

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 facilities in Ipswich, Rowley and Beverly, MA, 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

11

years is the average tenure
of an NEB employee

“We are committed not only to further reducing our environmental impact but, just as importantly, to improving the well-being of our employees, surrounding communities and the life science industry. We hope to see more science organizations join us in this endeavor.”

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.



Certified B Corporation®

NEB is proud to have become a Certified B Corporation (B Corp™), joining a global community of people using business as a force for good™. With this certification, NEB becomes one of only a select few life science organizations to be recognized for its commitment to environmental stewardship and social responsibility.

B Corps are for-profit businesses that meet the highest verified standards of social and environmental performance, transparency and accountability – balancing profit and purpose. For more information on B Corp Certification, visit bcorporation.net.



“NEB is committed to its role in advancing racial justice and equity within our company, the life sciences industry and the broader community.”

Diversity, Equity and Inclusion

Deep-rooted racial inequities and systemic discrimination against the Black community must be acknowledged by all of us. Furthermore, we recognize that Black, Indigenous, People of Color (BIPOC) and other marginalized groups experience discrimination and inequities in ways that are egregious and painfully routine in the life science industry and STEM disciplines.





At NEB, we strive to have a diverse culture that encourages open communication and inclusive behaviors which affords everyone an opportunity to have a voice into how we address these complex issues.

Our Diversity, Equity and Inclusion Team is dedicated to developing a detailed and accountable plan to put our passion into practice. The team is divided into four groups:



Social Justice Philanthropy

support and partner with groups that aim to advance racial justice, social justice, environmental justice, and equity in science.



STEM Education & Mentorship

actively partner with local organizations to provide access to NEB's educational resources and mentoring opportunities, such as science projects, curriculum materials, and both high school and college internships.



Social Justice Outreach

alleviate the burden that communities of color face during the current COVID-19 pandemic, such as providing supplies to support children and family needs.



Diversity, Equity & Inclusion @ NEB

bring anti-racism education to NEB by providing access to resources, research, and speaker seminars to improve awareness and understanding.

Child & Parent Care

We feel that it is important for employees to enjoy parenthood with a healthy work-life balance. For almost 35 years, NEB has provided on-site child care, enabling busy parents the convenience of having their children close by. We are in the process of designing a new childcare facility that will double the capacity.

NEB is also enrolled in Cariloop, a caregiver benefit that supports employees by conducting research, answering questions, and providing next steps to support employees children, as well as their aging parents.

Community Garden

Every spring, dozens of NEB employees begin preparing soil and seedlings to plant in our community garden, which 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 11 YEARS



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 2019, NEB employees completed 809 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
- Serving meals at Haven for Hunger

While the COVID-19 pandemic limited our ability to participate in community-based activities in 2020, we have begun to resume activities that can be done safely.



809

hours of community service were completed by NEB employees in 2019 during paid service days

“One can never underestimate the role that physical fitness and fresh air play in building healthy minds and bodies.”

Physical Fitness & Wellness

NEB headquarters encompasses >160 acres of largely protected green space, with numerous trails and fields that are used by NEB employees as well as local programs. The campus also includes a state-of-the-art gym with designated rooms for exercise and yoga classes.

NEB also offers fitness reimbursements, webinars, telehealth, online cognitive behavioral therapy, meditation and virtual yoga.

During the COVID-19 pandemic, although our onsite fitness facilities remained closed, employees were able to participate in online classes. We continue to encourage taking advantage of the outdoors whenever possible. Employees are also welcome to participate in a wide range of group activities that promote wellness and offer the chance to connect with employees from other department. Examples include soccer, running, golf and tennis, to name a few. More recently, we began hosting outdoor fitness classes on the NEB campus.







“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 16 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.

