

Sustainability Report 2018



Lancaster
Laboratories

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About this Report

Eurofins Lancaster Laboratories (ELL) publishes its Sustainability Report on an annual basis, covering environmental and community data from January to December.

The majority of the report is a review of the sustainability program at the Lancaster, PA, site. Currently, the Lancaster site is the only Eurofins site with a formal sustainability program. Over the past two years, we have been working with our Portage, MI, site to expand our initiatives. Some data from Portage is included at the end of this report. It is the goal over the next several years to expand the sustainability program even further to other sites.

In 2017, ELL began using the U.S. Green Building Council's (USGBC) ARC platform to collect, manage, and benchmark our environmental impact data. EnergyStar's® Portfolio Manager is also utilized to record data, which is connected to the ARC platform. In 2018, Eurofins Lancaster Laboratories was a member of the USGBC in order to gain valuable resources as well as begin to pursue a Leadership in Energy and Environmental Design (LEED) certification.

ELL Sustainability

Sustainability in the workforce is a challenging, yet important and exciting endeavor that is vital to our community's health and well-being. For several years, Eurofins Lancaster Laboratories has stepped up to this challenge and implemented a sustainability program into its business mission and daily operating procedures. ELL's sustainability program began back in 2009 as a grass-roots effort with the formation of a Green Team. Chrissy Leslie, Director of Product Testing and Sustainability, along with a few dedicated employees, saw the impact of our operations and wanted to find ways to reduce our waste, water, and energy usage. In 2014, the first sustainability report was published. The Green Team at the Lancaster, PA, site and their activities grew over the years, and in 2016, the company formalized the program with the creation of a full-time position. The team expanded in 2018 with another full-time position.



Lauren Weaver, Chrissy Leslie, Amanda Dioszeghy

Letter from the President of Eurofins Lancaster Laboratories, Inc.



The Sustainability Team at Eurofins Lancaster Laboratories (ELL) had another great year in 2018. With the formal program being in place for two and a half years now, we have made significant strides towards finding ways to decrease our environmental impact as well as have a positive effect in the community.

In terms of the environment, ELL continues to implement projects in order to decrease our energy, water, and waste output. Major highlights include some of the green building design features in our new building on campus, Building M, that opens in 2019:

- Magnetic driven chillers that require 30-50% less energy than our other chiller plants
- High efficiency cooling towers that get elevated BTU/kW cooling capacity
- 100% capture of roof water for reuse for building chiller plant
- 100% LED light package
- White PVC roof to reflect heat away from the building
- Building vertical allows for four acres of usable space on a one-acre footprint
- Utilization of condensing hot water boilers
- Use of point source exhaust to reduce the number of hoods/Venilated Balance Enclosures (VBEs)
- Increased usage of VBEs instead of hoods to reduce exhaust from building
- Exhaust heat recovery on exhaust fans to pre-heat the make-up air for the lab areas

Building M adds 50% more capacity to the company's existing 347,000 square foot facility for a total of more than 1/2 a million square feet. In the older buildings on campus, we continued to install LED lighting in renovated lab and office spaces to reduce our energy usage.

We have also had great accomplishments in our community involvement. In the summer, we presented our "Chemistry Magic Show" to the School District of Lancaster/Lancaster YMCA Power Scholars Academy and Camp Exploration. Participating children of the camps were able to learn about chemistry in a safe and fun way.

We continue to sponsor several organizations and programs, including The North Museum's STEM Sisters and Science and Technology Fair, The Community Action Partnership (CAP), The Lancaster Science Factory, and The American Heart Association's Heart Walk. We helped break ground on a new STEM learning facility at Millersville University in coordination with CAP. We have also continued our Community Heroes Program, where we organized several donation drives and service projects throughout the year to benefit organizations throughout the community. We have grown our contribution to the United Way and qualified for the Circle of Honor.

It should be noted that the Eurofins global leadership team acknowledged the efforts of the Lancaster site in our formal establishment of a CSR (Corporate Social Responsibility) program. Now that this initiative has received more attention at the corporate level, plans are underway to expand the program across all of the Eurofins sites due to the critical role sustainability plays in maintaining a strong and successful business model.

A handwritten signature in black ink, appearing to read "Neal Salerno". The signature is fluid and cursive, with a long horizontal line extending to the right.

Neal Salerno, President of ELLI

Letter from the Director of Sustainability



The Sustainability Program at Eurofins Lancaster Laboratories experienced another busy year in 2018. One very exciting accomplishment is that we expanded our team by hiring Amanda Dioszeghy. She is now our second full-time employee in the Sustainability group, joining Lauren Weaver who has been with the company since 2016. It is so rewarding to remember how this initiative started out as a grass-roots effort among a few employees and now has evolved into an important part of our business that requires full-time dedicated personnel.

One major highlight in 2018 was the construction of a walking path on the campus. The half-mile loop is open to employees for exercise and recreation. There are approximately six acres of open space comprised of wetland and grassland cover. Plans are in place to work with The Lancaster County Conservancy and The Alliance for the Chesapeake Bay in order to plant a riparian buffer and other native vegetation as part of a formal land management plan for responsible maintenance of this green space. The area is already home to a wide variety of plant and animal species. Some examples include swamp milkweed, cattails, Monarch butterflies, Eastern Bluebirds, Great Blue Herons, Mallard ducks, foxes and even a few skunks!

ELL also remained a sponsor for the annual Water Week event, organized by the Lancaster County Conservancy, which promotes the importance of clean water and education about our local watersheds. Eurofins helped to organize a Conestoga River clean-up activity for the second year in a row. Our employees helped to collect 5.5 tons of trash in just 2.5 hours at seven sites around Lancaster County. This was over double the amount of waste pulled in 2017 (2 tons).

Our carpool program has also improved this past year. In 2018, we were recognized in the “Best Workplaces for Commuters” program because of the various benefits we provide to employees who choose to carpool or take alternative modes of transportation such as walking, biking, or taking public transit.

As we move into 2019, we are in the process of researching greener on-site transportation services (electric shuttles, bike service stations, carpool/vanpool program enhancements), renewable energy opportunities such as solar projects, and a formal waste audit are anticipated to identify ways to increase recycling and reduce waste. These initiatives will no doubt continue to strengthen our business by improving employee retention and morale, recognizing cost-savings through environmentally responsible processes and allowing us to continue offering world-class services to our ever-growing client base.

A handwritten signature in black ink, appearing to read 'Christina Leslie', with a long horizontal flourish extending to the right.

Christina Leslie, Director of Product Testing and Sustainability

Eurofins Lancaster Laboratories, Lancaster, PA

The Eurofins site located in Lancaster, Pennsylvania, is an analytical testing facility comprised of five different business units including Eurofins Lancaster Laboratories, Inc., Eurofins Lancaster Laboratories Environmental, Eurofins Microbiology Labs, Inc., Eurofins Medical Device Testing, and Eurofins Central Labs.

Eurofins Lancaster Labs, Inc.

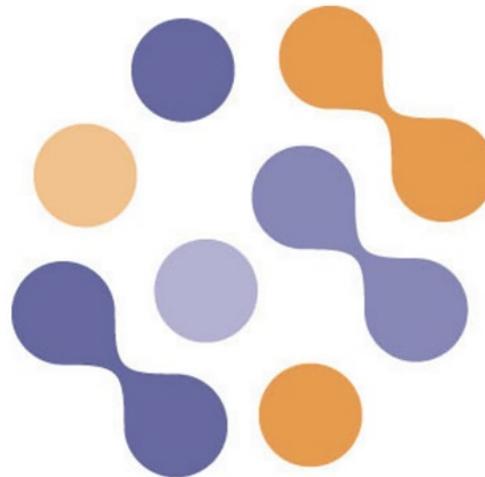
Founded in 1961, Eurofins Lancaster Laboratories is a global leader in bio/pharmaceutical laboratory services, providing innovative and timely scientific solutions that enable customers to better manage the drug development process. We support the needs of more than 1,000 bio/pharmaceutical companies from virtual to large pharma and biopharma through a full scope of laboratory expertise, ranging from method development and characterization services through marketed stability/release. We have gained in-depth technical expertise through more than 50 years of working with virtually every type of molecule, formulation, therapeutic area and comparator product.

Eurofins Medical Device Testing

From implants and instruments, to single-use and combination products, as well as active electronic devices, Eurofins Medical Device Testing provides the optimal testing strategy for all types of class I, II and III medical devices and are dedicated to helping our clients verify and validate product designs; confirm safety and efficacy; and ensure user needs are met.

Eurofins Lancaster Labs Environmental

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



Eurofins Central Labs

Eurofins Central Laboratory supports its customers across its wholly-owned CAP accredited laboratory facilities in the United States, Europe and Asia. All of our laboratories are connected to one global LIMS and are using the same global standard operating procedures and global reference ranges through the deployment of uniform instruments, reagents, and analytical methods to provide one global data set for submission to health authorities worldwide.

