

Corporate Social Responsibility & Sustainability

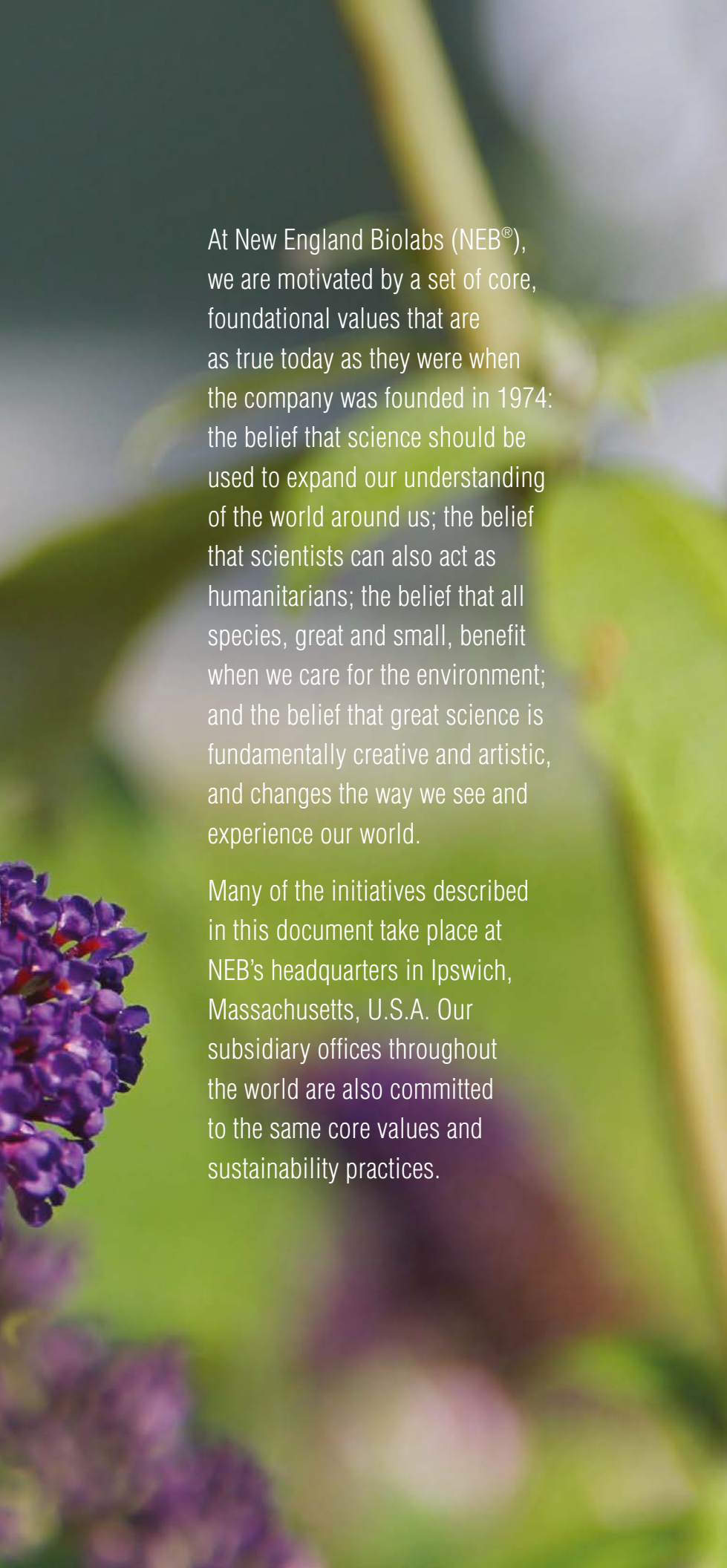
New England Biolabs



be INSPIRED
drive DISCOVERY
stay GENUINE

“We believe that the pursuit of science is one path to building a greener and more compassionate world.”





At New England Biolabs (NEB®), we are motivated by a set of core, foundational values that are as true today as they were when the company was founded in 1974: the belief that science should be used to expand our understanding of the world around us; the belief that scientists can also act as humanitarians; the belief that all species, great and small, benefit when we care for the environment; and the belief that great science is fundamentally creative and artistic, and changes the way we see and experience our world.

Many of the initiatives described in this document take place at NEB's headquarters in Ipswich, Massachusetts, U.S.A. Our subsidiary offices throughout the world are also committed to the same core values and sustainability practices.

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“We believe that there is a close connection between art and science—both are important aspects of culture and driven by creativity.”