6

local artists' inspiring work was displayed at NEB's headquarters in Ipswich, MA in 2021

6

local artists' inspiring work was displayed at NEB's Rowley, MA production facility in 2021

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



2016 Passion in Science Award Winners



“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

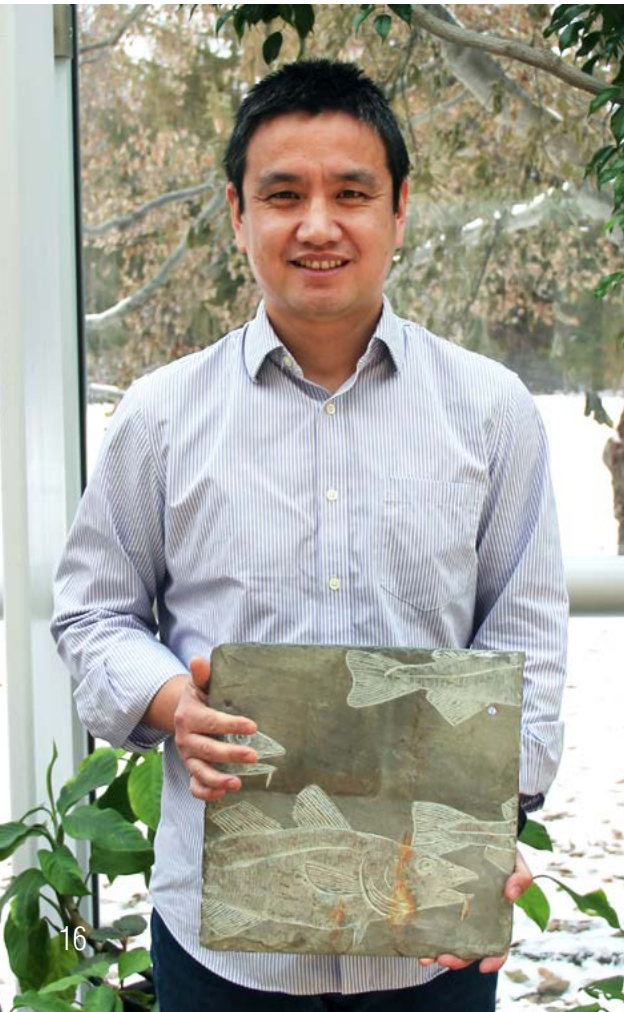


2019 Passion in Science Award Winners



“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 9 YEARS



The first guest at the Donald G. Comb Honorary Lectureship series was Eva Nogales from the University of California, Berkeley, shown here with Tom Evans (L) and Sir Richard Roberts (R).



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. During the COVID-19 pandemic, our researchers continued to participate in online opportunities.

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. During the COVID-19 pandemic, we moved this series online.





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 35 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.

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). This program was extended to include teachers in the local community.



“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.

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 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.

NEB also hosts a corporate giving program that provides money for each employee to donate to the charity or cause of their choice.

From October 2020 through September 2021, NEB was able to provide support to the following areas:

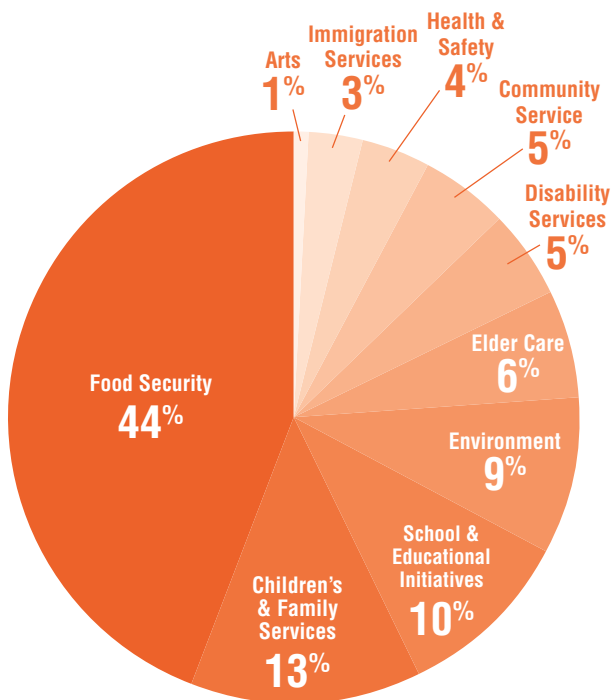


Photo credit: © Jessica Brown, Southwest Cameroon, New England Biolabs Foundation





