "Turn Off" initiatives and performed preventative maintenance on over 200 cold storage units. Furthermore, all sites either have converted to 100% LED lighting or are in the process of completing these upgrades.
- Two electric shuttles were introduced into the Lancaster, PA on-site fleet in May 2022 which will result in an estimated savings of 8.16 tonnes CO<sub>2</sub>e annually.

#### Can you highlight how the Eurofins EBPT US sites contribute to the social pillar of ESG actions (e.g. Employee Health & Wellness, Diversity, Equity and Inclusion (DEI), Community Involvement etc.)?

The EBPT US sites have taken many steps in 2022 to drive efforts to improve the workplace environment for employees and to give back to their local communities. Specific to DEI, I serve as the EDE Equality Ambassador for the EBPT US National Business Line and work with local Equality Champions at each site to implement improvements and ensure psychological safety and inclusivity for all. Sites also have social committees to drive wellness initiatives and employees/departments decide upon community projects to sponsor and participate in. A few highlights from 2022 included:

- A Steering Committee was formed to discuss creation and implementation of Employee Resource/Affinity Groups
- Sites participated in local events such as LGBTQ+ Pride activities, the YWCA Race Against Racism, blood drives, fundraisers to support veterans, and various volunteer STEM initiatives for students.
- The EBPT US scope showed score improvement in all areas surveyed in the annual EDE survey (e.g. career advancement opportunity awareness, company support in career development, opportunities for career advancement regardless of background [gender, ethnicity, disability, LGBTQ+/sexual identity or gender identity], work life balance support, and welcoming to diverse talent).

#### What are some key areas of focus in 2023 for the EBPT US National Business Line related to sustainability initiatives?

The sites will continue to explore ways to reduce our carbon footprint focusing on renewable energy sourcing, laboratory equipment upgrades, and more efficient waste management through enhanced recycling efforts and reduced solvent and reagent use where possible. Sites will be equipped to support employees who choose greener transportation modes for commuting to work. This includes, but is not limited to, installing electric vehicle (EV) chargers and bike racks, facilitating carpooling, public transportation and/or remote work opportunities.

The health & wellness of our employees will remain a top priority. All sites, in collaboration with local Equality Champions, EHS teams, wellness and social committees, will set goals and drive improvements in 2023. This will include providing education and enrichment opportunities to the teams and implementation of local actions to support diversity and inclusivity.

Finally, collaboration with our customers will play a key role in how we can work together moving forward to meet mutual ESG targets through sustainability engagement plans, test method improvements, and diverse supplier qualification requirements.

I am energized and encouraged by the support of the EBPT US leadership and employees pertaining to sustainability efforts and am confident we will make measurable and meaningful improvements in 2023!

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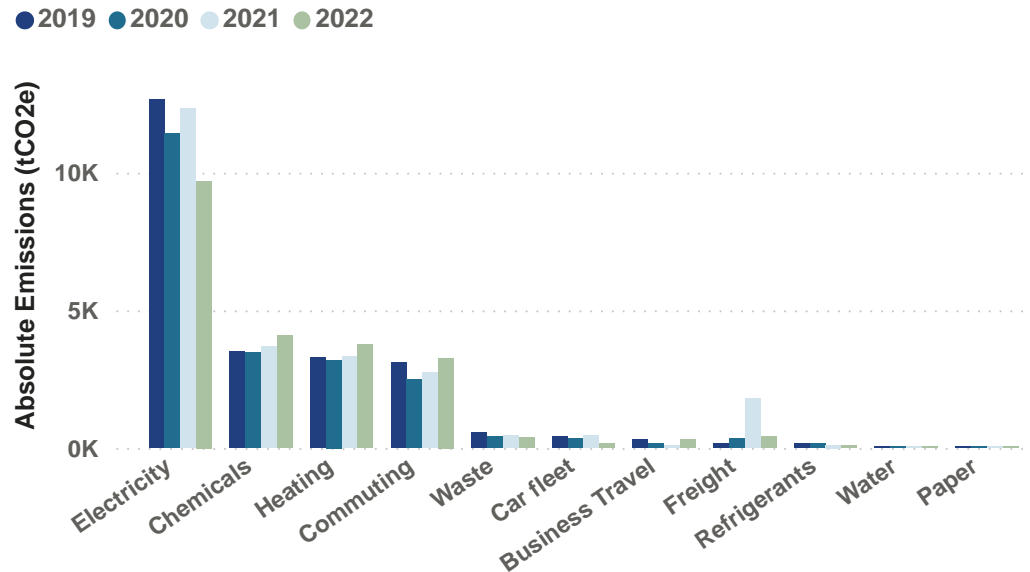
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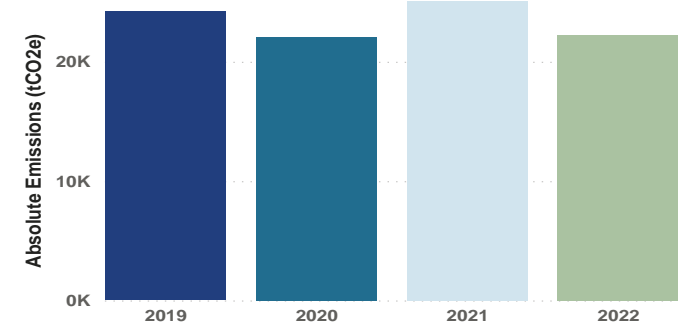
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# Carbon Footprint Over the Years

EBPT US Absolute Emissions (tCO<sub>2</sub>e) by Category and Year



EBPT US Absolute Emissions (tCO<sub>2</sub>e) by Year



## Reduction Strategies

- Prioritize efficient data collection
- Reduce emissions through energy reduction
- Offset emissions through investment in renewable energy

EBPT US achieved an 11% reduction in absolute emissions (tCO<sub>2</sub>e) and a 15% reduction in relative emissions (tCO<sub>2</sub>e/FTE) from 2021 to 2022. The majority of this reduction comes from investment in Renewable Energy Credits for the largest site in Lancaster, PA. Additionally, a significant reduction in car fleet emissions is attributed to two new electric shuttles operating at the site.

In the top four largest sources of EBPT US' emissions, electricity (-21%) saw a reduction in emissions while chemicals<sup>1</sup> (+10%), heating (+11%), and commuting<sup>2</sup> (+19%) saw increases. The emission increases were attributed to business operation growth which affected these categories. In 2023, a goal is set to research and develop a waste reduction strategy to reduce solvent and reagent usage and expand recycling efforts to reduce chemical and waste emissions.