Eurofins Microbiology Labs, Inc.

Eurofins Microbiology Laboratories offers a comprehensive range of rapid and traditional microbiology methods nationwide with strict adherence to ISO/IEC 17025 standards. The lab provides fast turnaround and data tracking in all aspects of food microbiology testing, including: pathogen detection, quantitative indicator and spoilage organisms, environmental monitoring, and other special services such as micro-organism identification, method development/validation, shelf-life, and challenge studies.

2018 Goals and Accomplishments

Work with the construction team and other outside organizations to develop a green walking path that will both increase biodiversity on campus as well as provide employees with a space for exercise and recreation.

In summer 2018, a walking path was constructed on ELL's campus. The half-mile loop is located on approximately six acres of open space comprised of wetland and grassland cover. Plans are in place to work with The Lancaster County Conservancy and The Alliance for the Chesapeake Bay in order to plant a riparian buffer and other native vegetation.

Work with Commuter Services of PA and Enterprise to increase carpooling as well as create at least one more vanpool.

Our partnership with Commuter Services of PA and Enterprise continued to grow in 2018. We have one existing vanpool of six employees. In addition, 285 employees are currently registered through Commuter Services new mobile app, Commute PA.

Begin to collect data with the U.S. Green Building Council's (USGBC) ARC software.

The USGBC's ARC platform was utilized this year to track energy/water use, waste/recycling output, and employee transportation and experience of the building. Scope One and Two Green House Gas (GHG) emissions were also calculated through this software.

Increase the number of Community Heroes projects by at least 10 percent.

A 10 percent increase in projects was not met in 2018. Between Lancaster and Portage, the total number of projects was 22 which is a five percent increase over 2017. We plan to keep the 10 percent increase target for 2019 and continue to encourage departments to create projects.

Future Goals

2019 Goals

1. Conduct a waste audit of the facility in order to evaluate the efficiency our waste and recycling disposal process.
2. Increase the number of Community Heroes projects and volunteer activities by at least 10 percent from 2018.
3. Work with The Lancaster County Conservancy and The Alliance for the Chesapeake Bay to plant a riparian buffer and other native vegetation on the campus' walking path and garden space.
4. Begin to explore further energy efficient technology in order to decrease overall electricity and natural gas usage.

2021 Goals

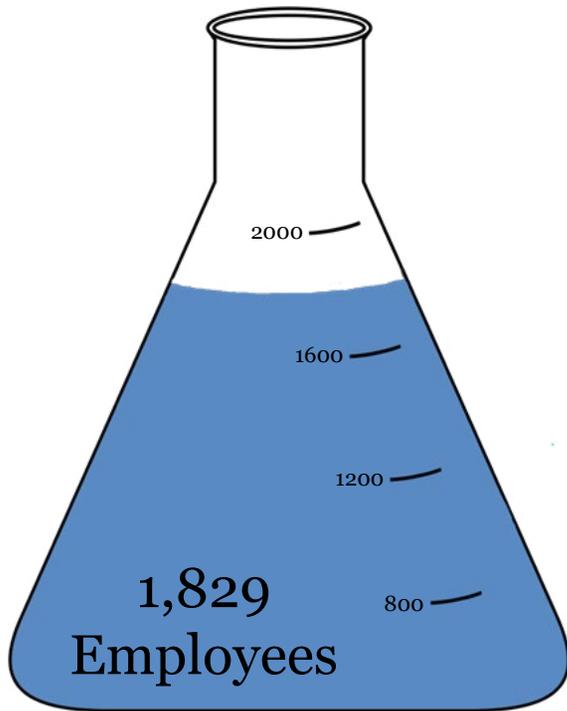
1. With the implementation of a waste audit and an improvement of recycling infrastructure in 2019, formalize a quantitative waste reduction goal.
2. Implement a formal sustainability policy related to the purchasing of supplies and utilization of vendors.
3. Convert all existing lighting to LED in labs and office spaces.
4. Work with the USGBC's ARC software to implement Leadership in Energy and Environmental Design (LEED) standards.
5. Research and implement a zero-emission, on-site transportation service.

Employees



At Eurofins Lancaster Laboratories, the quality of our people is our greatest competitive advantage and the reason for our continued growth as the leader in scientific laboratory testing services. We are committed to creating opportunities for growth by investing in training as well as recognizing and encouraging outstanding performance.

Employee Data

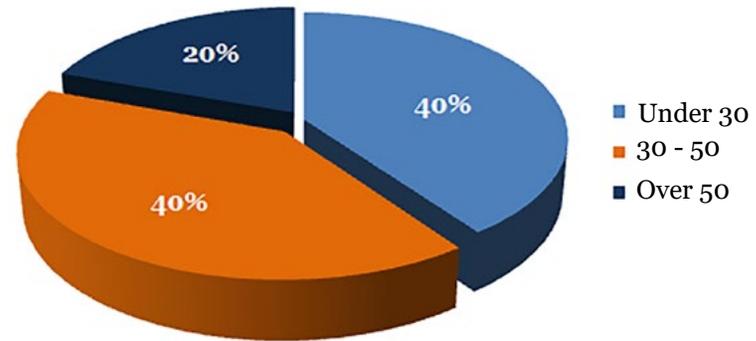


Women in the Workforce

ELL believes that the equal opportunity selection, training, development, and management of employees, in particular with regards to their competencies and skill levels, has resulted in the enhancement of our operational performance. On this basis, our objective is equality of treatment between male and female employees in each subsidiary within Eurofins. The proportion of female employees within Eurofins was 57 percent in 2018. Women also comprised 47 percent of the management positions.

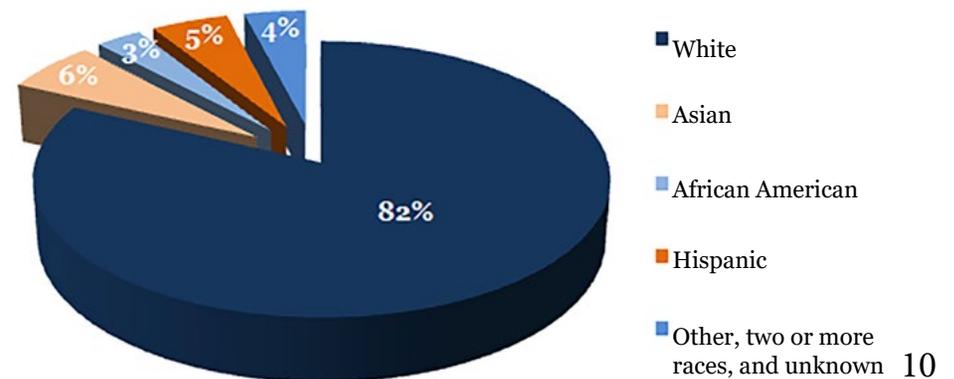
Employee Ages

As a top employer in Lancaster County, we believe that it is important to have a diverse workforce. One of our core values is to invest in training and create exceptional career opportunities. We believe that by investing in training for our employees in all phases of their careers from entry-level to senior leadership, we are able to build a strong and dedicated workforce.



Employee Diversity

Eurofins considers its workforce as the single biggest contributor to its ambition to be the leading player in the testing market. The company is enriched by the successful integration of many different cultures illustrated by at least five different nationalities.





Safety Team

The safety culture at the Lancaster facility has grown significantly over the last year. With the implementation of our new safety slogan, “Safety is Our Science,” a tremendous growth in our safety committee to almost 100 active members and increased near-miss reporting, our site has decreased our incident rate by 30% over the last 20 months to come in line with industry standards as a whole. The focus for 2019 will continue to strive to bring our overall site Total Recordable Incident Rate (TRIR) below 1.0 through continued focus on ergonomics and new programs around sharps safety and spill prevention.

Ergonomics

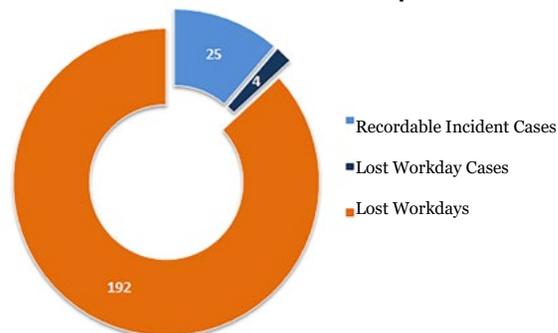
Ergonomics plays an important role in workplace safety and wellness. Common risk factors for ergonomic injuries include awkward postures, bending, compression or contact stress, forceful exertions, and more. The ELL EHS team continuously evaluates employee workstations through research and individual assessments. Through these assessments, accommodations and adjustments are made for employees to improve overall safety, wellness, and productivity.