NEB participants in The Run of The Charles





Environmental Stewardship

Environmental stewardship is one of the founding principles of NEB. By promoting and supporting like-minded organizations worldwide for almost 50 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.



“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 35 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 35 YEARS

Our Facility

NEB's modern 140,000 square foot laboratory building on the Ipswich, MA campus 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.



pounds of solid biological waste was recycled in 2020



tons of cafeteria waste was turned into compost in 2020



tons of recyclables (cardboard, plastic, paper, glass, metal) was collected in 2020





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.



27,500

**gallons of effluent
are treated per day
and can be used for
groundwater recharge**

“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 11 YEARS

Responsible Business Practices

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

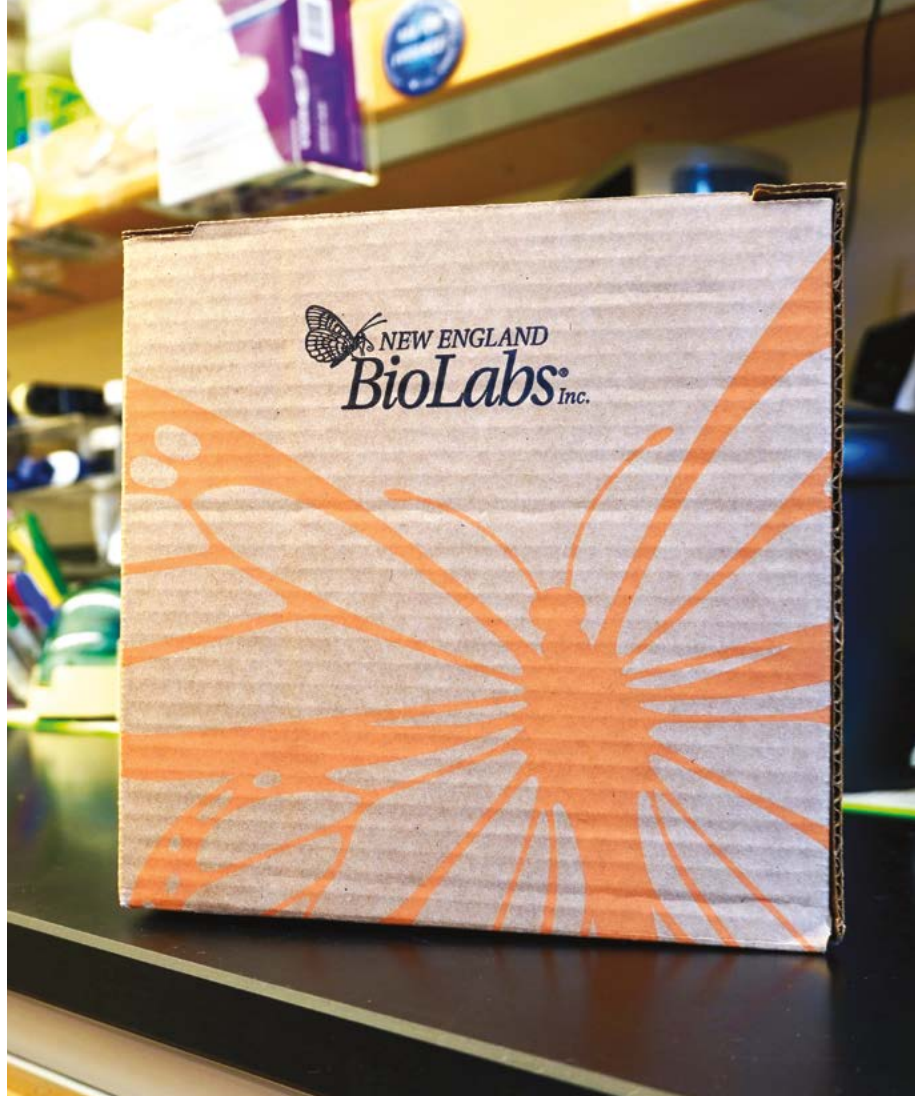
Since 1975, our catalog has been printed on Forest Stewardship Council® (FSC) certified, 30% post-consumer recycled paper, reducing the need for trees, decreasing energy consumption and saving landfill space. In collaboration with Universal Wilde, our 2015-2016 catalog became the first CarbonNeutral®-certified catalog produced in the United States. More information on this topic can be found at carbonfund.org.