Additionally, each site is evaluating their energy usage and options to reduce emissions in this category. Lastly, green commuting best practices were evaluated with all locations in late 2022. A reduction is anticipated in this category as we strive to collect more accurate data and offer more options to our employees. Since 2018, the Lancaster, PA site has been recognized as a Best Workplaces for Commuters as a result of the robust program dedicated to alternative transportation options.

<sup>1</sup>Chemical emissions are derived from total spend on chemicals and takes into account inflation.

<sup>2</sup>Commuting is based on the distance between an employee's zip code and the campus zip code. The emissions from green trips are removed based on Commuter Services of PA reports and Electric Vehicle charging station reports.

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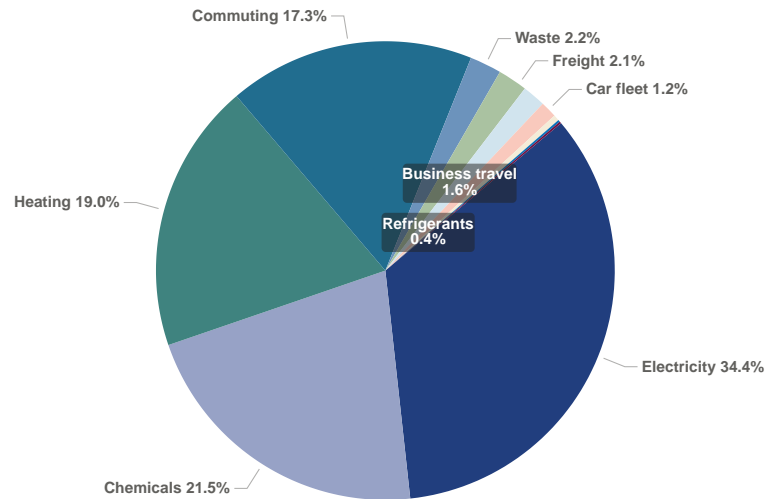
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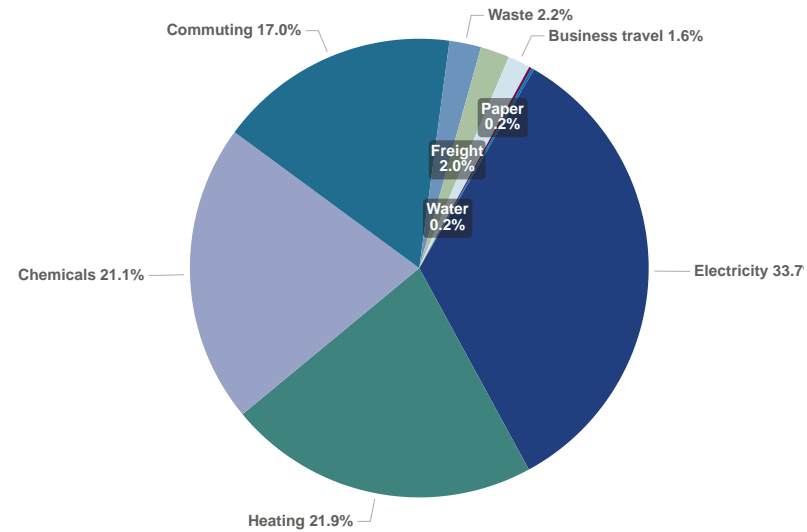
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# A Closer Look

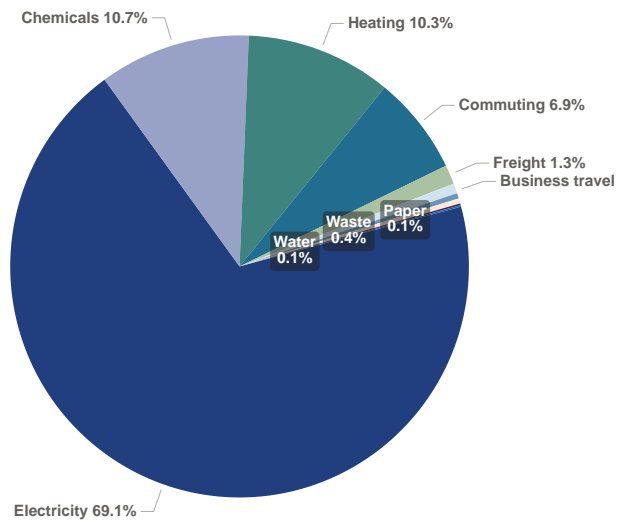
Lancaster, PA Site Absolute Emissions (tCO<sub>2</sub>e) % by Category



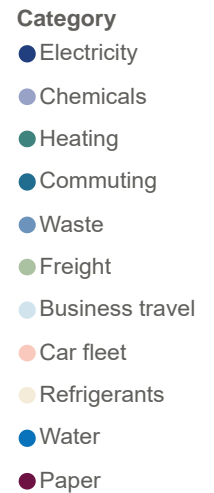
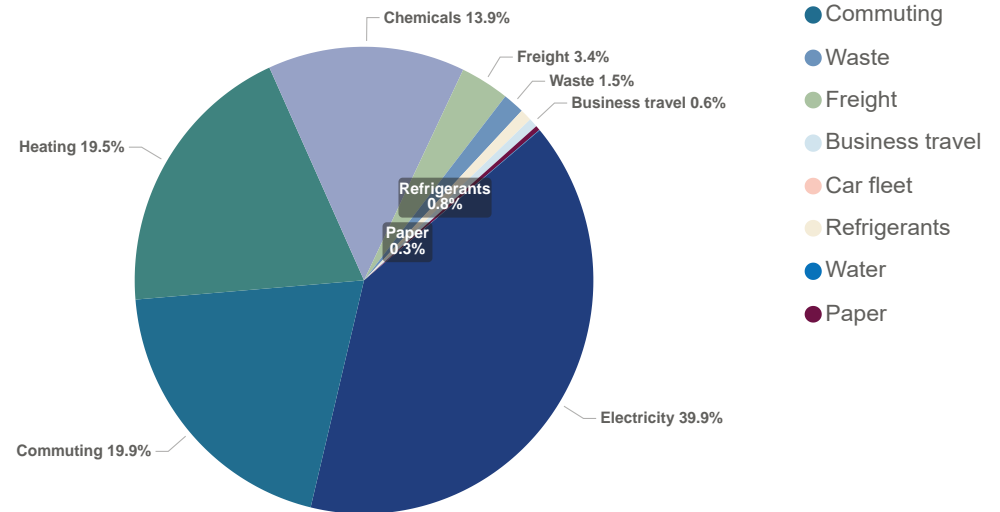
Portage, MI Site Absolute Emissions (tCO<sub>2</sub>e) % by Category



Columbia, MO Site Absolute Emissions (tCO<sub>2</sub>e) % by Category



San Diego, CA Site Absolute Emissions (tCO<sub>2</sub>e) % by Category



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<sup>1</sup>Lancaster, PA, is the only site with a car fleet.