Compliance

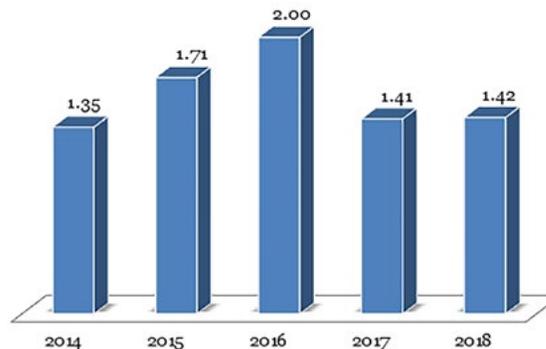
We recognize that a world class health and safety program allows employees to be healthy, productive, and actively engaged in workplace safety. With a goal to maintain a high level of safety awareness at all levels within the organization, ELL has a solid safety record of zero OSHA or EPA notices of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

Incidents

A total of 25 incidents were recorded in 2018. This number indicates how many incidents occurred at work. The four lost work days indicate the days that the incident occurred. There were 192 total workdays lost due to an incident. The TRIR was 1.42.



Total Recordable Incident Rate (TRIR)



Wellness

As a part of our wellness program, we provide annual health screenings with a physician. A discount on medical premiums is also available annually with the completion of at least two wellness activities. We also provide our employees with discounts to several gyms. An Employee Assistance Program is also available for employees. This program provides support with mental health, work-life solutions, legal guidance, financial resources, and new parent assistance.

In an effort to continuously improve our employees' health, well-being, and safety, the EHS team created a new "Snap into a Stretch" Program. There are announcements twice a day to encourage employees to get up, move, and take a stretch.

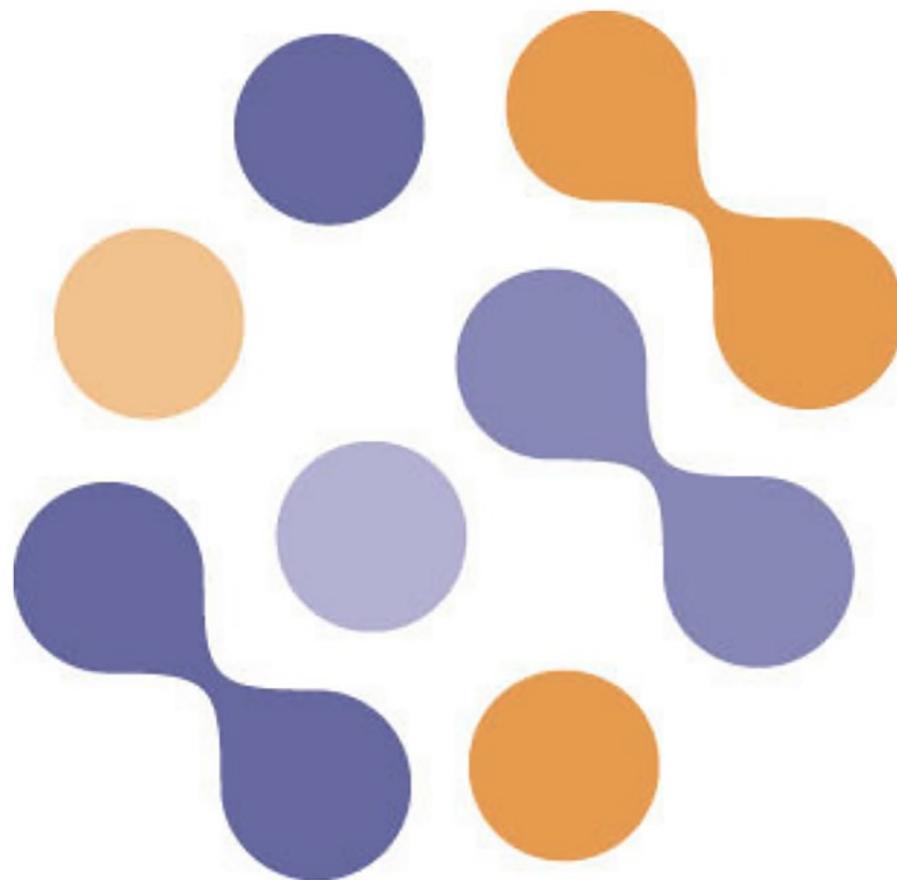
In late 2018, ELL created a Wellness Committee in order to address the needs of employees for various wellness benefits. Plans for 2019 are to address three main areas of wellness – fitness, nutrition, and mental health. The committee plans to implement on-site fitness classes as well as several lunch-and-learns regarding various topics in wellness.

In August of 2018, ELL held its second annual Wellness Fair for employees. This event hosted several organizations covering topics such as insurance, exercise resources, heart and body health, and healthy food options.



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). 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. Eurofins Lancaster Laboratories Environmental (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.



“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

Environment



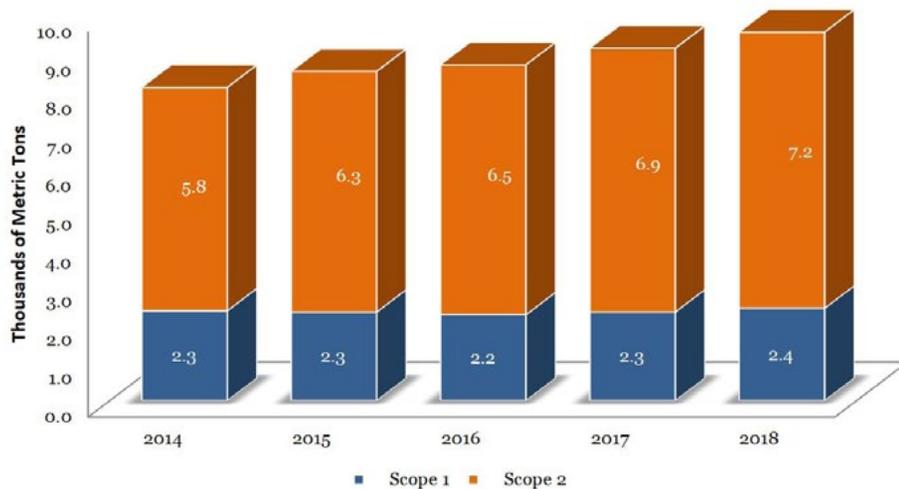
At ELL, we implement environmentally conscious choices throughout our organization in an effort to reduce our impact on the environment we all share. Our Sustainability Department and Green Team work together to reduce consumption, encourage recycling, promote conservation, and educate the workforce about improving efficiency, reducing costs, and minimizing the environmental impact of our operations.

Energy

Energy consumption is a significant aspect of our operations at ELL. This is due to many of our laboratories operating on a 24/7 schedule as well as having a large amount of lab equipment, including fume hoods, walk-in refrigerators and freezers, and several other types of instrumentation. We currently have several lab spaces using EnergyStar[®] rated equipment. Lighting also plays a key role in our energy usage. Within the past few years, we have begun to convert existing T8 bulbs to LED lighting. We plan to have all lighting converted to LED by 2021. Overall, we are gradually implementing more energy efficient lighting and equipment in order to decrease our total carbon footprint.

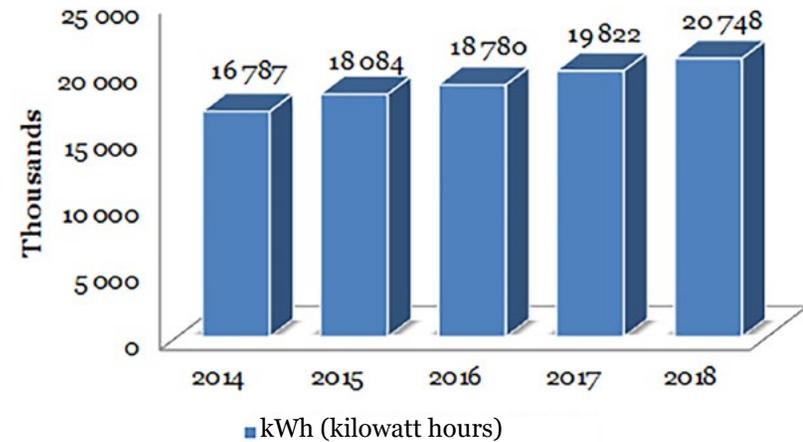
The EnergyStar Portfolio Manager[®] was utilized in order to calculate Greenhouse Gas (GHG) emissions from our energy consumption. This number includes carbon dioxide, methane, and nitrous oxide gases.

