



Lancaster
Laboratories

Sustainability Report

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Community

Eurofins Lancaster Laboratories (ELL) publishes the Sustainability Report on an annual basis with the reporting period of January to December. This report covers environmental and community data for January to December 2019. The three main tiers of our reporting include Employees, Environment, and Community. 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 few years, we have begun to work with other Eurofins sites to expand the program. Some other sites are beginning to report emissions data in order to start reducing their environmental impact.

In 2017, ELL began using the U.S. Green Building Council's (USGBC) ARC platform to collect, manage, and benchmark our data. EnergyStar's® Portfolio Manager is also utilized to record data, which is connected to the ARC platform. This report utilizes this software to display our Greenhouse Gas Emissions (GHG) for electricity, natural gas, water usage, and waste output.





As businesses grow and expand their footprint, it's essential to do so in a socially responsible manner. Embracing corporate sustainability benefits people, our planet, and even the bottom line.

This year, Eurofins Lancaster Laboratories celebrates its Sustainability Program's 10th anniversary. What began as an employee-volunteer Green Team, grew into a team of full-time sustainability staff and hundreds of employees pitching in to find ways to reduce company waste, water, and energy usage.

The program also encourages and organizes on-campus and local volunteerism initiatives vital to our community's health and well-being.

In terms of the environment, we have made significant strides towards finding ways to decrease our environmental impact as well as have a positive effect in the community. For example, we remain a sponsor for the Lancaster County Conservancy's annual Water Week event, which promotes the importance of clean water and natural habitats through kayak paddles, guided hiking trips, tree plantings, and river cleanups. We've helped organize a Conestoga River clean-up for the past several years where our employees helped collect 5.5 tons of trash in just 2.5 hours at seven sites around Lancaster County.

Stepping inside our facility, our Green recycling and conservation design initiatives were strategically infused in our newest building expansion that opened in 2019 as well as significant green improvements to renovated lab and office spaces to reduce our energy usage. For example, we reduced our carbon footprint by over 25,000 pounds of CO₂ annually, implemented campus-wide recycling program, purchase new ENERGY STAR® rated equipment where possible, and are reducing water consumption through water monitoring programs and converting to LED lighting and installing motion sensors. And as part of our new 168,000 ft² expansion, we opened

an onsite Wellness Center to benefit all employees at the Lancaster site by providing fitness classes and wellness resources for employees.

Beyond our campus, we have also had great accomplishments in our community involvement and student educational programs. We continue to sponsor several STEM organizations and programs, including The North Museum's STEM Sisters and Science and Engineering Fair, The Community Action Partnership (CAP), the Lancaster Science Factory, and Junior Achievement STEM Summit to name a few. Further, we helped break ground on a new STEM learning facility at Millersville University in coordination with CAP. We also joined forces with the Lancaster County STEM Alliance to host a three-day educational Externship opportunity for 50 Lancaster County teachers, helping them better prepare students for the workforce.

At Eurofins Lancaster Laboratories, we implement conscious choices throughout our organization in an effort to reduce our impact on the environment we all share and do our best to make the world healthier and safer.

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

Neal Salerno, President of Eurofins Lancaster Laboratories, Inc.



As I reflected on what to write about in our 2019 report, I realized that the most important highlight of the year was that it was the 10th anniversary of our sustainability program in Lancaster. It has been one of the highlights of my 20 year career at ELLI to see this grass roots, employee driven effort that started as a Green Team in 2009 blossom into a program with dedicated staff and hundreds of projects that have not only benefited our site, but also our local community and the environment. Here is a small slice of some of the program accomplishments over the last 10 years.

Letter from the Director of Sustainability

- 2009 - Establishment of the Green Team. The first projects were to increase recycling awareness on campus and to enhance the existing program in order to recycle more materials (batteries, magazines, eye glasses, clothing, etc.) The Green Team is still flourishing and has approximately 10-15 active members.
- 2010 - Establishment of the Garden Club in which volunteers converted a long unused space into a productive space by growing fruits, vegetables, herbs and flowers using sustainable, organic methods to share with lab employees. The first annual Earth Day event was also held in 2010.
- 2011 - The campus was recognized as a Certified Wildlife Habitat through the National Wildlife Federation.
- 2012 - Two major pharmaceutical clients inquired to see if ELLI had a formal sustainability program and what metrics were being reported. This was the birth of the formal Corporate Social Responsibility program - our business depended on it.
- 2013 - Data was gathered for the first annual sustainability report. Stakeholders were identified and upper management committed to support the program.
- 2014 - The first annual sustainability report was published on the company website.
- 2015 - The use of Electronic Notebooks (ELN) was implemented in the laboratories which resulted in an 18% reduction of paper in the first year.
- 2016 - The first full-time Sustainability Specialist was hired. Also, ELLI made the first investment in a sustainability software platform to organize data based on various KPIs.
- 2017 - ELLI participated in and sponsored the first annual Water Week event in partnership with the Lancaster Conservancy. The event educates the community on the importance of clean water in our local watersheds.
- 2018 - The second full-time Sustainability Specialist was hired. Construction of the Walking Trail on 6 acres of green space was completed.
- 2019 - Approximately 75 employees planted over 1,000 trees in the Walking Trail green space area in partnership with the Alliance for the Chesapeake Bay. An on-campus Wellness Center was also opened.

Other fun facts from our first 10 years: Over 150 Community Heroes projects comprised of over 1,500 employee volunteer hours have benefitted our local community, 2,000 lbs. of produce has been harvested from our garden, and over 1,300 tons of materials have been recycled! If this is what we accomplished together in the first 10 years of the program, I can't wait to see what we will do in the next 10 years!

Christina Leslie, Director of Product Testing and Sustainability

Eurofins Lancaster Laboratories Lancaster, PA

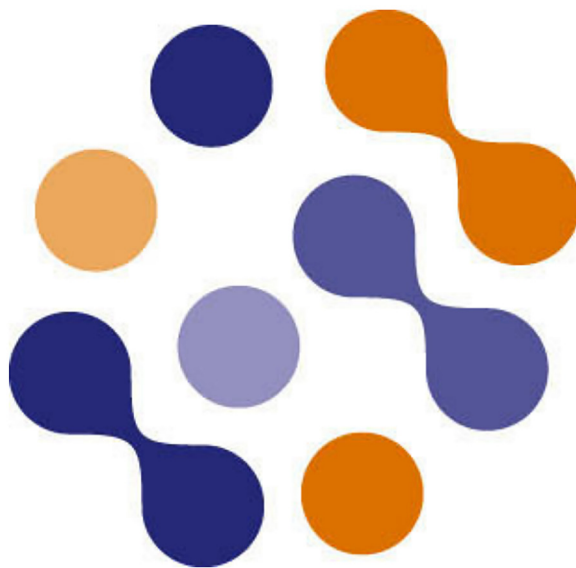
The Eurofins site located in Leola, Pennsylvania is an analytical testing facility comprised of five different business units including Eurofins Lancaster Laboratories Inc., Eurofins Lancaster Laboratories Environmental, Eurofins Medical Device Testing, Eurofins Central Labs, and Eurofins Microbiology Labs Inc. Each business unit covers testing for various clients in pharmaceuticals, genomics, food safety, environmental fields, and other consumer products.