Commitment to the Arts

NEB supports many local art-based organizations and art schools. Our campus is also filled with art, including sculptures, paintings, ceramics and artifacts from all over the world. NEB headquarters features revolving art exhibitions from local and regional artists in the Boston area. These works can be purchased by NEB, or its employees, in support of the local art community.



“NEB has supported my passion for conducting cutting edge research AND raising awareness of the beauty of bacteria through the universal language of art. By collaborating with Maria, a local artist, we have been able to produce award winning agar art.”

MEMO, NEB RESEARCHER AND ADVOCATE
OF THE ARTS FOR OVER 14 YEARS

18

local artists' inspiring work was
displayed at NEB's headquarters
in Ipswich, MA in 2019

13

local artists' inspiring work was
displayed at NEB's Rowley, MA
facility in 2019

Scientific Advancement and Education

“We are dedicated to supporting young scientists and science educators by providing reagents, educational materials and technical expertise.”



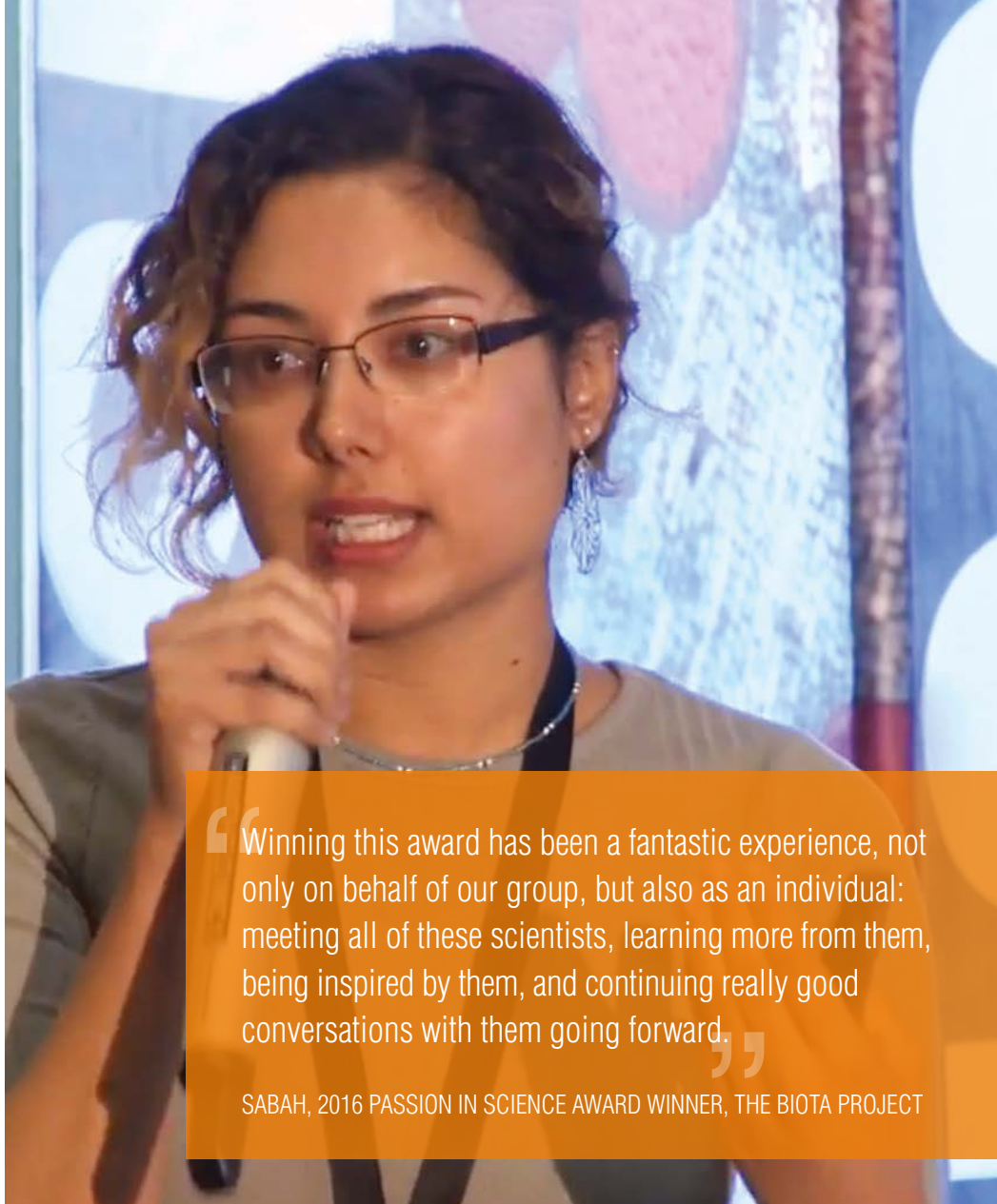
Passion in Science Awards®

In commemoration of our 40th anniversary, NEB introduced the Passion in Science Awards to recognize members of the scientific community who are committed to making a difference through their science, service, stewardship or artistic endeavors.

