

# Social and Environmental Responsibility

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New England Biolabs, Inc.



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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# Employee well-being and activism



14

years is the average tenure of an NEB employee

*“The goal is happier, healthier employees that are engaged and committed.”*

Our corporate culture transcends traditional employee well-being programs by recognizing the importance of healthy minds and bodies. Innovation from all employee levels is encouraged and recognized, as is community service, support of education and appreciation of the arts.



## Community Service Days

We feel it is our duty to help enhance and improve local communities, and encourage employees to participate in community-based activities with paid time off for service days.

In 2017, NEB employees completed 494 hours of community service for a range of programs, including:

- Sorting and bundling clothing at the Community Giving Tree
- Planting farms for The Food Project
- Working at the Northeast Animal Shelter
- Packing Thanksgiving dinners at The Open Door
- Gardening at The Crane Estate
- Building beds at A Bed for Every Child

>3,630

hours of community service were completed by NEB employees in 2017 during paid service days, as well as personal volunteer projects

NEB volunteers building beds at A Bed for Every Child, Lynn, MA

## Physical Fitness

One can never underestimate the role that physical fitness and fresh air play in building healthy bodies and creative minds. NEB headquarters encompasses >160 acres of largely protected green space, with numerous trails and soccer fields that are used by NEB employees and local youth soccer leagues. The campus also includes a state-of-the-art gym with designated rooms for exercise and yoga classes.



## Child Care

We feel that it is important for employees to enjoy parenthood with a healthy work-life balance. For almost 30 years, NEB has provided on-site child care, enabling busy parents the convenience of having their children close by.

## Community Garden

Every spring, dozens of NEB employees begin preparing soil and seedlings to plant in our community garden. Located near the day care facility, the NEB garden provides organically-grown produce for many NEB families.



“The community garden has given me a place to socialize and exchange ideas about gardening with my colleagues. Having grown up in the city, I enjoy being able to spend time outdoors during breaks and after work.”