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 Lancaster Labs Environmental

ELL 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. Through the high-capacity laboratories and extensive instrumentation, it can handle projects of virtually any scope and size and have a proven track record of successfully completing the most demanding projects for leading private-sector industrial clients and engineering and consulting companies.



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 you verify and validate your product designs; confirm safety and efficacy; and ensure user needs are met.

Eurofins Central Laboratory

As a member of Eurofins BioPharma Services, Eurofins Central Labs is a pure-play leading global central laboratory located in the United States, Netherlands, China, and Singapore, with extensive experience in Phases I-IV clinical trials, and works with top Pharma, biotech, and CROs to support drug development through laboratory testing, validation and assay development including large and small molecule Bioanalytical testing. Eurofins Central Laboratory has the informational infrastructure, project and investigator support, analytical capabilities and experience to develop and run assays in CAP/CLIA and GLP-like regulatory frameworks.

Eurofins Microbiology Labs Inc.

As a pioneer in the microbiology outsourcing industry for more than 25 years, Eurofins Lancaster Laboratories offers a comprehensive range of microbiology services with strict adherence to cGMP requirements in support all aspects of microbiology testing, including: sterile and non-sterile product testing, facility monitoring and support, microorganism identification and typing, mycoplasma testing, rapid bioburden and sterility, and particulate matter testing.

2019 Goals and Accomplishments

Increase the number of Community Heroes projects and volunteer activities by at least 10 percent from 2018.

In 2018, the Lancaster site conducted 19 Community Heroes projects. In 2019, the Lancaster site increased the number of projects by two, therefore meeting the 10 percent increase goal for a total of 21 projects.

Conduct a waste audit of the facility in order to evaluate the efficiency of our waste and recycling disposal process.

This was completed in May. The Pennsylvania Resource Council (PRC) was contracted to sort waste that was collected over a 24-hour period by our facilities and Green Team.

Begin to explore further energy efficient technology in order to decrease overall electricity and natural gas usage.

The Sustainability and Facility teams continue to explore projects that will decrease our energy usage. An energy audit was performed in 2019 in order to identify lights in labs and offices that need to be switched to LEDs. A solar analysis was also conducted for one of the small buildings on campus.

Work with The Lancaster 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.

In the spring, the ELL Garden Club planted several hundred native pollinator plants in the on-site garden. Help for the design was provided by a few Habitat Stewards from The Lancaster Conservancy. On October 19th, over 1,000 native trees and shrubs were planted around the ELL walking trail to create a forest buffer. This was possible through a partnership with The Alliance for the Chesapeake Bay and The Chesapeake Bay Foundation.

2020 Goals

1. Enhance recycling and waste infrastructure in order to increase recycling rates and decrease contamination rates. Specific goals include: (1) Create centralized waste stations and remove individual desk-side bins and see a recycling increase of 25% and (2) Begin recycling lab materials that are not currently being recycled but are accepted at the local recycling hauler and see a recycling increase of 5%.
2. Implement a formal sustainability policy related to the purchasing of supplies and utilization of vendors.
3. Enhance the company's diversity program by implementing events for observances and recognizing diversity in leadership.
4. Install at least two electric vehicle charging stations for employee use on campus and see a reduction in carbon emissions by deploying electric shuttles to replace current diesel fleet.
5. Install new green infrastructure projects on campus to improve water quality and increase biodiversity.

2022 Goals

1. Convert all existing lighting to LED in labs and office spaces to see a 10% reduction in electricity usage.
2. With the planning and installment of a new parking garage, follow guidelines for the Green Building Certification Inc.'s (GBCI) Parksmart certification in order to reduce operational costs and improve energy efficiency.

2025 Goals

1. Pilot a solar or other renewable energy project on campus in order to reduce carbon emissions from electricity usage.
2. Increase the waste diversion rate to at least 50% through the implementation of new recycling and compost programs.

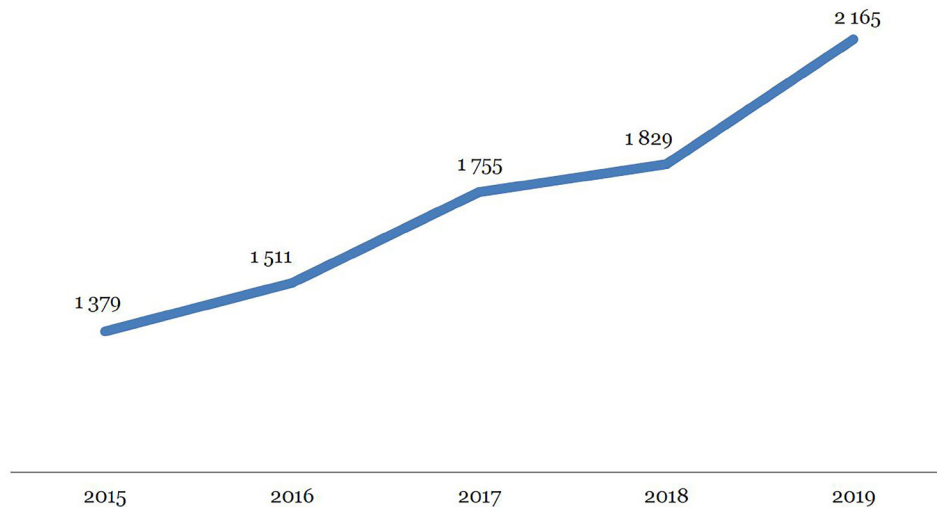


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Our Commitment

We will strive to ensure that the relationships with and between our employees are respectful, honest, safe and professional. Our businesses and all their employees should respect the different cultures, traditions, laws, and employment practices of the communities they do business in. We will share common goals in this matter and will be committed to good corporate values and ethical behavior. We will strive to recognize achievement and to create equal opportunities for all employees at all levels of our businesses. In dealing with our employees we will act in compliance with national and international regulatory requirements and laws.

Number of Employees at the Lancaster, PA Site



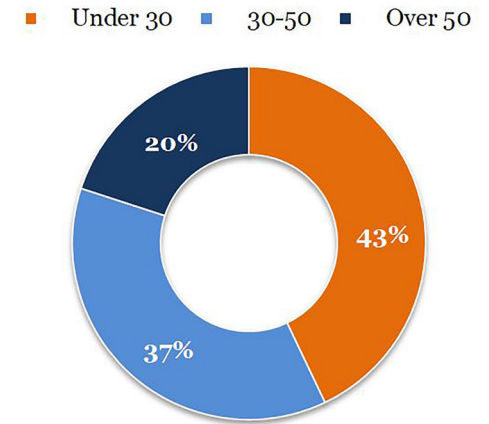
Women in the Workforce

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 among all genders in each subsidiary within Eurofins. The proportion of female employees within Eurofins was 55 percent in 2019. Women also comprised 53 percent of the management positions.