Based on NEB's foundational values, the Passion in Science Awards are offered in four categories:

- Inspiration in Science/Scientific Mentorship
- Humanitarian Duty
- Environmental Stewardship
- Arts and Creativity

To learn more about the Passion in Science Awards and view past winners' stories, visit www.neb.com/PassioninScience



“Winning this award has been a fantastic experience, not only on behalf of our group, but also as an individual: meeting all of these scientists, learning more from them, being inspired by them, and continuing really good conversations with them going forward.”

SABAH, 2016 PASSION IN SCIENCE AWARD WINNER, THE BIOTA PROJECT

43

**Passion in Science Awards
have been given to
well-deserving scientists**



2019 Passion in Science Award Winners



“Presenting my work at the annual AGBT conference gives me the opportunity to share my research with colleagues, receive feedback, and opens the door for potential collaborations.”

DEYRA, NEB APPLICATIONS AND PRODUCT DEVELOPMENT SCIENTIST FOR OVER 7 YEARS



NEB Innovation Award winners receive one-of-a-kind slate carvings designed by local artist, Michael Updike.

Scientific Conferences

NEB encourages its employees to attend scientific conferences. This is a great opportunity for our scientists to present their work and develop relationships with other researchers working in their area of interest.

Innovation Awards

At NEB, we feel it is important to emphasize “blue-sky” thinking. We encourage our employees to take risks and execute on their new ideas. Each year, we are proud to recognize employees who contribute and bring to fruition novel ideas that help make NEB a more efficient or better place to work, or that help drive scientific innovation.

Donald G. Comb Honorary Lecture

This annual event honors Don Comb, NEB's founder and first CEO. When Dr. Comb founded NEB in 1974, he brought a vision for the company that integrates production of molecular biology reagents with basic research. Selected speakers are pioneers of basic research who have had an impact on molecular biology and related fields, especially those whose work has significant impact on problems affecting the world at large.

Weekly Seminar Series

In addition to our own in-house lecture series, NEB also invites guest speakers to present their work each week. These seminars cover a wide variety of topics and include cutting-edge research, and they are always well attended. The seminar is followed by lively lunchtime discussions between the speaker and NEB researchers.





Student Internships

For over 40 years, NEB has offered internships to students from local, national and international high schools and universities, which can take place during the summer or the school year. This experience has helped many of our interns go on to become prominent scientists and business leaders, and it also gives our employees the rewarding opportunity to act as mentors to young and enthusiastic students.



Molecular Biology Summer Workshop

For over 30 years, NEB has sponsored a course for non-scientists who want to learn the basics of molecular biology. This two-week intensive, hands-on course has been attended by over 4,000 students and is the largest and longest running molecular biology course for professionals in the world. To learn more, visit www.neb.com/summerworkshop.

Educational Course Support

NEB is proud to offer reagents and technical support to high school and collegiate teaching labs and educational courses in the US. NEB also supplies reagents, free of charge, to participants in both iGEM and BioBuilder®. To learn more, visit www.neb.com/student-services.



“Having NEB scientists present their work at my school has made me even more excited about a possible career in the life sciences!”

TESSA, IPSWICH HIGH SCHOOL STUDENT,
IPSWICH, MA

Kids Science Day

In 2017, NEB introduced the “NEB Kids Science Day.” Filled with educational activities and presentations, the Kids Science Day is designed to get young children interested in science, technology, engineering, art and mathematics (STEAM).

Philanthropy and Foundation Support

Our philanthropic focus is on educational, environmental, civic and cultural arts initiatives that strengthen our community and improve life for its citizens and future generations. NEB has played a role in the establishment of several foundations devoted to humanitarian efforts and environmental awareness.



Women's Justice Initiative display portraits and statements about why they work to advance gender equality in Central America. Photo credit: © Isabel Carrio, Field Project Manager for The Creative Action Institute

The Creative Action Institute:

Formerly known as ArtCorps, the Creative Action Institute works at the intersection of creativity and social change. Members work to globally build the capacity of leaders and organizations for innovation, collaboration and resilience to advance conservation, health and human rights.

Visit CreativeActionInstitute.org to learn more.