<sup>2</sup>Portage, MI, has zero refrigerant emissions for 2022.



## Electric Shuttles Take Charge



The Lancaster, PA site hosts a significant car fleet to maintain the facility and serve over 2,300 employees. Due to the size of the area, shuttles are used to transport employees from satellite parking lots to the main campus. The site began a pilot carbon footprint reduction project in 2020 to transition from gasoline powered shuttles to electric powered shuttles.

The electric shuttle project benefits also go beyond environmental health. "The transportation sector is a leading contributor to air pollution and climate change," said American Lung Association Director

of Environmental Health Kevin Stewart. "We have the technology to transition to cleaner cars, trucks and buses, and by taking that step we can prepare for the future while also seeing enormous health and economic benefits. Therefore, the American Lung Association appreciates efforts by governments, businesses, and others such as Eurofins Lancaster Laboratories, Inc. in transitioning to a cleaner transportation future." The switch is estimated to reduce tailpipe emissions by a projected 8.16 tons of greenhouse gases each year. This project was supported through partial funding from Pennsylvania Department of Environmental Protection's Alternative Fuel Incentive Grant. Now that the pilot is completed, the site will continue to transition the rest of the fleet to electric vehicles.

### American Lung Association's Delivering Clean Air Report:

"Health Benefits of Zero-Emission Trucks and Electricity" shows that by adopting both 100% zero-emission new medium- and heavy-duty vehicle sales no later than 2040 and 100% non-combustion, renewable electricity generation by 2035 the cumulative potential benefits between 2020 and 2050 in Pennsylvania alone could include:

Health Benefits	\$49.9 billion
Premature Deaths Avoided	4,581
Asthma Attacks Avoided	88,010
Lost Work Days Avoided	432,212"

## Innovative problem solving in Columbia, MO

Every process has an opportunity to incorporate sustainability. Laboratory data record keeping is critical to each test we perform. In 2022, the Columbia site purchased 1,440 traditional pre-bound laboratory notebooks for this task. However, these notebooks can have a significant impact on the environment from the types of materials used to manufacture them and excess waste from incomplete usage. Kristina Cochell, Associate Director of Project Management, became aware of how much waste was coming from pre-bound laboratory notebooks. Her team observed that the pre-bound notebooks were bulky, heavy, and almost never completely utilized. The team investigated how to produce smaller notebooks in-house to better utilize space, reduce waste, and cut costs.

Cochell, describing the impact of the switch explains, "My calculations show that we will enjoy a carbon reduction of nearly 80% by using thermal notebooks as opposed to buying pre-bound notebooks. The bulk of the savings comes from cutting out the enormous footprint of the manufacture of each pre-bound notebook due to their hardcover, waterproofed, and stitched composition. The increased footprint of manufacture and transportation for the extra copy paper we will use, as well as the plastic thermal covers and electricity use, are still significantly less on a per-notebook basis than buying pre-bound notebooks". This massive reduction affects multiple categories for the site's 2023 emissions including freight and waste. While the site's paper usage emissions may rise slightly over the next year, the carbon footprint reduction is reflected in these other categories which have significantly higher emission outputs.

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"Laboratories are one of the most resource intensive spaces in any industry, but they don't have to be. At My Green Lab®, we're on a mission to build a global culture of sustainability in science and reduce the impact of laboratories worldwide. My Green Lab® is the world leader in developing internationally recognized sustainability standards for laboratories and laboratory products, bringing sustainability to the community responsible for the world's life-changing medical and technical innovations ..."

- Ryan Arnold, My Green Lab®

## Advancing Sustainable Laboratories

Making strides in altering behaviors and habits to help preserve the environment and limiting company impacts upon it are all great stepping-stones in giving our Earth a fighting chance.

It is critical that sustainability is at the center of laboratory operations. As we collectively face climate change, and its power in disrupting essential operations, there is an urgency for laboratories to take action toward their conservational obligation to the planet.

In efforts to promote the initiatives of sustainability, the Lancaster, PA site launched a pilot to certify over 20,000 ft² of laboratory space in the Pharmaceutical Finish Product Testing and the Small Molecule Method Development & Validation groups through [My Green Lab®](#) (MGL).

The MGL certification process requires lab professionals to complete an initial assessment on the functions of their laboratories related to energy and water conservation, waste management, community, purchasing, and more.

After receiving the results, the Eurofins MGL Certification committee works with a variety of teams such as, lab managers, scientists, lean operations, metrology, procurement, and facilities, to create an educational and action campaign. For example, these teams launched a "Shut the Sash" and "Turn Off" program that encourages energy saving behaviors. The metrology team performed preventative maintenance on over 200 cold storage units and launched an educational campaign around the importance of preventative maintenance.

Many of these programs went beyond the certification process and are now implemented in EBPT US labs across the county.

Following the education and action campaign, the laboratory staff completes a follow up assessment that awards the final rating. These laboratories will complete the final assessment in Spring 2023.



**my green lab**  
certification.

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## Protecting Biodiversity in Our Backyard

It is critical to nurture and support biodiversity on our campuses by creating and protecting natural habitat.

The Lancaster, PA site has three key areas dedicated to this mission. Over 7 acres of land are protected and restored on the property. These spaces are maintained by employee volunteers.

*A special thank you to the Alliance for the Chesapeake Bay's funding and support for the riparian buffer and rain garden.*



1000+ Pennsylvania native trees and shrubs planted creating a riparian buffer along a nearby stream.



A native pollinator garden designed to provide year-round healthy habitat.



12,880 ft<sup>2</sup> rain garden to protect water by filtering out pollutants and create habitat.

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# Earning Your Trust

**Ethical and compliant behavior is a core value of our business.**

**Our clients, suppliers, employees and other stakeholders have to be able to rely on absolute integrity from our part.**

**As such, it is non-negotiable.**

**All our activities rely on and require ethical and compliant conduct of our leaders, employees and partners in all aspects of our companies' business.**

**The Values listed below are part of our [Eurofins Vision, Mission and Values Statement](#).**



## INTEGRITY

- » Behaving ethically and socially responsibly in all our business and financial activities
- » Demonstrating respect and inclusivity towards our customers and our staff
- » Operating sustainable environmental policies

## CUSTOMER FOCUS

- » Delivering customer satisfaction by listening to and exceeding customer expectations
- » Adding value for our customers through our services
- » Seeking innovative solutions to help our customers achieve their goals

## COMPETENCE & TEAM SPIRIT

- » Employing a diverse team of talented and competent staff
- » Investing in training and creating rewarding and equitable career opportunities
- » Recognizing and encouraging outstanding performance

## QUALITY

- » Delivering quality in all our work and providing accurate results on time
- » Using the best appropriate technology and methods
- » Seeking to improve or change our processes for the better

## MODERN SLAVERY STATEMENT

We at Eurofins have a zero tolerance approach to any form of human abuse and exploitation, be it slavery, servitude, forced or compulsory labor, whether adult or child, as well as human trafficking. We are committed to creating and enforcing effective systems and controls to safeguard against any form of modern slavery, which could potentially be taking place within Eurofins business or our supply chains. We expect all those within our business and supply chains to adhere to the same principles and commitments.