Employees

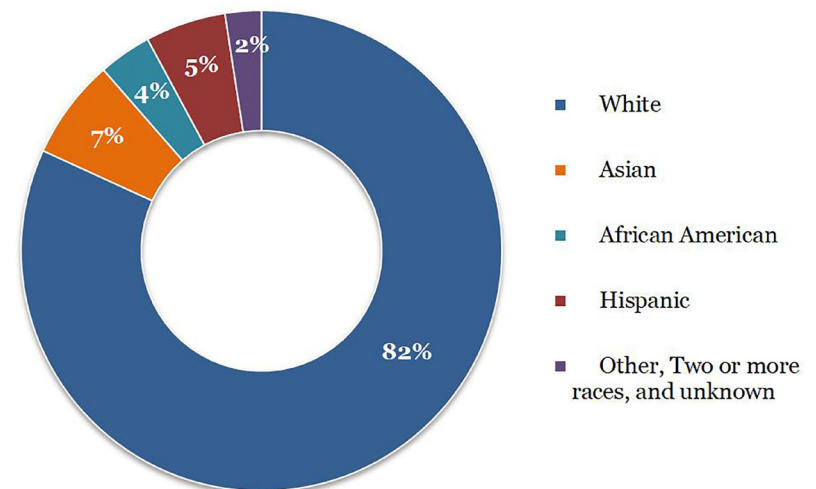
Employee Ages

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.



Diversity

Eurofins considers its workforce as the single largest 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. It is the plan for 2020 to increase diversity awareness through increased communication around nationally recognized Diversity, Equity and Inclusion observances as well as new leadership diversity training.





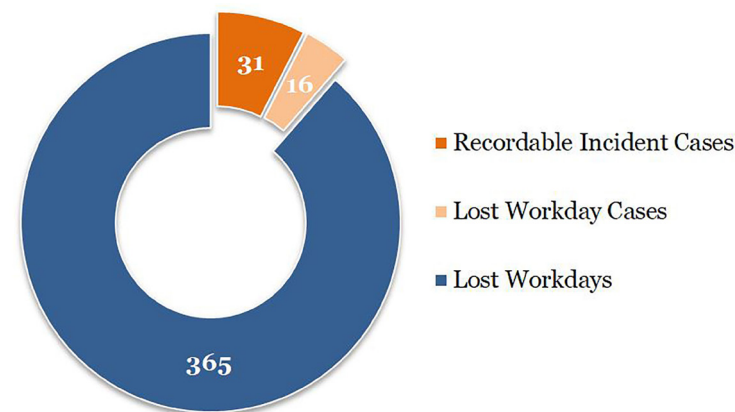
Safety will be a natural priority and a core element of all of our activities. We will strive to construct and maintain world-class safety systems across all of our operations. We will strive to ensure that our laboratories and offices are comprehensively evaluated and meet every applicable legal and regulatory requirement.

2019 was a productive year for the EHS Safety Team. The department gained employees and several large projects were completed including:

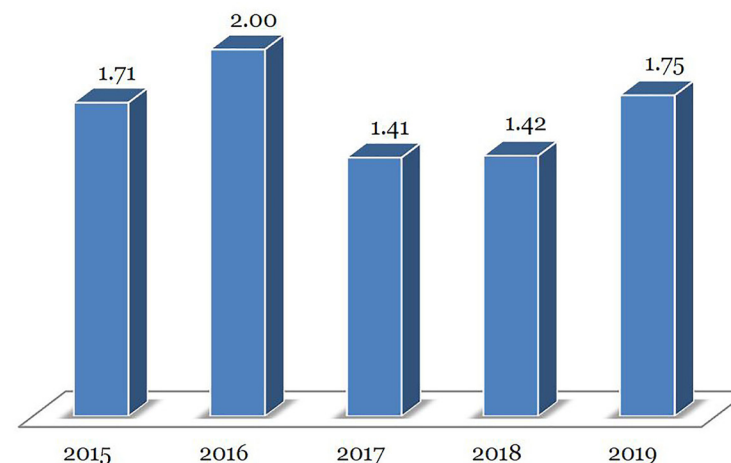
- New health screening tracking system implemented
- Implementation and management of the vision screening program
- Conversion of PIV, Radiation and Cryogenics training to an on-line program
- Needle safety committee formed and several improvements implemented
- New waste management program implemented for ELLE

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

A total of 31 incidents were recorded in 2019. This number indicates how many incidents occurred at work. The 16 lost work days indicate the days that the incident occurred. There were 365 total workdays lost due to an incident. The Total Recordable Incident Rate (TRIR) was 1.75.



Total Recordable Incident Rate



Testing for Life - Our Values and Ethics

Customer Focus <ul style="list-style-type: none">• 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	Quality <ul style="list-style-type: none">• Delivering quality in all our work; providing accurate results on time• Using the best appropriate technology and methods• Seeking to improve or change our processes for the better	<p>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</p> <p><i>“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.”</i></p> <p>- Eurofins Ethics Policy Statement</p>	<p>and Data Integrity program in cooperation with the ELLI Executive Management Staff. In this role, the Ethics Officer spearheads investigations in response to ethical submissions, and communicates program status to management. The Ethics Officer is appointed by the (ELLI) President. ELLE contracts with a third party Anonymous Ethics Hotline service. Any communications to the hotline are forwarded to the ELLE QA Director to spearhead and/or assign for investigation. Summary reports from the hotline are provided to the ELLE Vice-President.</p>
Competence <ul style="list-style-type: none">• Employing a team of talented and competent staff• Investing in training and creating good career opportunities• Recognizing and encouraging outstanding performance	Integrity <ul style="list-style-type: none">• Behaving ethically in all our business and financial activities• Demonstrating respect towards our customers and our staff• Operating responsible environmental policies		

Eurofins’ mission, vision and values set out the conditions for our long-term success and are a core part of the way we expect employees of the companies belonging to the Eurofins Group companies to conduct themselves. They include a section on integrity that underlines our commitment to ethical behavior and professionalism.

Eurofins companies are committed to conducting business in a responsible and ethical way. We support the four fundamental principles contained within the International Labor Organization (ILO) Declaration. In accordance with local legislation and practice, we will respect freedom of association, the right to collective

bargaining, employment will be freely chosen, all child labor laws will be adhered to and we will not discriminate on the basis of gender, color, ethnicity, culture, religion, age, sexual orientation, or disability. We value all of our employees, for their contribution to our business. Their opportunities for advancement will be equal, and

not influenced by considerations other than their performance and aptitude. Employees will be provided with the opportunity to develop their potential and, where appropriate, to develop their careers further within our group of companies.