GHG Emissions

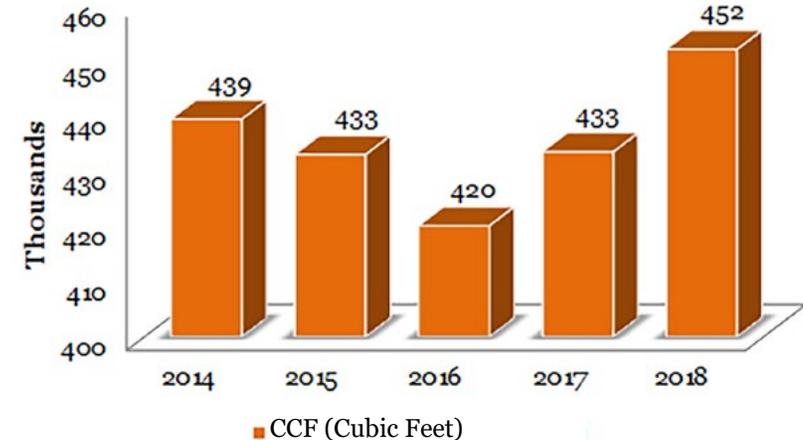


Scope 1: Direct emissions associated with onsite fuel combustion
 Scope 2: Indirect emissions from purchases of electricity, steam, and water

Electricity



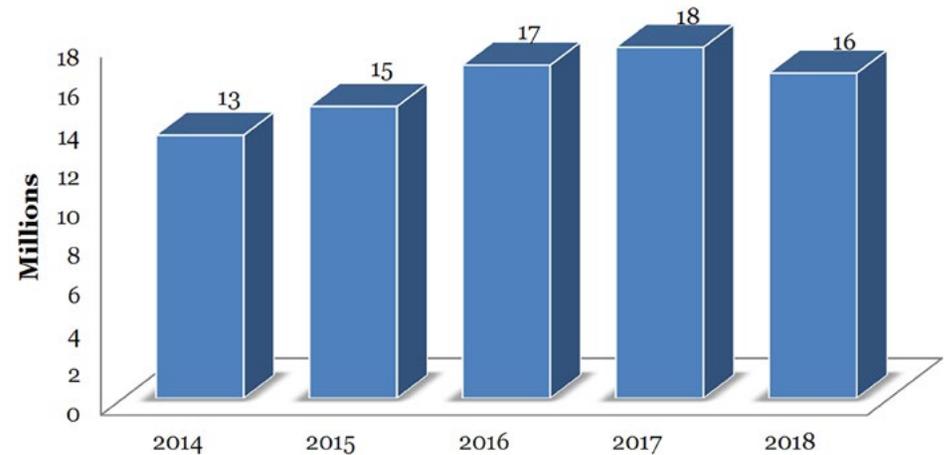
Natural Gas



Water

As a laboratory testing facility, water consumption is necessary in many of our operations due to our strict sanitary procedures and data integrity requirements. We aim to reduce our consumption as well as look for opportunities to prevent unnecessary operation of water sources. Over the past several years, we have implemented several systems to achieve this goal such as the installation of aerators on restroom sinks and foot pedals on laboratory sinks. The aerators decrease water usage because they reduce the flow rate. The foot pedals also help our efficiency because a sink cannot be left running when not in use.

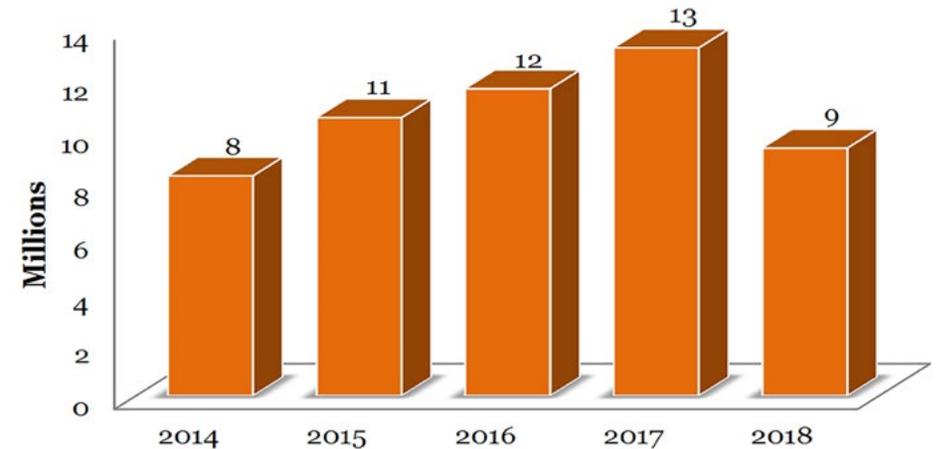
Gallons of Water



Gallons of Water and Sewage per Square Foot



Gallons of Sewage and Wastewater

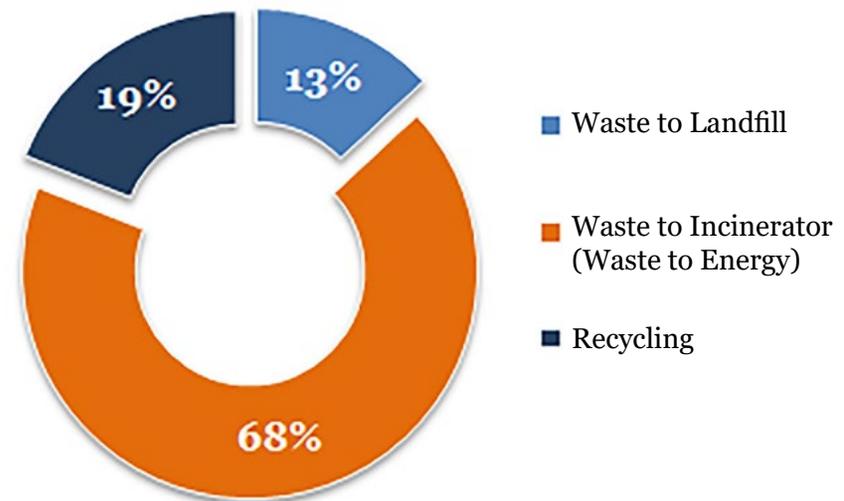


Waste

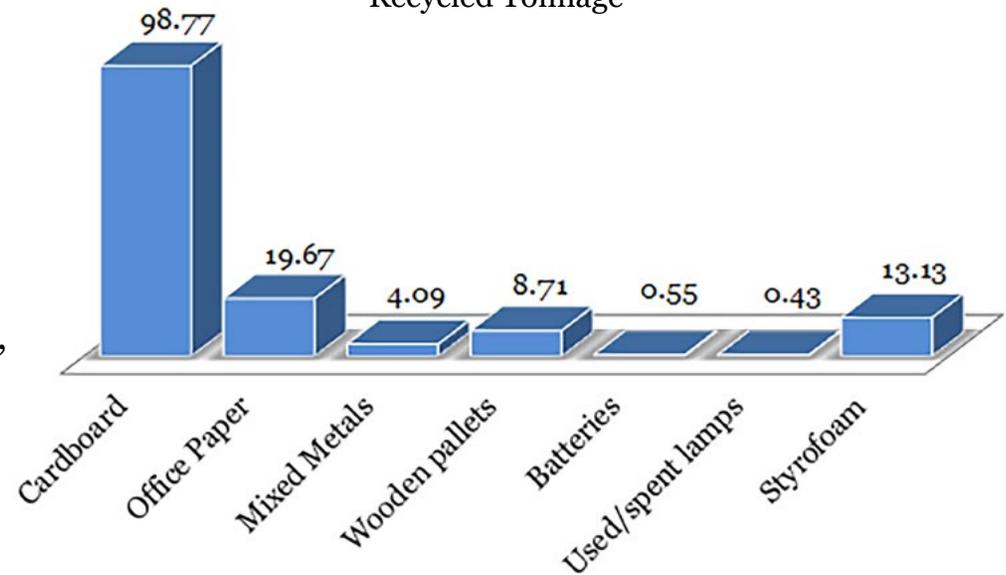
As a large laboratory testing facility with over 1,800 employees, we realize the significant amount of waste that exits our operation. Although we do not manufacture anything here, we do create waste from our lab space as well as from our on-site cafeteria. We are continuously evaluating and improving our waste management and recycling programs. As the recycling market changes, we are closely monitoring our impact of waste and recycling output as well as potential opportunities to reduce or reuse wherever possible.

In mid-2018, the U.S. recycling industry faced new, heavier restrictions imposed by the Chinese markets. The local recycling haulers were therefore forced to collect less types of material due to contamination rates. Currently, only plastic and glass bottles with a neck, corrugated cardboard, and metal food and beverage cans are accepted through the local waste hauler. Due to these changes that went into effect, we had to stop recycling some materials such as office paper and various plastics that are used in our labs. However, we continued to recycle a wide variety of other materials such as metals, pallets, batteries, lamps, and styrofoam because of various local processing businesses. In 2019, we plan to conduct a waste audit in order to find areas for improvement to recycle and divert more waste. We are also looking into partnering with an external organization to recycle various forms of plastic wrap in order to increase our recycling rate.