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## Safety First – Mitigating Risk



The safety of our employees always comes first, and we conduct all business in compliance with responsible social and safety policies. The [Eurofins Group Health and Safety Policy](#) sets out Eurofins Group's approach in relation to the assessment and control of health and safety risks arising from business activities and serves as a guiding principle.

A successful Environmental Health and Safety (EHS) strategy relies on capturing the right metrics, and then using those metrics to improve. Correcting safety weaknesses often leads to overall business improvement. Given its impact across multiple channels of the business, Eurofins understands the importance of tracking and managing workplace incident metrics. All EBPT US sites track and report Fatalities (employee and contractor), Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR). Procedures are in place to report Near Misses to proactively address potential safety hazards and when a Work Related Incident does occur, timely investigations are conducted in order to identify root causes and implement corrective and preventative actions.

Safety training is also critical to ensure employee awareness and compliance. Through the Eurofins Learning Centre, a global mandatory course "Fire and Flammable Awareness" is offered to all employees and is available in 17 languages. EBPT US local training sessions and procedures also include Fire Extinguisher training, Personal Protective Equipment (PPE) policies, Bloodborne Pathogen Exposure Control, Global Harmonized System (GHS) training and building emergency evacuation procedures.

All EBPT US sites have a Safety Committee comprised of employees representing various departments who meet monthly to review work related incidents and near misses to make recommendations for continuous improvements as well as to discuss and address any safety-related employee concerns. In addition, they promote safety awareness, disseminate safety-related information, and enhance existing or recommend new safety training programs.

In 2022, all EBPT US sites reported zero employee or contractor fatalities and TRIR rates remained <1.37.



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*Women are 50.2% of our workforce.*

## Investing in Our People

A diverse and motivated workforce is essential to our growth as a business. In order to provide meaningful career growth opportunities, we continue to improve and enhance our recruiting, training and leadership mentorship programs.

All EBPT US new hires receive extensive training about GMP practices, ethics, laboratory safety, and campus culture. On-going training (e.g. policies, Standard Operating Procedures [SOPs], other applicable training modules etc.) is managed for all employees through the EtQ Quality Management system in order to ensure regulatory compliance.

Recognizing its growing and changing workforce and a need for focused attention and support for employees and leaders, the Lancaster and Portage sites created the role of Employee Engagement and Development Manager in late January of 2022. In order to maximize impact and begin with efforts that will provide a solid foundation for future initiatives, energy is first being applied to support the leaders and encourage them to have substantive conversations with their employees, building true partnerships.

Activities such as best practice sharing in management meetings, forming peer connection groups, and setting expectations for skip-a-level and touchpoint meetings with teams have all been implemented in 2022. In addition, more formal succession planning tools are now in place to drive proactive career growth and planning for future leaders.

Also in 2022, Eurofins US Talent Engagement, together with the Equality Driving Excellence (EDE) team, focused on actions to ensure that the recruiting process promotes inclusivity and diversity. The team developed a formal partnership with a university online recruiting platform. Through this tool, we are connected to 141 Minority Serving Institutions including Hispanic-Serving Institutions, Asian American and Native American Pacific Islander-Serving Institutions, Historically Black Colleges/Universities, and Women's Colleges. Eurofins believes equality is not only the right thing to do, but also a smart thing to do to drive innovation.

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## The Holistic Wellness Center

The Lancaster, PA site has a unique Wellness Center that re-opened in 2022 after being closed in 2020 due to COVID-19 safety precautions. This center gives our employees a space in the workplace to engage with their health utilizing a holistic approach. Here, we are able to assess and nurture the needs of each individual so they can gain knowledge and tools in order to live their best and most fulfilling life. The offerings within the Wellness Center make it possible for any employee to engage in personal or small group services at no cost to them.



### TEAM BUILDING

- Tailored workshops specific to each teams' needs
- Collaboration
- Emotional Intelligence
- Virtual Presentations

### FITNESS CLASSES

- Yoga
- Indoor Cycling
- Introduction to Workout Basics

### 24/7 ACCESS

- Holistic approach to helping employees balance work and life in-person and online.

### HEALTH AND WELLNESS

- Professional guidance on all areas of wellness
- Stress reduction
- Nutrition and health consults



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## At the Heart of What We Do

### *Saving Lives with the American Red Cross*

In Lancaster, PA, the Environmental, Health and Safety group has a trained emergency response team (ERT) for in-house medical, fire, and spill response. In 2022, the ERT program expanded by incorporating onsite training for cardiopulmonary resuscitation (CPR), Automated External Defibrillators (AEDs), and First Aid. Eurofins engaged with experts at the American Red Cross to create an affiliation agreement. The Lancaster campus has four certified instructors who can certify employees through an on-site training program.

Employees who complete the program have access to the American Red Cross learning library to

**10,000 cardiac arrests happen in the workplace annually – American Heart Association**

continue building on their skills. The employee certification in CPR, AED, and First Aid is valid for two years. The site prioritized certifying the internal Emergency Response Team (ERT) since these are the first responders on campus. The program was very successful and is now open to all employees on campus.

The San Diego, CA site hosted a blood drive through American Red Cross. The drive was incredibly successful with 44% of employee donating or volunteering and 82% of those donors giving blood for the first time. A total of 27 units were collected. According to American Red Cross, "...only 3% of age-eligible people donate blood yearly." Each pint of blood can help save a life!



## Heroes for Heart Health

The American Heart Association's Lancaster Heart Walk is a Eurofins Lancaster site tradition. In 2022, the lab became an official Mile Marker Sponsor for the event. Over 40 Eurofins employees and their families joined in by walking or volunteering with science experiments to engage the community. The Eurofins team joined over 3,000 community members in remembrance of those who lost their life to heart attack or stroke in addition to promoting awareness of the importance of heart health.