SHINE

In January 2019, the Sustainability Team started promoting a wellness app, Shine by Joulebug®. This app creates a social media network around wellness actions including fitness, nutrition, civic, and eco habits. Users are able to share their actions within the Eurofins community. This app also gives ELL the ability to track offset data from actions taken by users.



121
employees enrolled

16,800 kg of CO2 diverted

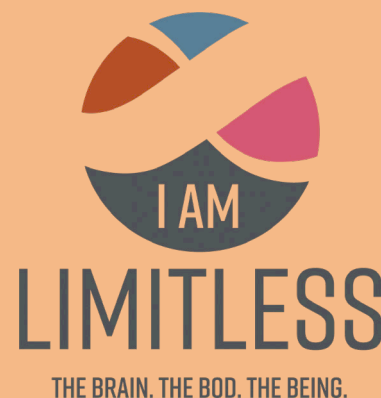
1,800 kg of waste diverted

116,000 liters of water diverted

204,400 calories burned



ELL is committed to encouraging fitness for all ages and skill levels in order to improve employee wellness. In August 2019, ELL opened an onsite Wellness Center to benefit all employees at the Lancaster Site. The center features spin bikes, pull-up bars, TRX equipment, yoga mats, free weights, and other miscellaneous equipment. ELL has also partnered with I Am Limitless, a local, women-owned business. They provide onsite fitness classes for employees.



Wellness Committee

The ELL Wellness Committee is responsible for addressing the wants and needs of employees for nutrition, fitness, and mental health benefits. Over the past year, the committee has hosted several guest speakers to present on various wellness topics for employees. The committee also held the third annual Wellness Fair. This event hosted several organizations covering topics such as financial wellness, exercise resources, physical health, and healthy food options.

Wellness Programs

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.



E N V I R O N M E N T

Tracking our Energy

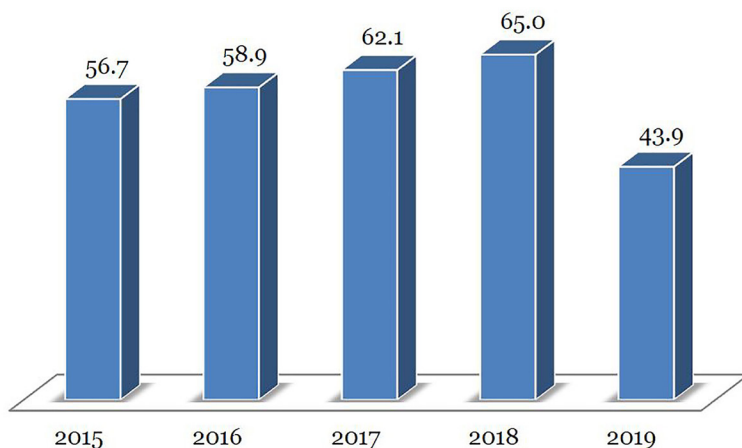
In the beginning of 2019, the latest building expansion came online. The 168,000 square foot building comprises of several energy-efficient technologies. First, it utilizes the most recent LED technology and controls throughout the entire building. Sensors and dimmers are also installed in conference rooms in order to reduce usage.

In addition to lighting, all exhausted air is run through a heat recovery coil which then utilizes the gained warm/cool air to pre-condition the lab make-up air handlers. This reduces the overall energy requirement on the heating and cooling system as energy is extracted from lab exhaust that is being discharged to the atmosphere.

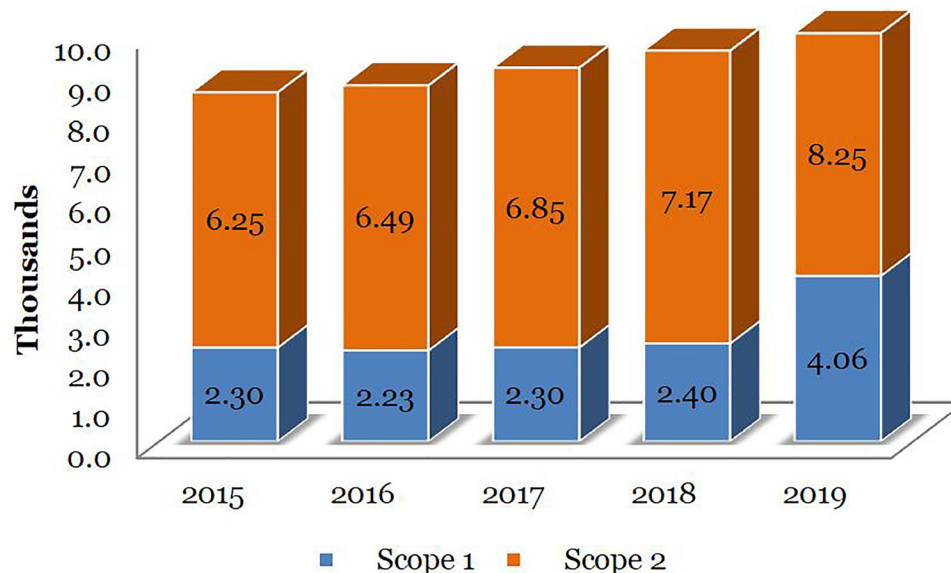
Due to building expansion, we continue to see an increase in electricity and natural gas usage. However, because of the utilization of new energy technology, we are beginning to see a decrease of usage per square foot in electricity usage. We are continually renovating old lab and office areas and replacing outdated equipment with new and more efficient technology.

In April 2019, the Sustainability Team completed a light audit of the entire facility with a third-party lighting provider. This audit provided Eurofins with the cost savings of switching to LEDs compared to using fluorescent bulbs.

Electricity per Square Foot (kWh)

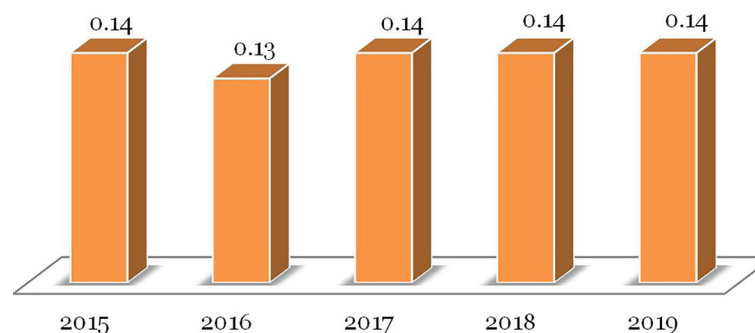


GHG Emissions (Metric Tons)



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

Natural Gas per Square Foot (MCF)