YI, RESEARCH SCIENTIST &  
NEB EMPLOYEE FOR OVER 7 YEARS



*“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 12 YEARS



11

local artists' inspiring work was displayed at NEB's headquarters in 2017

# Scientific Advancement and Education

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



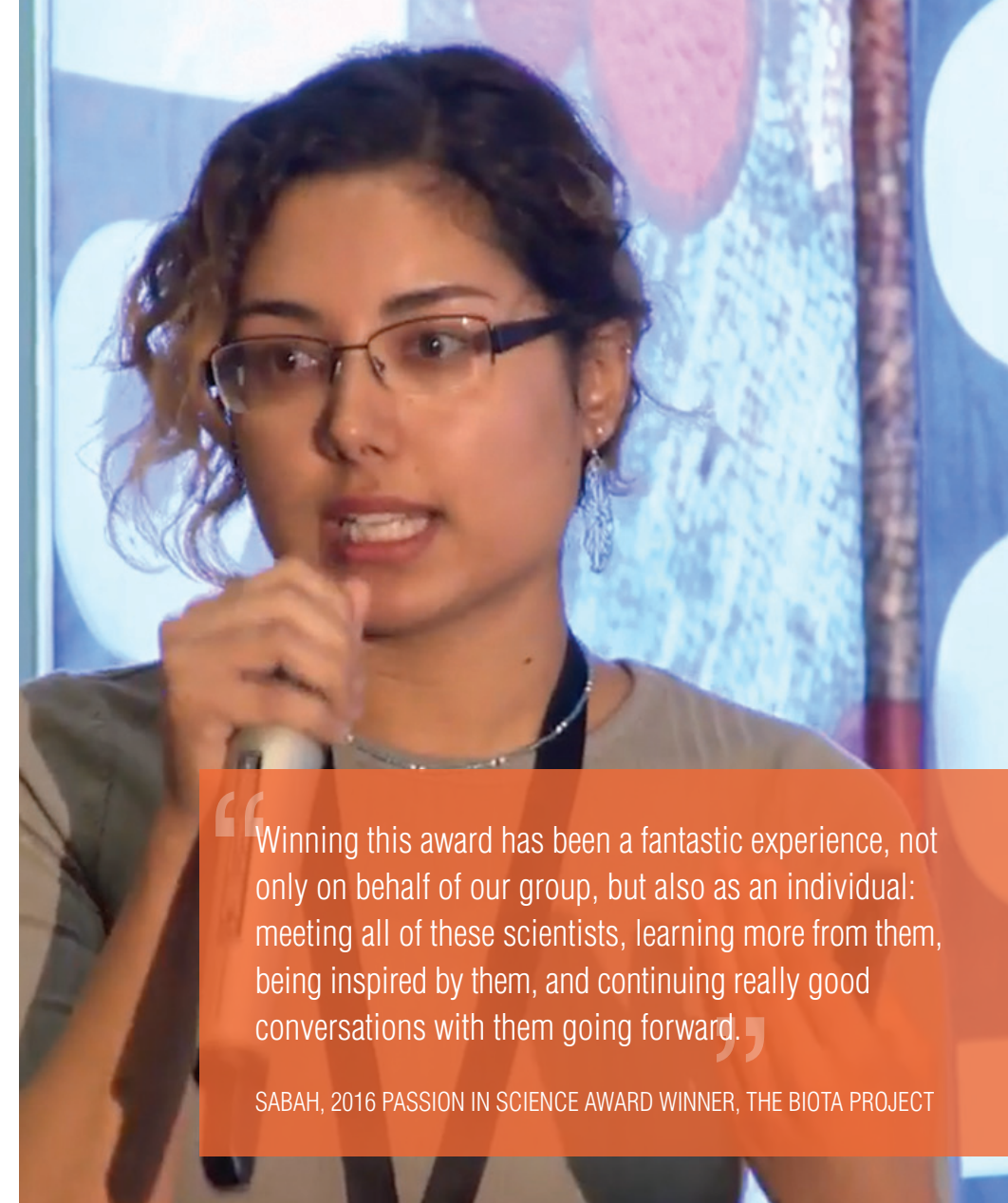
## Passion in Science Awards®

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](http://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

31

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



2016 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 5 YEARS

## Scientific Conferences

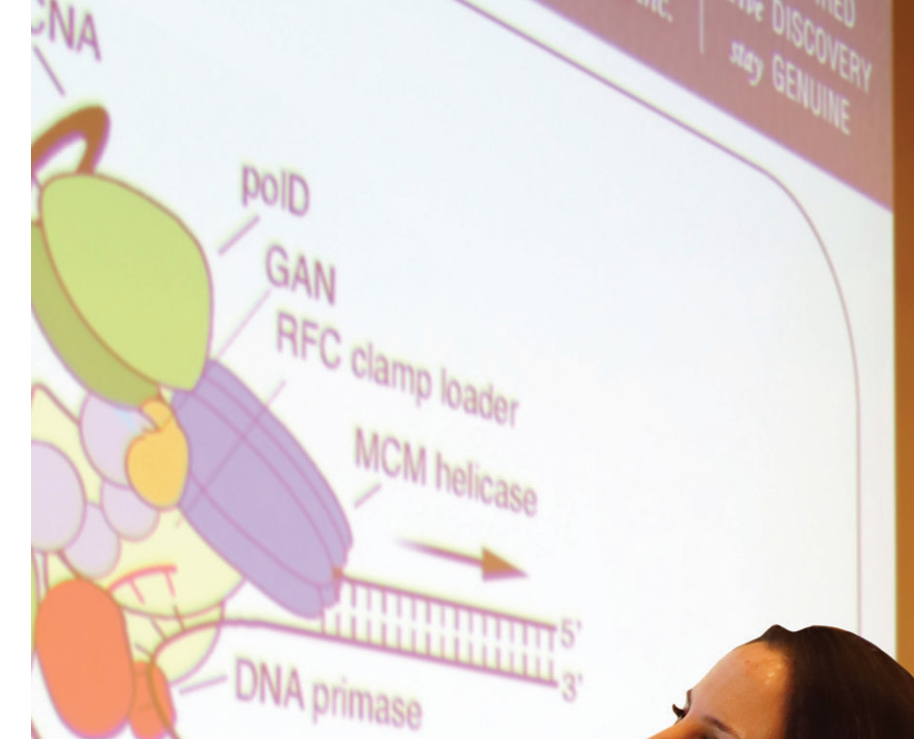
NEB encourages its employees to attend scientific conferences. This is a great opportunity for our scientists to present their work and develop relationships with other researchers working in their area of interest.