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# Foster Inclusion Equally

Eurofins' Equality Driving Excellence (EDE) initiative continues to be an important corporate sponsored endeavor for supporting diversity, inclusivity and creating equity in the workplace. In 2022, EDE supported the International Women's Day (IWD) #BreakTheBias theme through a number of activities. Equality conversations provided education about unconscious bias, disabilities, neurodiversity and mental health. In addition, roundtable events were held with female and male Executive leaders and the LGBTQ+ community. The EBPT US sites are represented by an Equality Ambassador and local Equality Champions who work with site leadership and employees to help to advance and facilitate DEI related goals and improvements. You can learn more about the EDE in Eurofins' 2022 ESG report. EBPT US continues to create a more inclusive environment for all employees to bring their authentic selves to work. Gender specific pronouns have been removed from the Employee Handbook and other forms including Standard Operating Procedures (SOPs) as they come up for periodic review. Best practices are shared among sites to improve physical environments such as installing gender-neutral restrooms or providing discreet disposal receptacles for unflushable items in stalls (regardless of gender). Processes are also in place for employees to remove "dead" names from their badges and email addresses to align with their identity.

Eurofins (US) is listed in the HRC 2022 Corporate Equality Index (CEI), the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equity.

Beyond these shared policies, each EBPT US site curates Diversity, Equity and Inclusion (DEI) programs to meet the needs of their unique employee population and community. Every site has an Equality Champion who works with Equality Ambassadors and the Equality Driving Excellence (EDE) initiatives to engage employees and further DEI principles at work. Below are a few examples of how two sites embrace DEI.

The Portage, MI site periodically surveys employees regarding DEI culture at work. The feedback is used to shape the local DEI program. The Equality Champions for the site provide support and resources in collaboration with the EDE so that all employees can continue to learn and grow together. In 2022, a project was organized to update cubicle and office nameplates to include employee names and positions. As part of this effort, employees were given the option to add their pronouns to foster inclusivity. This project was shared with other sites as a potential best practice to encourage and ensure acceptance and psychological safety in the workplace.

The Lancaster, PA site's local Diversity, Equity, and Inclusion Alliance (DEIA) achieved record-level engagement with community events. Over 35 attendees and their families joined the Eurofins' YWCA Race Against Racism team. Twelve additional volunteers contributed to a campus bake sale to raise money for the cause. The Eurofins team won "Top Fundraising Team" because of this combined support. Emily Kockott and Ben Morrison, employees from Eurofins Lancaster Laboratories Environmental Business Unit, placed in the top 5 for their age and gender categories for the race! Another highly attended event was EBPT US' first appearance at Lancaster Pride Festival. Employee volunteers celebrated Pride Month at the Festival by sharing liquid nitrogen rainbow marshmallows with attendees. The celebration continued on campus with a pizza and trivia party.

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# Community Heroes Help Our World

Community Heroes is a program that was established to encourage employees and departments to engage in efforts to make a positive difference in their local communities. Employees can organize a project to collect donations, fundraise, or volunteer for organizations that are important to them. Together, EBPT US hosted over 20 Community Heroes projects that raised tens of thousands of dollars and resulted in hundreds of donated goods and numerous volunteer days.

The **Portage, MI** site held a fundraiser for K9s for Warriors, the nation's largest provider of Service Dogs for veterans. The organization's mission is to end veteran suicide by providing trained Service Dogs to military veterans with PTSD, traumatic brain injury and/or military sexual trauma, allowing returning warriors a life of dignity and independence. Before it was widely accepted, K9s for Warriors believed in the power of Service Dogs to treat veteran's service-connected traumas. Independent research validates the effectiveness of a K9 companion in preventing veteran suicide. Their proven program has allowed them to save the lives of shelter dogs in conjunction with saving veterans' lives. More than 1,500 dogs have been saved from a life of abandonment or euthanasia through the program. Employee volunteers held a fundraiser by selling raffle tickets for various prizes to benefit K9s for Warriors. The funds they raise not only help to provide assistance on building a larger facility for more dogs, but also provide relief to veterans that cannot afford a Service Dog.

Employees were pumped to get their hearts racing through kickball tournaments and 5Ks at **Lancaster, PA** this year. They stepped up their game and raised ~\$3,000 to benefit, International Rescue Committee, non-profit organization. The fundraising was dedicated to Ukrainian refugee children's education. The Eurofins Charity Halloween Kickball Tournament was held at the local baseball stadium where countless employees and their family members competed in a spirited 5-team double-elimination kickball tournament, and participated in a Halloween Costume Contest and a raffle.

The first campus 5K fundraiser launched in July 2022. The Tiny Heroes Color Fun Run benefited Penn Medicine Lancaster General Health's Women and Babies Neonatal Intensive Care Unit (NICU). Many employees expressed their desire to give back to the NICU after needing their services throughout the years. These passionate employees raised \$1,397 that was matched up to \$1,000 by Eurofins.



PEOPLE



# Eurofins Foundation

The Eurofins Foundation is a global philanthropic effort to support initiatives aiming at one or more of the following categories:

- protecting the environment
- improving nutrition and health
- helping social, nonprofit organizations working in the fields of environment or health protection and nutrition improvement
- promoting inclusion, diversity and equality at all levels of society through education, outreach and training
- supporting students who study or contribute to conducting research in subjects focusing on contributing to safer and healthier lives but who lack adequate financial resources
- supporting active local community nonprofit organisations where Eurofins companies' laboratories operate and their staff live and work.

The Eurofins Foundation is committed to promoting equality and diversity, to ensure inclusive processes, practices and culture are fostered throughout all activities it carries out.

Since 2020, the Eurofins Foundation has selected the Lancaster Science Factory (LSF) in Lancaster, PA to support and enhance STEM education exhibits. Emily Landis, Executive Director at LSF spoke about the impact of this funding, "The Outdoor Sustainability Courtyard held a grand opening in July 2022 and the following month we had our highest attendance on record! Throughout the courtyard, visitors learn about solar power, storm water, native plants, and what they can do to help their local environment. Additional support was directed towards a new Bubble Lab, where visitors can step inside a giant bubble, create a bubble window, learn about surface tension, elasticity, and bubble geometry. The new Bubble Zone is wildly popular among LSF visitors and many identify it as their favorite exhibit." LSF shared the love of science with over 50,000 visitors in 2022.