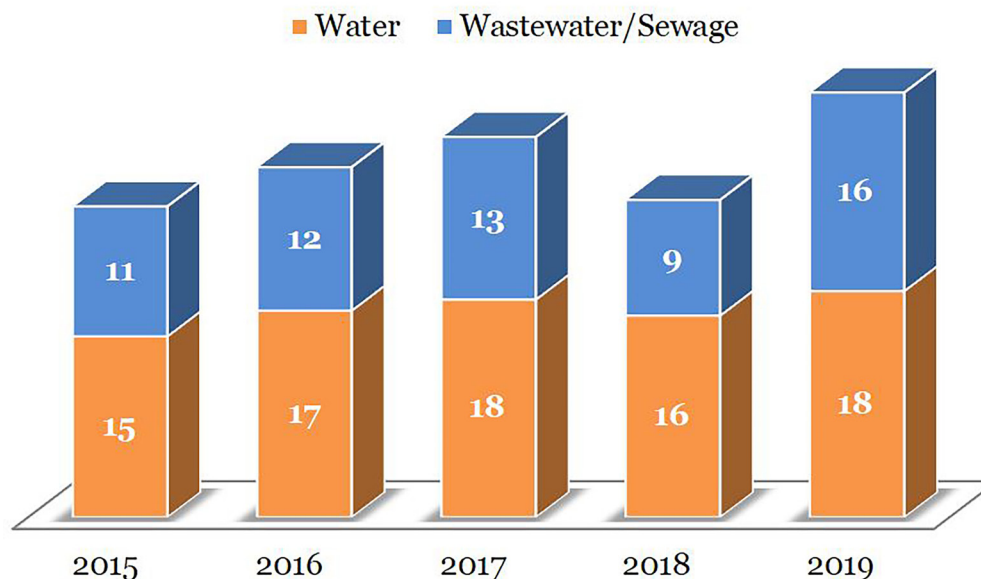
Water Usage

Along with energy, water efficiency projects are also being put in place. In the new building, magnetic chillers were installed. These chillers provide a high efficiency cooling solution over conventional screw and centrifugal chiller technology. The cooling towers (tied to the chillers) are high efficiency due to the fan technology that maximizes the cooling capacity of the water that is utilized for cooling. We capture all the water that hits the almost one acre rooftop and use this water as part of our cooling process.

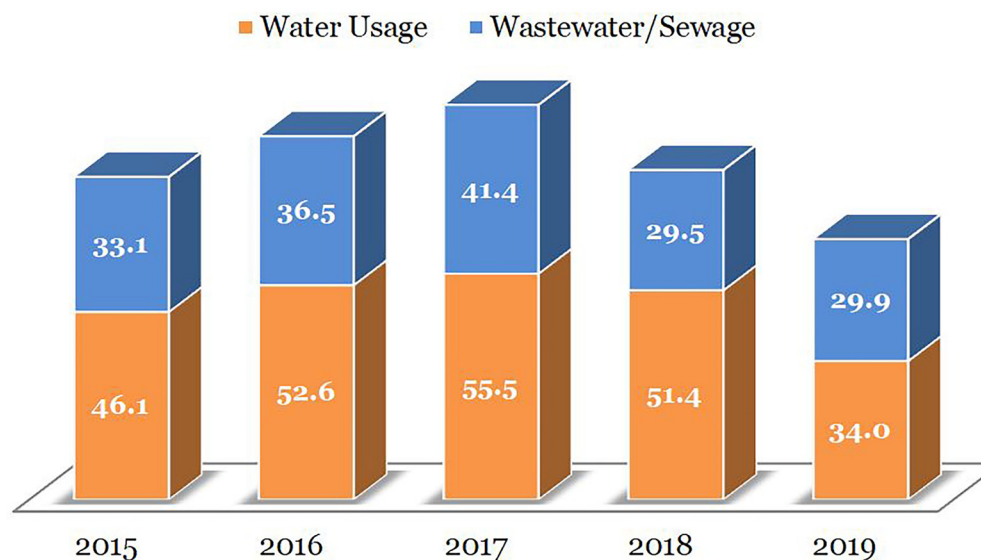
We have also installed banks of high efficiency condensing boilers for hot water generation which operate in the 90-95 percent efficiency range. Banking allows a wide range of utilization which provides with a wide turn-down range.

Finally, we have reduced our water usage in restrooms. All newly renovated or installed faucets utilize motion sensing technology and appliances are low flow or ultra-low flow to minimize water use.

Gallons of Water and Sewage (Millions)



Gallons of Water and Sewage per Square Foot

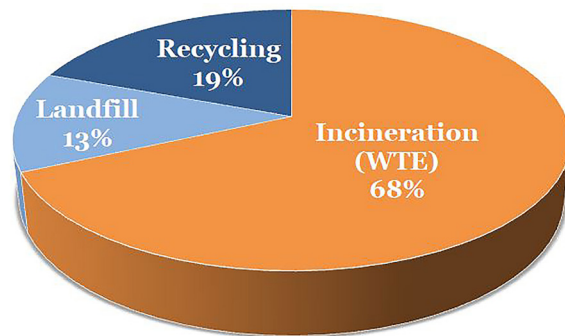


Diverting our Waste

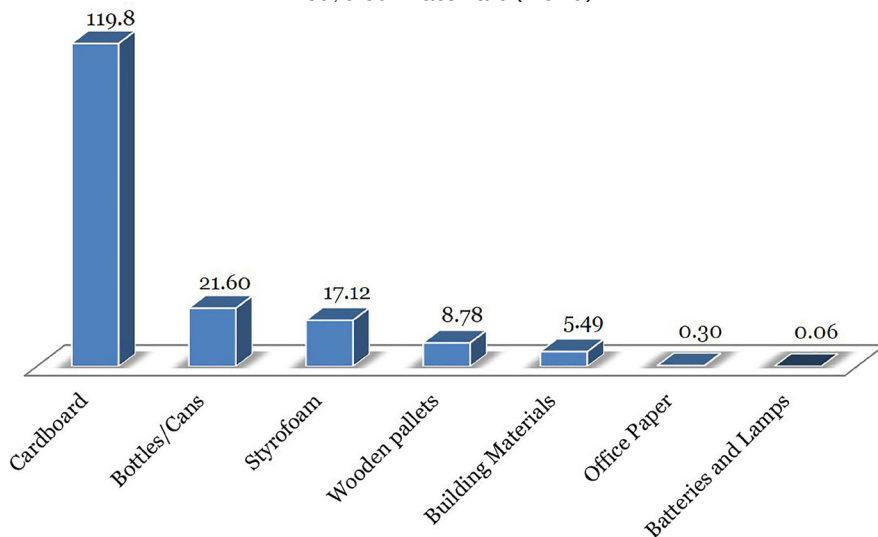
As a large laboratory testing facility with over 2,000 employees, we realize the significant amount of waste that exits our operation. Although we do not manufacture anything, we do create waste from our lab and office space, as well as from our on-site cafeteria.