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.

NEB established its shipping box recycling program in 1976, diverting cardboard and polystyrene from landfills. More recently, NEB introduced the ClimaCell® cooler, as an alternative to expanded polystyrene (EPS) packaging. This 100% recyclable solution for cold chain shipping was developed by TemperPack®. Several of our subsidiary offices also utilize recyclable shipping solutions.

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





Giving Biodiversity

Animals dominate nature programming on television — one can only imagine watching the Discovery Channel or National Geographic on any given day. The rival animals as some of the toughest, hardiest and most diverse organisms on the planet.

Professor Chris Martine from Bucknell University, U.S.A., works to educate his students on the importance and beauty of the natural flora all around us. His passion to prevalent in his "Plants Are Cool... Too!" series on YouTube. His message — "There are still a lot of amazing things to discover from plants. All you need to do is step outside and look."

The natural world still holds many secrets and unexplored corners. For instance, earlier this year Chris and his team discovered a new Australian bush tomato species, *Solanum watneyi*, named after the main character, Mark Watney, from the book and film "The Martian." As a NASA botanist and engineer, Watney saves himself with plant science expertise after being stranded on Mars.

"We are discovering new things every day, and that is an incredible message for the public and my students — if you learn about biodiversity, you will find that there are literally millions of things left on the planet that we still don't know about. It just takes the proper training and willingness to go out and find them," says Chris.

This thirst for discovery lies at the heart of "Plants Are Cool... Too!" with Chris introducing viewers to the fascinating stories of fossilized forests, carnivorous plants, zombie flowers and more. His online videos primarily focus on the science behind plants and the scientist doing the research, which is unlike most other plant-related content today.

The video series is just one aspect of his creative approach to bringing the delights of botany to the masses. In addition to a regular column in the Huffington Post, he frequently uses social media to share his passion for plants with the wider public.

"It has become clear to me that traditional methods of botanical instruction need a bit of a reboot if we are to attract and retain some of the best young minds," he says.

Chris Martine won the 2016 Pascon in Science Award from New England Biolabs for his tireless efforts to bring botany and plant science to a wider public audience.

Learn more about Chris' work in his presentation at www.nelb.com/PasconInScience

“For almost 30 years, I have been honored to be involved in catalog production. I love every aspect of its development, including choosing a nature-themed cover and artwork to go along with its environmentally-themed articles.”

WENDY, GRAPHIC DESIGNER AND NEB EMPLOYEE

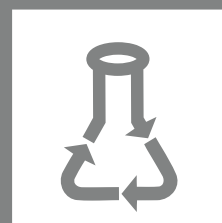
Labconscious

Labconscious is an open resource website for scientists to share green lab initiatives to reduce lab waste, use green chemistry, conserve water and save energy.

labconscious.com



Raise awareness by sharing ideas, protocols, and best practices



Empower scientists to make changes at their bench, in their lab, and across their work space



Inspire scientists to join the movement and teach others



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