Waste and Recycling Output



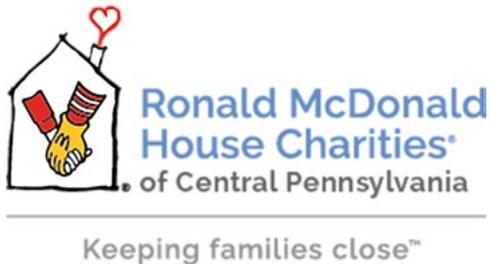
Recycled Tonnage



Recycling



ELL collects clothing and shoes for donation to Planet Aid. This global nonprofit organization either recycles the clothing or sells it to impoverished communities in order to support sustainable development. In 2018, ELL collected 5,125 pounds of clothing shoes for Planet Aid.



Magazines are collected at ELL and recycled by The Ronald McDonald House in Hershey, PA. This program not only helps the environment by diverting waste from the landfill or incinerator, but it also provides housing for out-of-town families who have seriously ill children being treated at the Penn State Children's Hospital.



Used or broken phones are collected to benefit Cellphones for Soldiers, a national nonprofit organization that provides cost-free communication services and emergency funding to active duty military members and veterans. In 2018, we collected 50 cellphones, which provided 4,200 calling minutes.



Used eyeglasses are donated to the local Lion's Club chapter. The Lion's Club is a global organization that serves the community through various volunteering efforts. Donated eyeglasses help people in need that lack access to basic eye care services. Each year, ELL donates several boxes of eyeglasses to the local chapter.



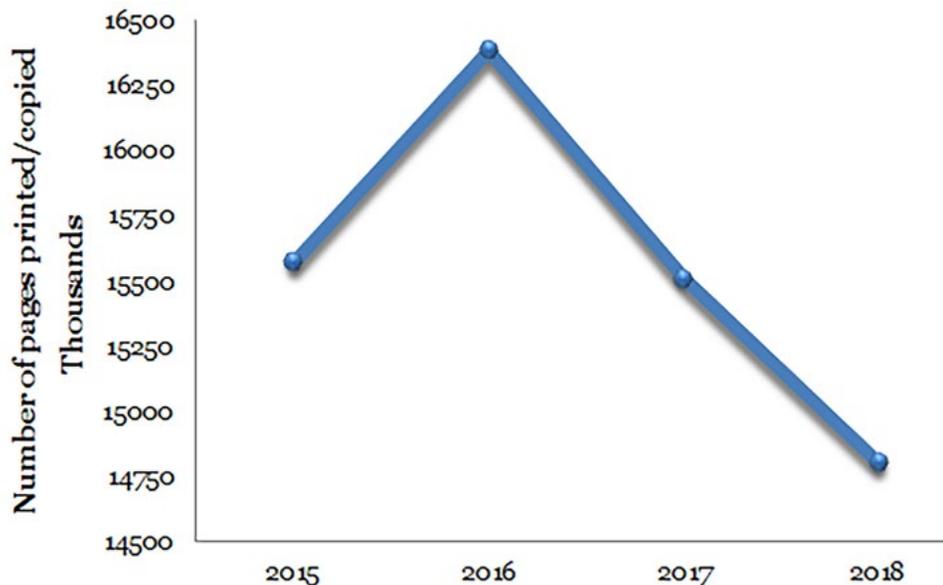
ELL partners with Millersville University to collect materials that are recycled or upcycled through TerraCycle®. ELL currently collects personal care items such as shampoo/body wash bottles, toothbrushes and toothpaste tubes, miscellaneous personal care containers, cosmetic containers, as well as Brita® and PUR® items. TerraCycle® also rewards collection programs with points that are used to raise money for various charities. ELL and Millersville's program raises money for SmileTrain, an organization that funds cleft lip and pallet surgeries for children in need. In 2018, we collected 130 pounds of materials.

Other Highlights

Paper

The Electronic Laboratory Notebook (ELN) program at ELL really started to gain traction in 2015. Since then, we have seen a significant decrease in paper usage. Laboratories have always been a very paper driven industry since raw data has historically been documented and maintained in paper notebooks. ELN eliminates the need for paper records since templates are being created to electronically capture data.

Various groups in Microbiology, Water Chemistry, Reagent Preparation, Chemistry, and Biologics are using the ELN application to document laboratory data, equipment maintenance and calibration data, as well as to record routine laboratory activities in electronic format rather than our historical practice of using a multitude of paper forms, bound into notebooks. Today, most of our laboratory operations in the biopharmaceutical division are using ELN 100% for documenting sample testing data.



Plastic Bag Recycling Challenge

One department at ELL launched a Community Heroes project in 2018 to collect plastic bags and other plastic wrap from employees. These bags were then given to Highland Elementary school who competed against other schools in Trex's Decking Plastic Film Recycling Challenge. The school that collected the most bags won a bench made from the recycled plastic film. Trex Decking takes a large range of polyethylene plastics. These are then turned into decks and railings. ELL employees turned in generous amounts of plastic bags which reduced their ecological footprint and helped a school in need.

Holiday Light Recycling

After each holiday season, ELL partners with Holiday LEDS® to recycle holiday lights. The Sustainability Team collects the lights and then ships them to Holiday LEDS®. They then shred the strands and bulbs into small pieces. These pieces are separated by component and recycled individually. This highly successful program has collected over approximately 100 lbs each year since 2017.

AUTOBrine®

ELL continues to reduce our carbon footprint by over 44,000 pounds of CO2 and \$18,000 in operational cost annually by utilizing an automatic brine delivery system that uses bulk salt to eliminate the need for dried bagged salt. The use of the AUTOBrine® system eliminates 8,367 plastic bags to the landfill each year as well as pallets and stretchwrap.





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 efficiency, reducing costs, and minimizing the environmental impact of our operations. The team was established in 2009 and currently has approximately 20 active members.



Earth Day

On April 25, 2018, ELL held its annual Earth Day event for employees. With a variety of vendors, employees were able to learn about recycling, alternative transportation, local organizations, and local land conservation efforts.

Fall/Spring Recycling Days

Biannually, ELL offers recycling days where employees are able to bring in items such as appliances and other household items to be recycled at zero cost. This saves employees time and money by eliminating a trip to LCSWMA to recycle their items.

Volunteer Fair

ELL held its second annual Volunteer Fair on August 2, 2018. At this event, employees were able to meet with organizations such as United Way, Junior Achievement, and The North Museum to learn about volunteer opportunities in the community.

America Recycles Day

The America Recycles Day event, held on November 1, 2018, hosted vendors such as Republic Services, Lancaster County Solid Waste Authority (LCSWMA), and TerraCycle in order to teach employees about the importance of reducing, reusing, and recycling.

2018 Green Team Events





The ELL Garden 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 a small group of employees who volunteer their time. The primary goal of the club is to grow fruits, vegetables, herbs, and flowers by using sustainable, organic methods. The produce is then shared with employees in our cafeteria.



S.H.A.R.E

Pollinators are essential to the health of the environment, food resources, and humans. ELL continues to be recognized by the Pollinator Partnership for having land that has native plants to protect pollinators. Our garden space is registered through the Partnership's Million Pollinator Garden Challenge. This challenge campaigns to register a million public and private gardens and landscapes to support pollinators.