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.

Waste and Recycling Output



Recycled Materials (Tons)



In May, the Sustainability Team and the Green Team worked with the Pennsylvania Resource Council (PRC), a third-party waste management organization, to conduct a waste audit of the facility. The objective of the audit was to obtain a baseline measurement of ELL's existing waste diversion program and to make improvements to increase the diversion rate and reduce waste overall. The waste collection was generated over a 24-hour period for non-hazardous waste and recycling. Waste was collected throughout several buildings as well as from the on-site cafeteria. Through this waste audit, we gathered valuable information about our waste and recycling and are now able to make quantitative reduction goals for the future.

In June, ELLI began recycling polyethylene plastic material through Trex, a decking manufacturer. Trex uses this flexible plastic to make composite decking materials and benches. From June to December, shipping and receiving diverted 300 pounds and employees brought in over 700 pounds of plastic, totaling over 1,000 pounds.



102 cell phones donated which provided 8,568 calling minutes for soldiers



Several boxes of eyeglasses to be donated to the local Lion's Club



Ronald McDonald House Charities® of Central Pennsylvania

Keeping families close™

Hundreds of magazines recycled to benefit the environment and children at the Hershey Medical Center



160 pounds of personal care items and water filters diverted from incineration or landfill



Planet Aid® For the Environment. For People

8,960 pounds of clothing and shoes collected to benefit impoverished communities and local clothing drives



1,000 pounds of plastic waste collected to be upcycled into decking material



For the second year, ELL was recognized as one of the Best Workplaces for CommutersSM for offering exceptional employer-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 with a sustainable solution for commuting. ELL is among a select group of workplaces in the United States that have committed to commuter benefits that result in at least 14 percent of their employee base not driving alone to work within a 12-month period.

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 employees utilize Commuter Service's app, Commute PA, in order to track green commutes and learn about alternative transportation options. Commuter Services appreciates the productive

partnership with ELL over the past 12 years. Providing employees incentive-driven options to make green choices when commuting into work not only has a positive impact on our regional air quality, it demonstrates ELL's interest in ensuring employees feel a sense of pride in their employer. ELL looks forward to continuing to make a difference, and encouraging employees to shift modes from driving alone to opting for environmentally friendlier options.

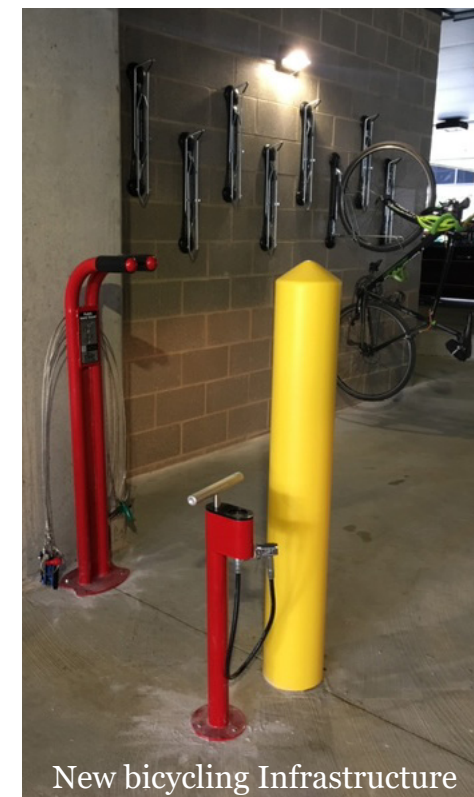
**82 Active Members in
Commute PA**

6, 781 Recorded Trips

94,091 Reduced Miles

**42 Tons of CO₂, NO_x, and
VOC saved**

**\$54,573 saved for
employees**



New bicycling Infrastructure



ELL Sustainability, Commuter Services, The Common Wheel, and Enterprise at annual Earth Day Event

Creating Habitat for our Future

As we continue our growth as a business, we also remain committed to our environmental stewardship initiatives.

Through a partnership with The Alliance for the Chesapeake Bay and the Chesapeake Bay Foundation, ELL received a grant to plant over 1,000 native trees and shrubs around our walking path. This was a great opportunity to create a native habitat and improve water quality in our streams. Over the next several years, this area will transform into a lush forest buffer. In October, we had approximately 75 Eurofins volunteers plant the trees.

Because of this planting, ELL also received a “buffer bonus” from the Alliance which will allot us \$20,000 for projects to improve water quality. This can include tree maintenance, rain garden installation, or other green infrastructure projects.

ELL has also been recognized since 2011 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.



BioBlitz

The ELL Sustainability Team conducted a BioBlitz on our new walking trail in June. We were joined by about 30 Eurofins volunteers as well as experts from Millersville University and The Lancaster Conservancy. The purpose of the BioBlitz was to identify both native and invasive species of plants, insects, mammals, birds, amphibians, and reptiles. This allowed us to identify the native species that we want to keep as well as non-native and invasive plants that need to be removed. A macroinvertebrate survey was also conducted in order to determine the health of the stream in the area. The area is currently a biodiverse environment but in the future we hope to create an even better habitat for native species.





In 2019, ELL held two donation drives for The Common Wheel, a local bicycle shop. Bikes ranged from children's tricycles to adult mountain bikes. The Common Wheel's various programs refurbish used bikes and provide them free of charge to community members in need. This year ELL employees donated 26 bikes to support these programs!

Annual Green Team Events

Earth Day

America Recycles Day

Recycling Collections

Bike Drive

Green Ice Melt Sales

2019 Green Team Projects

Recycling Campaigns

Campus Waste Audit

Walking Trail BioBlitz

Tree Planting

River Clean-up with the Lancaster Conservancy

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 10 - 15 active members. Projects in 2019 included, conducting a waste audit of the facility, hosting a BioBlitz to identify species on our walking trail, planting over 1,000 trees on campus, and holding various recycling events.





Eurofins Lancaster Laboratories Garden Club



67
pounds used
in the cafe



167
pounds of
produce
harvested



183
volunteer
hours

Since 2010, ELL has taken unused space and transformed it into a productive garden space. Our 1,400 square foot campus garden has greatly improved over the past few years. Maintained by our Garden Club, the garden consists of vegetables, fruits, herbs, as well as several native pollinator species.

In order to create habitat and increase diversity on ELL's campus, over 1,000 plant saplings were planted including Black-Eyed Susans, Mountain Mint, Sweet Joe-Pye Weed, Butterfly Weed, Sunflowers, Little Bluestem, Wild Bergamot, Stiff Goldenrod, Aromatic Aster, Whorled Milkweed, and Evening Primrose.





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Volunteering in the 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.

YMCA Camps

For the second year, 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 the Chemistry Magic Shows to educate kids on how exciting chemistry can be and encourage them to pursue a STEM career.