## 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. Nominations for our Innovation Awards are submitted by NEB employees and winners are announced at our annual meeting.

## 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.



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

36

outside speakers gave seminars at NEB in 2017



## 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](http://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](http://www.neb.com/student-services).

## 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).



“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



# 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.

**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](http://nebf.org)

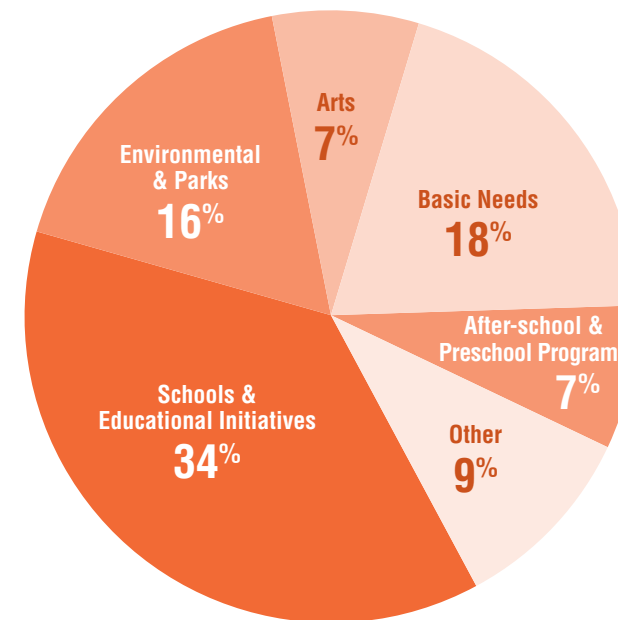
**Ocean Genome Legacy:**  
The Ocean Genome Legacy Center of New England Biolabs is a non-profit research center dedicated to conservation of marine genomic diversity and maintaining a repository of genomic DNA from marine organisms around the world. Learn more at [northeastern.edu/ogl](http://northeastern.edu/ogl).



Photo credit: © Jessica Brown; Southwest Cameroon; New England Biolabs Foundation

## 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 2017, NEB awarded over 40 grants to well-deserving organizations.



Women's Justice Initiative display portraits and statements about why they work to advance gender equality in Central America. Photo credit: © Isabel Carrió; 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](http://CreativeActionInstitute.org) to learn more.

# Environmental Stewardship

Environmental stewardship is one of the founding principles of NEB. By promoting and supporting like-minded organizations worldwide for over 40 years, NEB hopes to ensure the protection and preservation of natural resources, both locally and globally.

Some of the environmental groups NEB has supported include:

**The Trustees of Reservations**, an organization dedicated to the preservation of properties with exceptional scenic, historic, and ecological value in Massachusetts for public use and enjoyment.