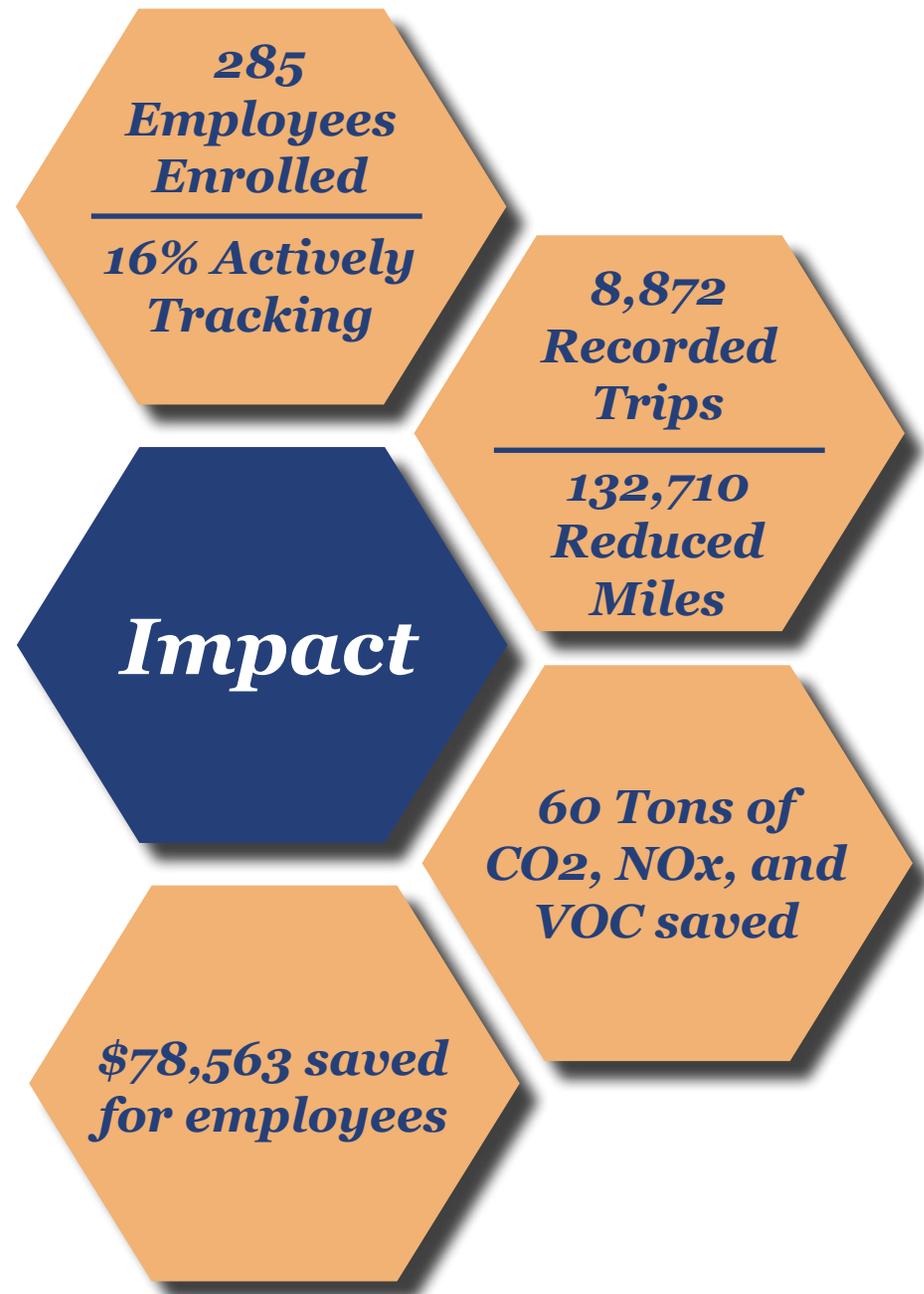
Transportation



COMMUTER SERVICES OF PENNSYLVANIA

Commuter Services is a nonprofit organization dedicated to improving the local air quality through promoting alternative travel options. They provide carpool matching, vanpool start-up assistance, and transit, biking, or walking information. ELL has been partnered with them for over 10 years.

ELL employees utilize Commuter Service's new app, Commute PA, in order to track green commutes, learn about alternative transportation options, and earn rewards for tracking green commutes. In addition to rewards earned in the app, employees are also eligible to win quarterly rewards from ELL if they utilize the app.

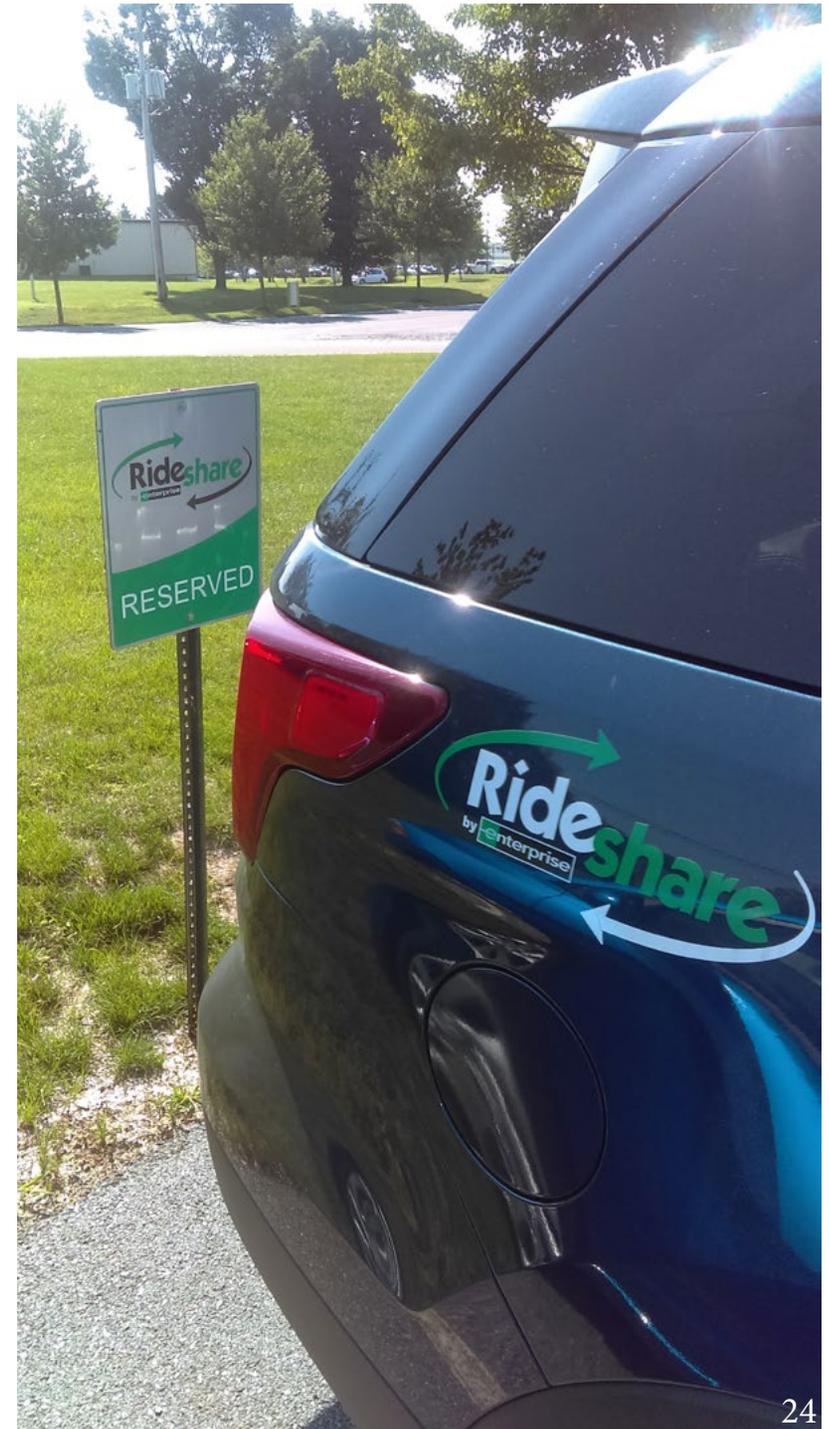


COMMUTE with



Commute with Enterprise (previously known as RideShare) is a vanpool service offered through Enterprise Rent-a-Car brand, which is owned by Enterprise Holdings, the largest car rental company in the world. Every year, this program helps to reduce traffic congestion by reducing miles driven and the total number of vehicles on the road.

ELL partners with Enterprise for both their rental car services for employee travel purposes as well as their Commute with Enterprise vanpool service. With this service, a group of employees leases a vehicle to commute to and from work. This saves the employee money as well as wear and tear on their personal vehicle. ELL currently has one running vanpool from York, PA, which eliminates six individual drivers on the road.





Best Workplaces for Commuters

In 2018, ELL was recognized as one of the Best Workplaces for CommutersSM for offering exceptional employee-provided commuter benefits that meet the National Standard of Excellence. Best Workplaces for CommutersSM is the national authority on recognizing and assisting workplaces that provide exceptional commuter benefits to employees.

By offering a range of commuter benefits such as establishing on-site bus shelters, carpooling programs and access to Emergency Ride Home programs, ELL gives its employees the support they need to get to and from work so they can be at their best. ELL is among a select group of workplaces in the United States that have committed to employee-provided commuter benefits that result in at least 14 percent of their employee base not driving alone to work within a 12-month period.

Commuter Services of PA

ELL was also awarded the Diamond STAR (Sustainable Transportation Awards Recognition) Award from Commuter Services of PA in 2018. This program recognizes employers that are taking an active approach in implementing on-site commuter benefits to help their employees. ELL was awarded the highest level because of the various benefits for employees who choose to use alternative modes of transportation.