PEOPLE

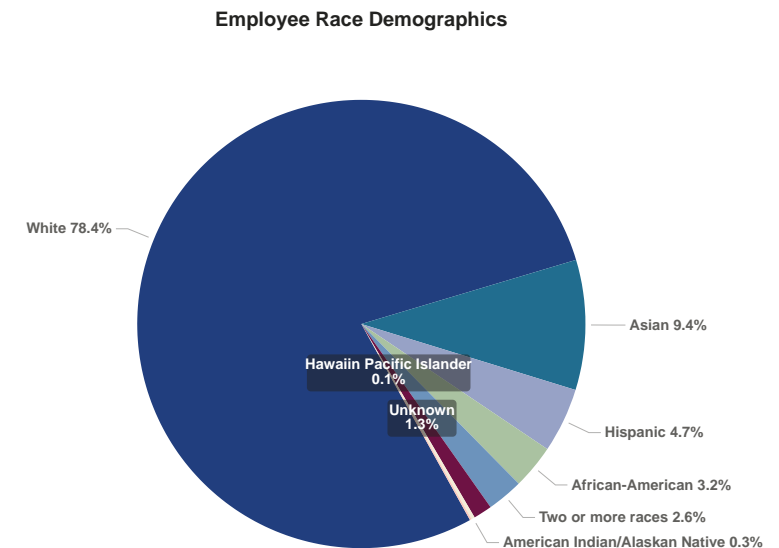
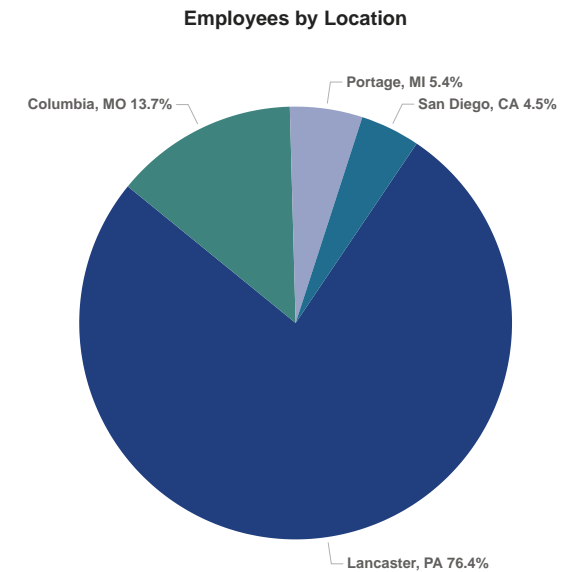
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# Eurofins BioPharma Product Testing US

Employee Demographics	Number	Percentage
Total Population	2380	100.0%
Women	1195	50.2%
Men	1185	49.8%
Age Range		
Under 30	976	41.0%
Between 30-50	1012	42.5%
Over 50	391	16.4%
Race		
White	1866	78.4%
Asian	223	9.4%
African-American	76	3.2%
Hispanic	111	4.7%
American Indian/Alaskan Native	6	0.3%
Hawaiian Pacific Islander	3	0.1%
Two or more races	62	2.6%
Unknown	32	1.3%



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# Eurofins BioPharma Product Testing US

Combined Emission Data	Unit	2019	2020	2021	2022
Net Floor Area	ft <sup>2</sup>	550484	550484	552872	574819
Full Time Equivalent (FTEs)	Number	1800	1953	2062	2154
<b>Absolute Emissions by Scope</b>					
Scope 1	tCO <sub>2</sub> e	3860.1	3720.1	3884.5	4017.2
Scope 2	tCO <sub>2</sub> e	12661.0	11433.2	12343.1	9730.5
Scope 3	tCO <sub>2</sub> e	8338.8	6947.5	8824.6	8561.4
Total	tCO <sub>2</sub> e	24859.9	22100.8	25052.2	22309.0
<b>Absolute Emissions by Category</b>					
Heating	tCO <sub>2</sub> e	3281.9	3201.1	3331.0	3760.8
Car Fleet	tCO <sub>2</sub> e	422.2	343.0	443.5	167.2
Refrigerants	tCO <sub>2</sub> e	155.9	175.9	110.0	89.1
Electricity (market based)	tCO <sub>2</sub> e	12661.0	11433.2	12343.1	9730.5
Commuting	tCO <sub>2</sub> e	3397.1	2496.5	2741.2	3287.3
Business Travel	tCO <sub>2</sub> e	329.9	161.8	93.7	300.8
Chemicals	tCO <sub>2</sub> e	3826.0	3504.7	3692.4	4094.1
Freight	tCO <sub>2</sub> e	181.6	353.1	1800.3	433.8
Paper	tCO <sub>2</sub> e	3.5	0.9	8.0	31.8
Waste	tCO <sub>2</sub> e	572.3	410.0	459.9	383.6
Water & Wastewater	tCO <sub>2</sub> e	28.3	20.4	29.1	29.9

## Supplier Sustainability

Percentage of Eurofins EBPT US Top 50 suppliers (by spend) confirming <a href="#">Eurofins Supplier Code of Ethics</a> and/or with sustainability commitments	98%
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# Eurofins Lancaster Laboratories, Inc.

## Lancaster, PA

Site Emission Data	Unit	2019	2020	2021	2022
Net Floor Are	ft <sup>2</sup>	396826	396826	396826	413865
Full Time Equivalent (FTEs)	Number	1374	1517	1592	1634
<b>Absolute Emissions by Scope</b>					
Scope 1	tCO <sub>2</sub> e	2806.8	2765.7	2823.8	2978.9
Scope 2	tCO <sub>2</sub> e	7474.1	6212.6	7099.7	4998.8
Scope 3	tCO <sub>2</sub> e	6564.1	5281.2	6913.4	6547.6
Total Absolute Emissions	tCO <sub>2</sub> e	16845.0	14259.5	16836.9	14525.3
<b>Emissions by Category</b>					
Heating	tCO <sub>2</sub> e	2254.5	2273.4	2289.3	2751.3
Car Fleet	tCO <sub>2</sub> e	422.2	343.0	443.5	167.2
Refrigerants	tCO <sub>2</sub> e	130.2	149.3	91.0	60.4
Electricity (market based)	tCO <sub>2</sub> e	7474.1	6212.6	7099.7	4988.8
Commuting	tCO <sub>2</sub> e	2743.0	1974.3	2133.5	2519.9
Business Travel	tCO <sub>2</sub> e	280.7	126.0	78.4	237.2
Chemicals	tCO <sub>2</sub> e	2902.1	2594.5	2687.3	3121.7
Freight	tCO <sub>2</sub> e	128.9	239.4	1601.6	302.1
Paper	tCO <sub>2</sub> e	2.6	0.6	3.7	20.5
Waste	tCO <sub>2</sub> e	485.2	329.4	384.3	324.6
Water & Wastewater	tCO <sub>2</sub> e	21.7	17.0	24.6	21.5

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# Eurofins Lancaster Laboratories, Inc.