Junior Achievement

Junior Achievement (JA) is a national non-profit that works to educate and inspire students of many ages through school programs and events. Financial, career-based, and STEM summits are available for volunteers to participate in. In September, six of our employees volunteered for the STEM Summit at the local high school, Conestoga Valley.



Science Factory

For the past two years, ELL has been a sponsor for the Lancaster Science Factory's Science is Amazing Festival. We also had a table at the event where we did chemistry experiments with the visitors.



The North Museum

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

sponsor, ELL employees also volunteer for their various STEM programs. ELL continued supporting the annual Science and Engineering Fair by sending seven employees to judge middle and high school projects. This fair impacts over 400 students each year in Lancaster County and encourages them to pursue education and research in the STEM fields.



Lancaster Conservancy's Water Week

For the third year, the Lancaster Conservancy held its annual Water Week to promote the importance of clean water and native habitats. This event continues to have a great impact on the community by connecting education, businesses, and natural land. Eurofins has been a sponsor as well as had a representative serve on the planning committee for all three

years and plans to continue sponsorship and participation. Eurofins also had several employees volunteer in the Conestoga River Clean-up event during the week. We are proud to support the Conservancy in their efforts to preserve land and protect our valuable natural resources here in Lancaster County.



AHA Heart Walk

For the third year, ELL participated in the American Heart Association's annual Heart Walk with approximately 20 walkers. This walk is designed to raise awareness and funds for research to prevent heart disease and strokes. Our Eurofins team has raised over \$25,000 over the past three years. We are very proud to continue our support to the American Heart Association and their efforts to end heart disease and strokes.



Community Heroes

ELL employees gives back to the community through Community Heroes projects. These projects are focused on enriching our communities by raising funds or collecting items to benefit a non-profit organization.

In 2019, employees completed 21 projects benefiting 15 different organizations. Notable projects include raising over \$2,000 for Charlie's Crusaders Pet Rescue through a food sale by the Pharmaceutical Product Testing department, donating \$3,820 to the American Heart Association's Heart Walk by various departments, and raising \$900 for The Trevor Project by multiple

departments. Employees also donated items such as household goods to benefit refugees through Church World Service by the Sustainability Department, an Angel Tree by the Recruiting Department, and Mascara Wands for Wands for Wildlife by Shipping and Receiving.

The Community Heroes projects gives employees an opportunity to give back to organizations they care about by joining together over baked goods, sub sales, ice cream, water balloon fights, and collecting items to help our neighbors.



Charitable Giving

Along with volunteering efforts, Eurofins Lancaster Labs also supports local STEM education, environmental organizations, and other community services through charitable giving. In 2019, we supported the following organizations and programs:

STEM Education

The North Museum's Science and Engineering Fair and STEM Sisters

The Lancaster Science Factory's Science is Amazing Festival

Community Action Partnership of Lancaster's (CAP) STEM Classroom

Environmental Organizations

Lancaster Conservancy's Water Week

Community Services

United Way of Lancaster

Local EMS and Fire Companies

Lancaster County Industrial Safety Council

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. Through this program, we aim to encourage classes in the STEM disciplines. ELL continues to partner with Science in Motion (SIM), an organization that provides high schools with lab



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 careers in action. In 2019, we had a total of 34 students visit the lab, which is a four percent increase from 2018. We have continued to increase communication to schools and students about our program and hope to see more progress in the future!

equipment that is typically too expensive for schools to purchase. The local SIM program is run through Elizabethtown College. ELL has donated several pieces of equipment and supplies over the past year to the local program. In 2019, ELL donated over \$8,000 worth of laboratory instruments and supplies to the program.



Teaching the Teachers

Eurofins Lancaster Laboratories joined forces with the Lancaster County STEM Alliance to hold a three-day educational opportunity for 50 teachers, helping them to better prepare students for the workforce. During the STEM Teacher Externship in August, teachers experienced hands-on laboratory testing, engaged with the company's top biopharmaceutical and environmental scientists, and gained valuable, tangible industry knowledge to share with their students.

Each year the Lancaster County STEM Alliance partners with a company to provide educators with an exciting work-embedded professional learning experience and valuable takeaways to use in their classrooms. Further, learning about the many STEM jobs available in Lancaster County helps educators equip their students to enter an ever changing job market. The Externship's goal is to bring teachers and industry closer together and to help educators better understand the workforce their students will enter.

The program endeavors to provide teachers with the tools to prepare their students for success in a rapidly changing and increasingly technical workplace. The Lancaster County STEM Alliance is a group of individuals and organizations who share a vision for STEM. They believe, as a hub for STEM literacy and experiential learning, Lancaster County will attract and retain visionary job creators, inspire learners of all ages to achieve academic excellence, and engage all in building a prosperous future.



Lancaster Laboratories Current Data		Units	2015	2016	2017	2018	2019
Employee Health and Safety							
Employees (Lancaster Site)	Number		1 379	1 511	1 755	1 829	2 092
Eurofins Lancaster Labs Inc.	Number		N/A	N/A	N/A	1 257	1 455
Eurofins Lancaster Labs Environmental	Number		N/A	N/A	N/A	332	323
Eurofins Microbiology Labs Inc.	Number		N/A	N/A	N/A	56	59
Eurofins Lancaster Labs PSS	Number		N/A	N/A	N/A	26	31
Eurofins Central Labs	Number		N/A	N/A	N/A	84	96
Eurofins National Service Center US	Number		N/A	N/A	N/A	74	229
Employees (Total US Eurofins, PSS included)	Number		N/A	N/A	6 346	9 042	2 196
Employees (Portage, MI)	Number		N/A	N/A	60	77	86
Employee hours worked (Total US Eurofins)	Number		3 865 547	4 944 758	10 969 905	13 285 753	17 151 507
Employee hours worked (Lancaster site)	Number		2 284 023	2 834 703	3 256 723	4 090 539	3 535 941
Recordable incident cases	Number		33	30	23	25	31
*Total Recordable Incident Rate (TRIR)	Rate		1.71	2	1.41	1.42	1.75
Lost workday cases	Number		12	6	3	4	16
Incident rate of lost workday cases	Rate		0.62	0.24	0.18	0.19	0.90
Lost workdays	Number		283	91	46	192	365
**Experience Modification Rate (EMR)	Rate		0.92	0.95	1.133	0.84	1.2
Fatalities	Number		0	0	0	0	0
Compliance fines paid:							
OSHA	U.S. Dollars		0	0	0	0	0
EPA	U.S. Dollars		0	0	0	0	0
DOT	U.S. Dollars		0	0	0	0	0
Fleet accidents:							
Accidents	Number		2	5	1	1	4
Tobacco use (employee smokers)	Number		106	160	82	142	84
	Percent		7.7	10.6	4.7	7.8	4.0