Best Workplaces for Commuters Award Ceremony 2018

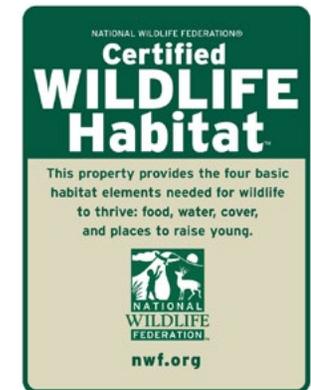
Wildlife Preservation

In the spring of 2018, the ELL facilities team built a walking path on our property. This trail protects a wetland area as well as gives us the opportunity to create a habitat on our property filled with native trees, flowers, and other vegetation. In the next several years, we will be working with the Lancaster County Conservancy, The Alliance for the Chesapeake Bay, and other organizations to assist with tree plantings and other projects to create a natural habitat.



Wildlife Certification

ELL has been recognized since 2014 by The National Wildlife Federation as having land that is a certified wildlife habitat. The National Wildlife Federation recognizes over 20,000 individuals, farms, schools, businesses, and communities that provide pollinators and other wildlife habitats.



Community



We believe it's important to be good corporate citizens and help make our communities a better place to live and work. Employees have the opportunity to volunteer through several initiatives. Employees also participate in annual fundraising and education events. ELL continues to provide corporate donations to local organizations.

Volunteering with The North Museum

The North Museum is a local science museum in Lancaster City. ELL is a sponsor for their annual Science and Technology Fair as well as their STEM Sisters program. Both of these programs align with our values to educate and inspire our schools and community to pursue careers in STEM disciplines.

STEM Sisters

The North Museum's STEM Sisters program inspires, empowers, and ignites young women's passions for careers in STEM (Science, Technology, Engineering, and Mathematics). ELL has several volunteers that are mentors in this program.

STEM Career Fairs

These fairs give students in grades 5 through 8 the opportunity to meet science professionals. This influences over approximately 4,500 students from 40 different schools. ELL provides volunteers for these fairs to talk about their career at Eurofins.

Science and Technology Fair

This fair serves as Lancaster County's only free, ISEF-affiliated science fair. The Fair is open to 7th to 12th grade students in Lancaster County. In 2018, they hosted over 300 student projects.

A group of ELL employees attend the fair every year to serve as judges for the students' projects.



Volunteering at the Lancaster YMCA

Eurofins Lancaster Laboratories partnered with the Lancaster Family YMCA as part of their summer STEM enrichment programs, bridging critical learning gaps from one school year to the next. The YMCA has robust educational summer programs, and Eurofins presented our Chemistry Magic Shows to educate kids on how exciting chemistry can be and encourage them to pursue a STEM career.

In addition to offering educational programs and chemistry magic shows at the local YMCA branches, the Y oversees the Lancaster County's Power Scholars Academy, the official summer learning loss prevention program for the School District of Lancaster, where our talented "chemagicians" performed exciting experiments much to the delight of the children.



Charitable Giving

Lancaster Science Factory

In April 2018, ELL was a sponsor for the Lancaster Science Factory's Science is Amazing Festival. We also had a table at the event where we did liquid nitrogen experiments with the visitors.

Community Action Partnership of Lancaster

In 2018, we sponsored the Community Action Partnership for their efforts to create a STEM classroom for young students. This classroom, located at Millersville University, is designed for pre-K students to be introduced to STEM at an early age.

United Way

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. In 2018, ELL raised \$46,737 for the local chapter.



Charitable Giving

Water Week

The Lancaster County Conservancy held the first annual Water Week in June 2017. This event promotes the importance of clean water in our communities and encourages residents to get involved in their watersheds. ELL was a sponsor for this event in 2017 and 2018. We look forward to being a sponsor in 2019 as well as continuing to volunteer for a Conestoga River clean-up event.



AHA Heart Walk

In September 2017 and 2018, ELL participated in the American Heart Association's annual Heart Walk. Our Eurofins team of approximately 70 employees and their families raised over \$10,000 each year. We are very proud to continue our support to the American Heart Association and their efforts to end heart disease and stroke. We are currently fundraising for future walks.

Community Heroes

Along with our corporate sponsorships, ELL also gives back to the community through Community Heroes projects. This program began in the year 2000 and has had a meaningful impact to many organizations since then. This program encourages each department in the company to collect donations or conduct a service project for an organization of their choosing. Employee volunteers are in charge of initiating and organizing the activity.



19 projects completed in 2018

Benefiting Organizations Include:

- American Cancer Society
- American Heart Association
- Animal Rescue Inc.
- Church World Services
- Families United Network
- Furever Home
- Highland Elementary School
- Kitty Colony
- Lancaster Central Market
- McCaskey Track and Field Team
- National Multiple Sclerosis Society
- Pet Pantry
- Philadelphia Children's Hospital
- Raven Ridge Wildlife Center
- Senior Commons Nursing Community



Lab Donations

As part of our mission to encourage community involvement, Eurofins Lancaster Laboratories partners with local schools and universities to donate unused lab equipment and supplies. We believe it's important to be good corporate citizens and help to make our communities a better place to live and work. Through this program, we aim to encourage classes in the STEM disciplines.

In late 2018, ELL began a partnership with Science in Motion (SIM) which is run through Elizabethtown College. There are 11 SIM programs across Pennsylvania that give students in middle school and high school access to lab equipment that is typically too expensive for schools to purchase. Elizabethtown College also works with local schools to teach the scientists of tomorrow. We plan on continuing this partnership in the future.

Student Shadowing

Throughout the year, ELL runs a student shadowing program in which high school and college students are able to visit the lab for a day and see STEM related careers in action. We have continued to increase communication to schools and students about our program and hope to see more progress in the future!



Eurofins Lancaster Laboratories Portage, Michigan

Over the past few years, ELL's site located in Portage, MI, has been getting involved in the Sustainability Program. As they do not have a formal Sustainability Program, they are making a presence in the community through their participation in our Community Heroes Project. In 2018, they conducted three service projects that benefited The Kalamazoo Gospel Mission, The Portage LGBTQ Pride Festival, and The American Cancer Society.



Data

| Employee Health and Safety | | 2014 | 2015 | 2016 | 2017 | 2018 |
|--|--------------|-----------|-----------|-----------|------------|------------|
| Employees (Lancaster Site) | Number | 1 014 | 1 379 | 1 511 | 1 755 | 1 829 |
| Eurofins Lancaster Labs Inc. | | N/A | N/A | N/A | N/A | 1 257 |
| Eurofins Lancaster Labs Environmental | | N/A | N/A | N/A | N/A | 332 |
| Eurofins Microbiology Labs Inc. | | N/A | N/A | N/A | N/A | 56 |
| Eurofins Lancaster Labs PSS | | N/A | N/A | N/A | N/A | 26 |
| Eurofins Central Labs | | N/A | N/A | N/A | N/A | 84 |
| Eurofins National Service Center US | | N/A | N/A | N/A | N/A | 74 |
| Employees (Total US Eurofins, PSS included) | Number | N/A | N/A | N/A | 6 346 | 9 042 |
| Employees (Portage, MI) | Number | N/A | N/A | N/A | 60 | 77 |
| Employee hours worked ((Total US Eurofins, PSS included) | Number | 2 974 260 | 3 865 547 | 4 944 758 | 10 969 905 | 13 285 753 |
| Employee hours worked (Lancaster site) | Number | 1 862 141 | 2 284 023 | 2 834 703 | 3 256 723 | 4 090 539 |
| Recordable incident cases | Number | 20 | 33 | 30 | 23 | 25 |
| *Total Recordable Incident Rate (TRIR) | Rate | 1.35 | 1.71 | 2 | 1.41 | 1.42 |
| Lost workday cases | Number | 4 | 12 | 6 | 3 | 4 |
| Incident rate of lost workday cases | Rate | 0.27 | 0.62 | 0.24 | 0.18 | 0.19 |
| Lost workdays | Number | 127 | 283 | 91 | 46 | 192 |
| **Experience Modification Rate (EMR) | Rate | 0.89 | 0.92 | 0.95 | 1.133 | 0.84 |
| Fatalities | Number | 0 | 0 | 0 | 0 | 0 |
| Compliance fines paid: | U.S. Dollars | | | | | |
| OSHA | | 0 | 0 | 0 | 0 | 0 |
| EPA | | 0 | 0 | 0 | 0 | 0 |
| DOT | | 0 | 0 | 0 | 0 | 0 |
| Fleet Accidents | Number | 1 | 2 | 5 | 1 | 4 |
| Tobacco use (employee smokers) | Percent | 8.6 | 7.7 | 10.6 | 4.7 | 7.8 |