New England Biolabs Foundation:

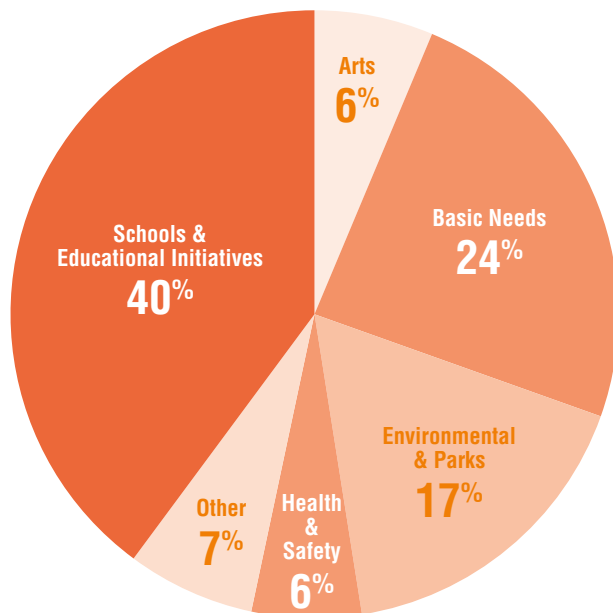
Established in 1982 by NEB founder Dr. Donald Comb, the New England Biolabs Foundation (NEBF) is a private, independent foundation whose mission is to foster community-based conservation of landscapes and seascapes, and the bio-cultural diversity found in these places. For more information, visit nebf.org

Ocean Genome Legacy:

The Ocean Genome Legacy Center of New England Biolabs is a non-profit research center dedicated to conservation of marine genomic diversity and maintaining a repository of genomic DNA from marine organisms around the world. Learn more at northeastern.edu/ogl.

Corporate Donations Committee

A volunteer committee of NEB employees from a variety of departments reviews and approves requests for monetary donations to a wide range of grassroots community organizations.



In 2019, NEB awarded over 40 grants to well-deserving organizations.



Environmental Stewardship

Environmental Responsibility on the NEB campus

We continuously strive for improvement in our business processes in order to minimize and, where possible, mitigate our impact on the environment.

NEB headquarters, located in Ipswich, MA, lies on >65 ha of mixed forest, wetlands and agricultural land, with public trails for hiking, skiing, bird-watching and horseback riding. This provides a home for a vast array of wildlife species. An internal email alert system called “The Nature Network” allows employees to share sightings of the diverse wildlife gracing our campus. This in turn led to three ongoing wildlife conservation efforts at NEB: our native bird nest box project, our glass window bird impact minimization project, and our turtle roadway assistance project.

The NEB nest box project found its inspiration in the large number of bluebirds seen on our campus each spring. We have a network of maintained nest boxes designed for attracting bluebirds, and also other native nesting birds, such as black-capped chickadees, wrens and tree swallows.





Our glass window bird impact minimization project helps prevent the loss of bird life through collisions with glass windows. NEB places ultraviolet-visible emblems on many of our glass windows, concentrating on areas that have been identified as problematic.

The wetlands that lie adjacent to the NEB campus are home to eastern painted turtles and snapping turtles. As the females travel to dig nests and lay eggs, they are directly in harm's way as they cross our roadways. A yearly informational summary is emailed to every employee regarding how to safely monitor or actively assist any turtle crossing the company's roads, and roadside signage informs visitors to take caution.

“We feel quite fortunate to have our headquarters located on a campus surrounded by such natural beauty. This instills a strong feeling of responsibility to be a force for positive change regarding the wildlife around us.”

BECKY, NEB APPLICATIONS AND PRODUCT DEVELOPMENT SCIENTIST AND ADVOCATE FOR THE NATURAL WORLD FOR OVER 33 YEARS



Our Facility

NEB's modern 13,000 m² laboratory building is LEED® (Leadership in Energy and Environmental Design) certified, a distinction based on a suite of environmentally focused standards that include site sustainability, water efficiency, energy conservation and atmospheric protection, choice of building materials and resources, indoor environmental quality, innovation and building design. In 2009, NEB also received a "sustainable design" award from the Boston Society of Architects. NEB has also received ISO 14001 certification, a quality standard for environmental management systems.

Some examples of our building design include:

- A lighting control system that dynamically adapts lighting to building occupancy
- A heat recovery system, in which the heat that is exhausted from the building is recycled to help heat incoming fresh air
- Chillers that use Free Cooling when outside temperature is below 10°C
- High efficiency motors and lights, which reduce the speed of motors when maximum flow is not needed

Environmentally-sound building choices:

- 100% of the total roofing is energy star compliant
- 7% of the building is composed of recycled material
- Low VOC paints, carpets and adhesives are used inside the facility
- Conservation of the property's trees and land, which exceeds open space requirements by 54%
- Installation of solar panels to provide 11% of NEB's annual electric consumption

Waste Management and Recycling

Due to the inevitability of waste generation in any manufacturing operation, we always strive for disposal options that minimize impact on the environment.