## Lancaster, PA

Environmental Data	Unit	2019	2020	2021	2022
Electricity Consumption	kWh	16950639.2	17260997.6	16756162.1	17238897.6
Electricity Consumption per FTE	kWh/FTE	12340.3	11382.1	10524.7	10548.2
Heating Consumption	MCF	56944.3	56349.3	55195.4	56217.5
Heating Consumption per ft <sup>2</sup>	MCF/ft <sup>2</sup>	41.5	37.2	34.7	34.4
Company Vehicles	Number	18	19	22	22
Gasoline Consumption	gal	48253.0	48009.0	41722.8	15442.8
Diesel Consumption	gal	0.0	0.0	0.0	117.8
Electricity Consumption	kWh	0.0	0.0	0.0	2978.0
Water Consumption	gal	13093812.6	13413121.3	15923741.0	18393412.0
Water Consumption per FTE	gal/FTE	9532.5	8844.8	10001.9	11254.6
Waste Water Generation	gal	11542891.0	12193460.2	12940690.4	12692588.0
Waste Water Generation per FTE	gal/FTE	8403.4	8040.5	8128.2	7766.4
Paper Consumption	lbs	5703.4	1318.9	8948.8	48627.8
Paper Consumption per FTE	lbs/FTE	4.2	0.9	5.6	29.8
Landfilled Waste	Metric tons	79.2	86.6	58.6	45.0
Incinerated Waste	Metric tons	437.1	414.6	433.2	341.0
Recycled Waste	Metric tons	105.1	72.7	78.3 <sup>a</sup>	97.0
Hazardous Waste	Metric tons	340.0	316.8	316.2	210.7
Employee "Green" Commute	mile	Not Reported	Not Reported	Not Reported	106519.0
Employee "Single Traveler" Vehicle Commute	mile	7333881.4	5765403.0	6233890.8	7337192.0

<sup>[a]</sup> Recycling data only includes cardboard for 2021

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# Eurofins Lancaster Laboratories, Inc.

## Portage, MI

Site Emission Data	Unit	2019	2020	2021	2022
Net Floor Area	ft <sup>2</sup>	35612	35612	38001	35607
Full Time Equivalent (FTEs)	Number	91	91	93	120
<b>Absolute Emissions by Scope</b>					
Scope 1	tCO <sub>2</sub> e	213.7	213.4	224.6	236.7
Scope 2	tCO <sub>2</sub> e	653.6	668.0	424.9	365.0
Scope 3	tCO <sub>2</sub> e	425.9	348.1	404.8	478.1
Total Absolute Emissions	tCO <sub>2</sub> e	1293.2	1229.6	1054.3	1079.9
<b>Emissions by Category</b>					
Heating	tCO <sub>2</sub> e	202.3	204.0	219.2	236.7
Car Fleet <sup>b</sup>	tCO <sub>2</sub> e	N/A	N/A	N/A	N/A
Refrigerants	tCO <sub>2</sub> e	11.4	9.4	5.3	0.0
Electricity (market based)	tCO <sub>2</sub> e	653.6	668.0	424.9	365.0
Commuting	tCO <sub>2</sub> e	172.8	124.4	124.9	184.0
Business Travel	tCO <sub>2</sub> e	17.7	7.9	4.6	17.3
Chemicals	tCO <sub>2</sub> e	182.8	163.4	157.3	228.0
Freight	tCO <sub>2</sub> e	8.1	15.1	93.8	22.1
Paper	tCO <sub>2</sub> e	0.2	0.0	0.2	1.5
Waste	tCO <sub>2</sub> e	42.4	35.4	22.5	23.7
Water & Wastewater	tCO <sub>2</sub> e	1.9	1.8	1.4	1.6

*[b] This location does not have a car fleet.*

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# Eurofins Lancaster Laboratories, Inc.

## Portage, MI

Environmental Data	Unit	2019	2020	2021	2022
Electricity Consumption	kWh	1071000.0	1076600.0	1084000.0	1176000.0
Electricity Consumption per FTE	kWh/FTE	11795.5	11857.2	11655.9	9800.0
Heating Consumption	MCF	1496.8	1359.5	1462.2	1510.3
Heating Consumption per ft <sup>2</sup>	MCF/ft <sup>2</sup>	16.5	15.0	15.7	12.6
Water Consumption	gal	1158000.0	660000.0	1020000.0	1114000.0
Water Consumption per FTE	gal/FTE	12753.7	7268.9	10967.7	9283.3
Waste Water Generation	gal	620000.0	660000.0	740000.0	660000.0
Waste Water Generation per FTE	gal/FTE	6828.4	7268.9	7957.0	5500.0
Paper Consumption	lbs	360.2	83.3	571.2	3551.6
Paper Consumption per FTE	lbs/FTE	4.0	0.9	6.1	29.6
Landfilled Waste	Metric tons	314.5	314.5	416.0	492.0
Incinerated Waste	Metric tons	0.0	0.0	0.0	0.0
Recycled Waste	Metric tons	469.4	469.4	469.4	498.4
Hazardous Waste	Metric tons	14.7	10.4	19.6	32.6
Employee "Green" Commute	miles	Not Reported	Not Reported	Not Reported	Not Reported
Employee "Single Traveler" Vehicle Commute	miles	351028.2	264144.4	329337.5	472447.1

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# Eurofins Lancaster Laboratories, Inc.

## *Lancaster, PA & Portage, MI*

**Employee Health & Safety Data is reported at the Eurofins Legal Entity (ELE) level.  
The Lancaster, PA and Portage, MI site belong to the same ELE.**

Employee Health & Safety Data	Unit	2019	2020	2021	2022
Total Recordable Incident Rate	Number	1.36	0.83	0.79	1.31
Incident Rate of Lost Workday Cases	Number	0	0.13	0	0.36
Fatalities	Number	0	0	0	0
Total Compliance Fines					
OSHA	USD	0	0	0	0
EPA	USD	0	0	0	0
DOT	USD	0	0	0	0
Fleet Accidents	Number	4	3	1	1

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# Eurofins BioPharma Product Testing

## Columbia, MO

Site Emission Data	Unit	2019	2020	2021	2022
Net Floor Area	ft <sup>2</sup>	89468	89468	89468	96779
Full Time Equivalent (FTEs)	Number	251	260	286	301
<b>Absolute Emissions by Scope</b>					
Scope 1	tCO <sub>2</sub> e	610	568	647	615
Scope 2	tCO <sub>2</sub> e	4177	4191	4358	4001
Scope 3	tCO <sub>2</sub> e	970	1004	1119	1171
Total Absolute Emissions	tCO <sub>2</sub> e	5757	5763	6124	5786
<b>Emissions by Category</b>					
Heating	tCO <sub>2</sub> e	600.1	560.0	647.0	593.5
Car Fleet <sup>b</sup>	tCO <sub>2</sub> e	N/A	N/A	N/A	N/A
Refrigerants	tCO <sub>2</sub> e	10.1	8.3	0.0	21.0
Electricity (market based)	tCO <sub>2</sub> e	4177.0	4191.0	4357.6	4001.0
Commuting	tCO <sub>2</sub> e	319.7	281.3	311.5	400.4
Business Travel	tCO <sub>2</sub> e	15.0	20.5	9.9	40.6
Chemicals	tCO <sub>2</sub> e	570.0	593.8	701.7	617.0
Freight	tCO <sub>2</sub> e	37.0	84.5	61.1	77.9
Paper	tCO <sub>2</sub> e	0.6	0.3	1.6	6.7
Waste	tCO <sub>2</sub> e	22.9	22.6	30.6	21.6
Water & Wastewater	tCO <sub>2</sub> e	4.4	1.2	2.8	6.5