Notes

*TRIR is a count of “recordable” cases

**EMR = actual loss divided by expected loss

| Social | | 2014 | 2015 | 2016 | 2017 | 2018 |
|---|-----------------------|--------|--------|------------|-------------|-------------|
| Community Involvement | | | | | | |
| United Way Campaign | U.S. Dollars | 31 889 | 41 300 | 62 482 | 45 964 | 46 737 |
| Community Heroes Projects | | | | | | |
| Lancaster | Number | 19 | 22 | 10 | 21 | 19 |
| Portage | Number | N/A | N/A | N/A | N/A | 3 |
| Volunteer Hours | Hours | 137 | 255.75 | 428 | 260 | 245 |
| Student Shadows | Number | N/A | N/A | 28 | 31 | 26 |
| Garden Produce | Pounds | 527 | 67 | 66 | 438 | 42 |
| Garden Volunteer | Hours | 227 | 69 | 32 | 106 | 60 |
| Diversity | | | | | | |
| Women On Board of Directors | Number | 0 | 0 | 0 | 0 | 0 |
| Total Workforce | Number | 1014 | 1379 | 1511 | 1755 | 1829 |
| Women In Workforce | (Number) Percent | 629 | 813 | (848) 56 | (1009) 57.5 | (1051) 57.5 |
| Total Mangement Positions | Number | 174 | 220 | 245 | 313 | 314 |
| Women in Management Positions (Manager and above) | (Number) Percent | N/A | N/A | N/A | N/A | (42) 47 |
| Age Categories (Number) Percent | | | | | | |
| Under 30 | | N/A | N/A | (605) 40 | (762) 43.5 | (733) 40 |
| 30-50 | | N/A | N/A | (598) 39.5 | (658) 37.5 | (741) 40.5 |
| Over 50 | | N/A | N/A | (308) 20 | (335) 19 | (355) 19.5 |
| Race Categories (Number) Percent | | | | | | |
| White | | N/A | N/A | (1273) 84 | (1443) 82 | (1503) 82 |
| Asian | | N/A | N/A | (83) 5.5 | (103) 6 | (111) 6 |
| African American | | N/A | N/A | (49) 3 | (55) 3 | (58) 3 |
| Hispanic | | N/A | N/A | (61) 4 | (83) 5 | (86) 5 |
| Other, Two or more races, and unknown | | N/A | N/A | (45) 3 | (71) 4 | (71) 4 |
| Supply Chain | | | | | | |
| Supplier Sustainability | % of top 50 suppliers | 78 | 78 | 72 | 64 | 54 |

| Environmental Data | | 2014 | 2015 | 2016 | 2017 | 2018 | |
|-----------------------------------|---------------------------|------------|------------|------------|------------|------------|--------|
| Water/Energy/Paper | | | | | | | |
| Water | Gallons | 13 261 000 | 14 706 500 | 16 793 060 | 17 694 372 | 16 390 006 | |
| | Gallons/Square Foot | 41.6 | 46.1 | 52.6 | 55.5 | 51.4 | |
| | Gallons/Hours Worked | 7.1 | 6.4 | 5.9 | 5.4 | 4.0 | |
| | Gallons/Employee | 13 077.9 | 10 664.6 | 11 113.9 | 10 082.3 | 8 961.2 | |
| Sewage / Wastewater output | Gallons | 8 342 000 | 10 551 000 | 11 650 000 | 13 202 398 | 9 397 000 | |
| | Gallons/Square Foot | 26.15 | 33.08 | 36.52 | 41.39 | 29.46 | |
| | Gallons/Employee/Day | 22.54 | 20.96 | 21.12 | 20.61 | 14.08 | |
| | Gallons/Employee/Year | 8 227 | 7 651 | 7 710 | 7 523 | 5 138 | |
| Natural Gas | MCF | 43 922 | 43 284 | 42 001 | 43 332 | 45 179 | |
| | MCF/Square Foot | 0.1 | 0.1 | 0.1 | 0.14 | 0.14 | |
| | MCF/Hours Worked | 0.02 | 0.02 | 0.01 | 0.01 | 0.01 | |
| | MCF/Employee | 43.3 | 31.4 | 27.8 | 24.69 | 24.70 | |
| Electric | kWh (kilowatt hours) | 16 786 800 | 18 084 000 | 18 779 600 | 19 821 800 | 20 748 000 | |
| | kWh/Square Foot | 52.6 | 56.7 | 58.9 | 62.1 | 65.0 | |
| | kWh/Hours Worked | 9.0 | 7.9 | 6.6 | 6.1 | 5.1 | |
| | kWh/Employee | 16 555.0 | 13 113.9 | 12 428.6 | 11 294.5 | 11 343.9 | |
| Paper | Number of pages printed/c | 13 965 204 | 15 577 079 | 16 389 145 | 15 513 705 | 14 809 625 | |
| | Number of pages/Employee | 13 772.4 | 11 295.9 | 10 846.6 | 8 839.7 | 8 097.1 | |
| Fleet | | | | | | | |
| Number of Vehicles | | 15 | 15 | 15 | 15 | 12 | |
| Miles | | 695 754 | 644 495 | 645 984 | 651 562 | 970 930 | |
| Gallons | | 34 387 | 34 053 | 36 959 | 38 837 | 49 016 | |
| Average MPG | | 20.2 | 18.9 | 17.5 | 17 | 19.8 | |
| Tons of CO2 per year | | Tons | 331.66 | 328.44 | N/A | 380.86 | 472.76 |
| Commuter Services | | | | | | | |
| Total Members in Commute PA | | Number | N/A | N/A | N/A | N/A | 285 |
| Active Memembers in Commute PA | | Percent | N/A | N/A | N/A | N/A | 16 |
| Recorded Trips | | Number | N/A | N/A | N/A | N/A | 8,872 |
| Reduced Emissions (CO2, Nox, VOC) | | Tons | N/A | N/A | N/A | N/A | 59.67 |

| Waste and Emissions | | 2014 | 2015 | 2016 | 2017 | 2018 |
|----------------------|----------------------|----------|----------|----------|----------|----------|
| Waste to Landfill | Tons | 111.6 | 111.2 | 145.4 | N/A* | 99.70 |
| | Tons/Employee | 0.4 | 0.5 | 0.4 | N/A | 0.05 |
| Waste to Incinerator | Tons | 314.0 | 515.3 | 467.4 | 641.67 | 517.03 |
| | Tons/Employee | 0.42 | 0.45 | 0.41 | 0.37 | 0.34 |
| TOTAL Recycling | Tons | 97.83 | 148.76 | 190.08 | 141.30 | 147.91 |
| Cardboard | Tons | 58.46 | 66.42 | 100.82 | 54.92 | 98.77 |
| Office Paper | Tons | 12.76 | 32.98 | 18.74 | 61.79 | 19.67 |
| Aluminum Scrap | Tons | 0.58 | 0.35 | 0.51 | 0.03 | 0.01 |
| Copper | Tons | 0.54 | 2.18 | 2.51 | 1.05 | 2.52 |
| Ferrous metals | Tons | 15.87 | 24.92 | 41.45 | 0.11 | 1.03 |
| Stainless Steel | Tons | 1.26 | 0.39 | 3.5 | 0.24 | 0.25 |
| Mixed metals | Tons | 0.05 | 0.1 | 0.43 | 0.12 | 0.28 |
| Wooden pallets | Tons | 8.31 | 14.18 | 12.29 | 9.65 | 8.71 |
| Batteries | Tons | 0.60 | 0.29 | 0.51 | 0.72 | 0.55 |
| Used/spent lamps | Tons | 0.15 | 0.30 | 0.34 | 0.63 | 0.43 |
| Styrofoam | Tons | 4.10 | 6.65 | 8.58 | 11.90 | 13.13 |
| Coffee/Tea | # of freshpacks | N/A | 3 300 | 2 036 | 4 843 | 6 202 |
| | Pounds | N/A | 154.3 | 95.2 | 226.4 | 292.5 |
| Clothing/Shoes | Pounds | 3 520 | 4 190 | 4 699 | 6 320 | 5 125 |
| Cellphones | Number | N/A | N/A | 41 | 126 | 50 |
| | Number of Minutes | N/A | N/A | 4 320 | 13 440 | 4 200 |
| TerraCycle | Pounds | N/A | N/A | N/A | 68 | 130 |
| Emissions | | | | | | |
| GHG Emissions | Metric Tons per year | | | | | |
| Scope 1 | | 2 332.70 | 2 298.81 | 2 230.67 | 2 301.36 | 2 399.46 |
| Scope 2 | | 5 802.80 | 6 251.20 | 6 491.60 | 6 851.90 | 7 172.10 |
| Total | | 8 135.50 | 8 550.01 | 8 722.27 | 9 153.26 | 9 571.56 |
| Facility | | | | | | |
| Facility Size | Square feet | 318 986 | 318 986 | 318 986 | 318 986 | 318 986 |

*Landfill data was not acquired in 2017