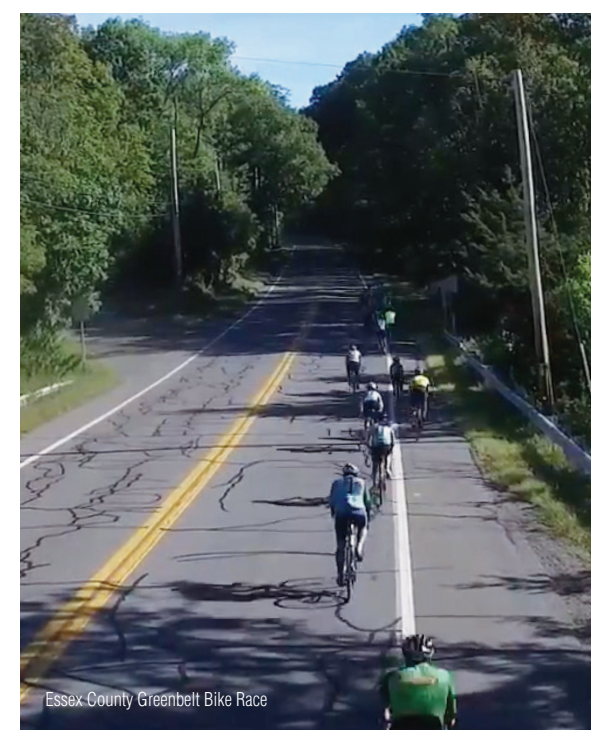
**Conservation Law Foundation**, whose mission is to utilize their expertise in law, science and the market to address New England's environmental challenges, and create solutions that preserve our natural resources, build healthy communities and sustain a vibrant economy.

**Essex County Greenbelt**, an organization designed to help landowners, farmers, cities, towns and organizations realize their land conservation vision. As a result of their efforts, they have protected over 15,000 acres of land in Essex County.

**The Ipswich River Watershed Association** works to protect nature and make sure that there is enough clean water for people, fish and wildlife, today and for our children and theirs.



NEB participants in The Run of The Charles



Essex County Greenbelt Bike Race

“Participating in the Run of the Charles gives me the opportunity to spend time with my coworkers and to enjoy the beauty of nature found along the Charles River.”

LINDA, NEB MARKETING AND ADVOCATE OF THE ENVIRONMENT FOR OVER 31 YEARS

## 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 >160 acres 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 31 YEARS



## Our Facility

NEB's modern 140,000 square foot 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 50°F
- 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.

Cafeteria waste is collected as compostable material and used by local farmers for livestock feed, plant/tree mulching and to restore their soil. All cups, utensils, straws, etc. are compostable. Cooking oil and grease are collected and converted to biofuel. This diverts over 8,000 lbs of waste per month from 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.



8,000

**pounds of cafeteria waste is turned to compost each month**

10,700

**pounds of waste is sent to be recycled each month**



## 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 155 square miles 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 27,500 gallons 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.



“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 7 YEARS

## Responsible Business Practices

It is our goal to continuously improve our business processes to minimize our impact on the environment.

Since 1975, our catalog has been printed on Forest Stewardship Council® (FSC) certified, 30% post-consumer recycled paper, reducing the need for trees, decreasing energy consumption and saving landfill space. In collaboration with Universal Wilde, our 2015-2016 catalog became the first CarbonNeutral®-certified catalog produced in the United States. For more information visit: <http://www.universalwilde.com/environmental-stewardship>.

In addition to extensive scientific information, editions of our catalog offer mini-reviews that address various environmental topics. With these articles, we hope to raise awareness about the impact we have on the environment and our need to act as stewards of the planet. With the release of each catalog, NEB additionally pledges support to non-profit organizations that promote environmental awareness.

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. Whenever possible, we use responsibly sourced and recyclable packaging.

NEB also operates the world's longest-running shipping box recycling program, which diverts cardboard and polystyrene from landfills. Since 1996, our customers have the free-of-charge option of simply dropping our shipping boxes back into the mail for return and reuse.

Interested in learning more about NEB, or any of our sustainable business practices and educational initiatives? Visit us at [www.neb.com/about-neb](http://www.neb.com/about-neb)





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New England Biolabs is an ISO 9001, ISO 14001 and ISO 13485 certified facility.

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