Notes

*TRIR is a count of “recordable” cases

**EMR = actual loss divided by expected loss

Social		2015	2016	2017	2018	2019
Community Involvement						
United Way Campaign	U.S. Dollars	41 300	62 482	45 964	46 737	60 000
Community Heroes Projects						
Lancaster	Number	22	10	21	19	23
Portage	Number	N/A	N/A	N/A	3	3
Volunteer Hours	Hours	255.75	428	260	245	268
Student Shadows	Number	N/A	28	31	26	34
Garden Produce	Pounds	67	66	438	42	167
Garden Volunteer	Hours	69	32	106	60	183
Diversity						
Women On Board of Directors	Number	0	0	0	0	0
Total Workforce	Number	1379	1511	1755	1829	2092
Women In Workforce	(Number) Percent	813	(848) 56	(1009) 57.5	(1051) 57.5	(1184) 54.7
Total Mangement Positions	Number	220	245	313	314	336
Women in Management Positions (Group Leader and Above)	(Number) Percent	N/A	N/A	N/A	(42) 47	(179) 53.3
Age Categories	(Number) Percent					
Under 30		N/A	(605) 40	(762) 43.5	(733) 40	(898) 42.9
30-50		N/A	(598) 39.5	(658) 37.5	(741) 40.5	(776) 37.1
Over 50		N/A	(308) 20	(335) 19	(355) 19.5	(418) 20.0
Race Categories	(Number) Percent					
White		N/A	(1273) 84	(1443) 82	(1503) 82	(1676) 80.1
Asian		N/A	(83) 5.5	(103) 6	(111) 6	(138) 6.6
African American		N/A	(49) 3	(55) 3	(58) 3	(73) 3.5
Hispanic		N/A	(61) 4	(83) 5	(86) 5	(111) 5.3
Other, Two or more races, and unknown		N/A	(45) 3	(71) 4	(71) 4	(50) 2.4
Ethics and Supply Chain						
Supplier Sustainability	% of top 50 suppliers	78	72	64	54	74
Ethics Training	Percent	96	97	89	99	100

Environment		2015	2016	2017	2018	2019
Water/Energy/Paper/Fleet						
Water	Gallons	14 706 500	16 793 060	17 694 372	16 390 006	18 386 914
	Gallons/Square Foot	46.1	52.6	55.5	51.4	34.0
	Gallons/Hours Worked	6.4	5.9	5.4	4.0	5.2
	Gallons/Employee	10 664.6	11 113.9	10 082.3	8 961.2	8 789.2
Sewage / Wastewater output	Gallons	10 551 000	11 650 000	13 202 398	9 397 000	16 125 117
	Gallons/Square Foot	33.08	36.52	41.39	29.46	29.86
	Gallons/Employee/Day	20.96	21.12	20.61	14.08	21.12
	Gallons/Employee/Year	7 651	7 710	7 523	5 138	7 708
Natural Gas	MCF	43 284	42 001	43 332	45 179	74 428
	MCF/Square Foot	0.14	0.13	0.14	0.14	0.14
	MCF/Hours Worked	0.02	0.01	0.01	0.01	0.02
	MCF/Employee	31.39	27.80	24.69	24.70	35.58
Electric	kWh (kilowatt hours)	18 084 000	18 779 600	19 821 800	20 748 000	23 679 300
	kWh/Square Foot	56.7	58.9	62.1	65.0	43.9
	kWh/Hours Worked	7.9	6.6	6.1	5.1	6.7
	kWh/Employee	13 113.9	12 428.6	11 294.5	11 343.9	11 319.0
Paper	Number of pages printed/copied	15 577 079	16 389 145	15 497 259	14 980 182	13 061 159
	Number of pages/Employee	11 295.9	10 846.6	8 839.7	8 097.1	6 243.4
Fleet						
Number of Vehicles	Number	15	15	15	12	18
Miles	Number	644 495	645 984	651 562	970 930	1 040 462
Gallons	Number	34 053	36 959	38 837	49 016	48 253
Average MPG	MPG	18.9	17.5	17	19.8	21.5
MTCO ₂ per year	Metric Tons	328.44	N/A	345.00	428.89	422.20
Commuter Services						
Total Members in Commute PA	Number	N/A	N/A	N/A	285	335
Active Memembers in Commute PA	Percent	N/A	N/A	N/A	16	82
Reduced Emissions (CO ₂ , Nox, VOC)	Tons	N/A	N/A	N/A	59.67	42.24
Reduced Miles	Number	N/A	N/A	N/A	132 710	94 091
Money Saved	U.S. Dollars	N/A	N/A	N/A	\$78 563	\$54 573

Environment		2015	2016	2017	2018	2019
Waste						
Waste to Landfill	Tons	111.2	145.4	N/A	99.70	110.60
	Tons/Employee	0.5	0.4	N/A	0.05	0.05
Waste to Incinerator	Tons	515.3	467.4	641.67	517.03	610.59
	Tons/Employee	0.45	0.41	0.37	0.34	0.29
TOTAL Recycling		148.76	190.08	141.30	166.95	173.11
Mixed Office (Bottles/Cans)	Tons - Estimate	N/A	N/A	N/A	21.60	21.60
Cardboard	Tons	66.42	100.82	54.92	98.77	119.76
Office Paper	Tons	32.98	18.74	61.79	19.67	0.3
Aluminum Scrap	Tons	0.35	0.51	0.03	0.01	0.88
Copper	Tons	2.18	2.51	1.05	2.52	1.44
Ferrous metals	Tons	24.92	41.45	0.11	1.03	1.84
Stainless Steel	Tons	0.39	3.5	0.24	0.25	1.22
Mixed metals	Tons	0.1	0.43	0.12	0.28	0.11
Wooden pallets	Tons	14.18	12.29	9.65	8.71	8.78
Batteries	Tons	0.29	0.51	0.72	0.55	0.04
Used/spent lamps	Tons	0.30	0.34	0.63	0.43	0.02
Styrofoam	Tons	6.65	8.58	11.90	13.13	17.12
Coffee/Tea	# of freshpacks	3 300	2 036	4 843	6 202	6 281
	Pounds	154.3	95.2	226.4	292.5	295.2
Clothing/Shoes Planet Aid	Pounds	4 190	4 699	6 320	5 125	8 960
	Tons	2.10	2.35	3.16	2.56	4.48
Cellphones	Number	N/A	41	126	50	102
	Number of Minutes	N/A	4 320	13 440	4 200	8 568
TerraCycle	Pounds	N/A	N/A	68	130	160
Plastic Film - TREX	Pounds	N/A	N/A	N/A	N/A	1 018
Emissions						
CO2 Emissions	Metric Tons					
Scope 1		2 298.81	2 230.67	2 301.36	2 399.46	4 055.65
Scope 2		6 251.20	6 491.60	6 851.90	7 172.10	8 253.60
Total		8 550.01	8 722.27	9 153.26	9 571.56	12 309.25
Facility						
Facility Size	Square feet	318 986	318 986	318 986	318 986	540 000