*[b] This location does not have a car fleet.*

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# Eurofins BioPharma Product Testing

## Columbia, MO

Environmental Data	Unit	2019	2020	2021	2022
Electricity Consumption	kWh	5115600.0	5160600.0	4263200.0	5406750.0
Electricity Consumption per FTE	kWh/FTE	20413.4	19833.2	14927.2	17980.5
Heating Consumption	MCF	11594.0	10820.0	7833.2	11466.2
Heating Consumption per ft <sup>2</sup>	MCF/ft <sup>2</sup>	46.3	41.6	27.4	38.1
Water Consumption	gal	2933100.0	2436800.0	1276500.0	4353737.0
Water Consumption per FTE	gal/FTE	11704.3	9365.1	4469.5	14478.7
Waste Water Generation	gal	2933100.0	2436800.0	1276500.0	4353737.0
Waste Water Generation per FTE	gal/FTE	11704.3	9365.1	4469.5	14478.7
Paper Consumption	lbs	1400.0	740.0	3940.0	16125.0
Paper Consumption per FTE	lbs/FTE	5.6	2.8	13.8	53.6
Landfilled Waste	Metric tons	36.6	34.5	29.5	38.9
Incinerated Waste	Metric tons	0.0	0.0	0.0	0.0
Recycled Waste	Metric tons	4.7	4.7	16.8	22.4
Hazardous Waste	Metric tons	9.4	10.2	21.8	6.2
Employee "Green" Commute	miles	Not Reported	Not Reported	Not Reported	Not Reported
Employee "Single Traveler" Vehicle Commute	miles	928140.7	816896.5	904428.6	1162579.0

Employee Health & Safety Data	Unit	2019	2020	2021	2022
Total Recordable Incident Rate	Number	0.85	0	0.35	1.4
Incident Rate of Lost Workday Cases	Number	0	0	0	0
Fatalities	Number	0	0	0	0
Total Compliance Fines					
OSHA	USD	0	0	0	0
EPA	USD	0	0	0	0
DOT	USD	0	0	0	0
Fleet Accidents	Number	N/A	N/A	N/A	N/A

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# Eurofins Advantar

## San Diego, CA

Site Emission Data	Unit	2019	2020	2021	2022
Net Floor Area	ft <sup>2</sup>	28578	28578	28577	28568
Total Full Time Equivalent (FTEs)	Number	85	85	92	99
Absolute Emissions by Scope					
Scope 1	tCO <sub>2</sub> e	229.3	172.5	189.2	187.0
Scope 2	tCO <sub>2</sub> e	356.3	361.6	460.8	365.7
Scope 3	tCO <sub>2</sub> e	379.2	314.0	387.2	364.9
Total Absolute Emissions	tCO <sub>2</sub> e	964.8	848.2	1037.2	917.6
Emissions by Category					
Heating	tCO <sub>2</sub> e	225.1	163.7	175.5	179.4
Car Fleet <sup>b</sup>	tCO <sub>2</sub> e	N/A	N/A	N/A	N/A
Refrigerants	tCO <sub>2</sub> e	4.3	8.8	13.6	7.7
Electricity (market based)	tCO <sub>2</sub> e	356.3	361.6	460.8	365.7
Commuting	tCO <sub>2</sub> e	161.8	116.4	171.4	183.0
Business Travel	tCO <sub>2</sub> e	16.6	7.4	0.7	5.8
Chemicals	tCO <sub>2</sub> e	171.1	153.0	146.1	127.4
Freight	tCO <sub>2</sub> e	7.6	14.1	43.7	31.7
Paper	tCO <sub>2</sub> e	0.2	0.0	2.4	3.0
Waste	tCO <sub>2</sub> e	21.7	22.7	22.5	13.8
Water & Wastewater	tCO <sub>2</sub> e	0.3	0.3	0.3	0.3

[b] This location does not have a car fleet.

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# Eurofins Advantar

## San Diego, CA

Environmental Data	Unit	2019	2020	2021	2022
Electricity Consumption	kWh	1549065.0	1572360.0	1552175.0	1218963.0
Electricity Consumption per FTE	kWh/FTE	18224.3	18498.4	16930.4	12325.2
Heating Consumption	MCF	4348.0	3426.0	3203.0	2682.1
Heating Consumption per ft <sup>2</sup>	MCF/ft <sup>2</sup>	51.2	40.3	34.9	27.1
Water Consumption	gal	212432.0	201974.0	189244.0	187773.1
Water Consumption per FTE	gal/FTE	2499.2	2376.2	2064.2	1898.6
Waste Water Generation	gal	243100.0	231148.0	216920.0	190765.5
Waste Water Generation per FTE	gal/FTE	2860.0	2719.4	2366.1	1928.9
Paper Consumption	lbs	336.4	77.8	5800.0	7225.0
Paper Consumption per FTE	lbs/FTE	4.0	0.9	63.3	73.1
Landfilled Waste	Metric tons	234.7	234.7	234.7	58.7
Incinerated Waste	Metric tons	0	0	0	0
Recycled Waste	Metric tons	293.4	293.4	293.4	73.3
Hazardous Waste	Metric tons	3.1	4.4	4.2	12.6
Employee "Green" Commute	miles	Not Reported	Not Reported	Not Reported	Not Reported
Employee "Single Traveler" Vehicle Commute	miles	406533.7	362886.8	497593.7	531356.5

Employee Health & Safety Data	Unit	2019	2020	2021	2022
Total Recordable Incident Rate	Number	0	0	0	2.09
Incident Rate of Lost Workday Cases	Number	0	0	0	0
Fatalities	Number	0	0	0	0
Total Compliance Fines					
OSHA	USD	0	0	0	0
EPA	USD	0	0	0	0
DOT	USD	0	0	0	0
Fleet Accidents	Number	N/A	N/A	N/A	N/A

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# Nurture Nature Equally

## *Sustainability Report 2022*



 **eurofins**

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Product Testing**

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*Lancaster Water Week – Photo by Michelle  
Johnsen courtesy of Lancaster Conservancy*