Recycling and composting are two ways NEB works to reduce its carbon footprint. Furthermore, NEB requires that third party hazardous waste contractors use waste-to-energy (also known as energy recovery) incineration, whenever possible. None of the waste generated by NEB headquarters goes into landfills.

Recyclables are collected in the labs, cafeteria and kitchenette areas. Our extensive recycling program includes:

- Glass
- Plastic
- Paper
- Aluminum
- Cardboard
- EPS (Styrofoam™)
- Wood Pallets

Biological waste generated in our research laboratories and production suites is processed by a carefully selected medical waste vendor. After rendering the waste non-infectious, the residual material is further processed and used to manufacture low grade plastic construction materials.

Styrofoam™ is a trademark of the Dow Chemical Company.



11,000

kilograms of solid
biological waste was
recycled in 2018

77,000

kilograms of recyclables
(cardboard, plastic,
paper, glass, metal)
was collected in 2018





“Working at NEB has shown me the importance of composting and recycling, and how simple changes can make a big difference.”

CHRISTINE, PRODUCTION GROUP LEADER AND
NEB EMPLOYEE FOR OVER 9 YEARS

Wastewater Treatment

Our main campus is located adjacent to the Ipswich River Watershed, a complex and sensitive ecosystem comprised of 45 tributary streams that covers 400 km² and ultimately provides drinking water to 350,000 people in 14 communities. Building a full-scale life science reagent manufacturing operation in this setting presented an obvious challenge.

We partnered with an environmental engineering firm to design a wastewater treatment system that utilizes and accelerates processes found in streams and wetlands, and employs proven waste water treatment practices. This innovative method can treat up to 100 m³ of effluent per day through a series of filtration beds and aerated translucent tanks that host plant communities and aerobic microorganisms. The entire wastewater stream from our facility is treated, and the clean effluent is used for groundwater recharging, irrigation or it is disinfected and used to flush our toilets.



NEB supports conservation and reforestation initiatives

Since many years we have been focusing on CO₂-neutral production for all our print catalogs, brochures & customer magazines. With the help of our partner company "Climate Partner", we have offset inevitable CO₂ emissions through recognized and certified climate protection projects.

Example: Production NEB Catalog & Technical Reference 2019/20.

Project 1169: Kibale National Park is one of the last remaining tropical forest blocks in Uganda. It harbours the greatest variety of primates found anywhere in East Africa. It is home to almost 1,500 chimpanzees, Uganda's largest population of this endangered species. The variety of other species, like forest elephants, wild cats, birds and plants represent the intact biodiversity.

Through reforestation and preservation activities, the project contributes to the protection of biodiversity and helps to mitigate climate change on a total area of 10,000 hectares.

For more details, please click here: fpm.climatepartner.com/project/1169/en.





Green PE Foil – 100% recyclable and CO₂ climate neutral

At New England Biolabs we mail our customer magazine “NEB Aktuell”, our catalogs and other special prints and brochures in protective “Green PE” foil – if possible bundled with several printed materials in one delivery.

The Green PE foil used is 100% recyclable and CO₂ climate neutral, as it is not generated from fossil resources, but exclusively from renewable raw materials such as sugar and starch. Green PE is an “eco-film” approved for shipping by Deutsche Post. If the Green PE foil is not recycled directly via the PE recycling stream, it is completely decomposed into water and CO₂ when thermally re-used by waste incineration.



Sustainable logistics

Excess packaging is one of the most wasteful uses of the Earth's resources. At NEB, we purposefully use minimal packaging materials for all of our products. NEB has been running its shipping box recycling program since 1976, diverting cardboard and polystyrene from landfills.

More recently, we switched to sustainable and environmentally friendly shipping boxes with straw or hemp insulation, which require 50 times less primary energy in production. This new, environmentally friendly insulated box meets the strictest criteria for reliable and sustainable shipping:

- **Functional:** shock-absorbing, moisture-regulating
- **Ecological:** climate-neutral production in Germany
- **Pure:** From pure, thermally treated straw or hemp fibers in food quality
- **Tested:** best insulation performance
- **Certified:** tested and certified according to high hygienic standards

“I just wanted to give you a feedback on your new biodegradable isolation system for the -20°C shipments. Everyone in my lab was very positively surprised (...). Thank you for trying to make the lab environment a bit more sustainable. It is definitely well received!”

EBERHARD KARLS UNIVERSITY, TÜBINGEN.

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