Environmental Sustainability in The Fisher Scientific Channel

eu.fishersci.com/go/sustainability-program

fisher scientific
part of Thermo Fisher Scientific

Introduction

“Environmental sustainability is as critical to the future of our businesses as it is to the future of our planet—and together with our colleagues, customers, and suppliers, we have the power to make a real difference. We recognize the urgency of addressing our changing climate and understand the power of innovation to create a better world.” —Marc N. Casper, Chairman, President, and CEO of Thermo Fisher Scientific

Our Mission

The Thermo Fisher Scientific Mission is to enable our customers to make the world healthier, cleaner and safer. Whether our customers are accelerating life sciences research, solving complex analytical challenges, increasing productivity in their laboratories, improving patient health through diagnostics, or developing and manufacturing life-changing therapies, we are here to support them.

At the Fisher Scientific channel our work has a purpose.

- We share our expertise and technological advancements with customers, helping them to make the world a better place - whether that is discovering a cure for cancer, protecting the environment, or making sure our food is safe.
- We provide sustainable solutions to enable our customers to reduce their environmental impact through more sustainable purchasing decisions and transparency in the supply chain.
- By taking a leadership role in our industry, we can help our customers to achieve their climate goals, protecting and preserving the environment.

Advancing Our Targets

We have set ambitious goals in our fight against climate change

Our commitment to environmental sustainability supports our Mission. Our climate strategy includes greenhouse gas emissions reduction targets that align with the Sustainable Markets Initiative (SMI) Health Systems Task Force joint supplier standards, the Paris Agreement, the 1.5°C pathway and the Science Based Targets initiative's Net-Zero Standard. We recognize our role in protecting the world's natural resources. That's why we are committed to preserving freshwater resources and managing waste.

Scope 1 & 2

50%

reduction in emissions by 2030 from 2018 baseline*

Scope 2

80%

renewable electricity globally by 2030

Scope 3

90%

of suppliers (by spend) to set science-based targets by 2027

NET ZERO

Scope 1, 2 and 3 emissions by 2050

Water

30

manufacturing and warehouse sites zero waste certified by 2025

Waste

By 2024

Complete water usage assessments for water intensive manufacturing facilities in water scarce areas

*Exact target is 50.4%

Local Activities in Waste Reduction, Recycling, and Environmental Sustainability

We have set ambitious goals in our fight against climate change

Battery bins

Office areas have battery bins provided. This enables the safe disposal of batteries used by all employees, avoiding them entering landfill.

Recycling bins

All office waste is properly sorted and managed with labelled recycling bins. All personal waste bins have been removed from site.

Paper bins

We have reduced the amount of printed paper required for customer shipments. All remaining paper is discarded in dedicated recycling bins.

Digital media

Safety Data Sheets, product literature, and advertising materials are produced electronically, and made available to download from our website.

Green teams

Fisher Scientific channel has established cross-divisional sustainability forums, and there is opportunity for all staff to join environmental activities in the local community.

Changing rooms

Installing bike racks and providing showers and changing rooms encourages employees to cycle to work, reducing greenhouse gas emissions from commuting.

Local sustainability initiatives: In the warehouse

Reusable cups

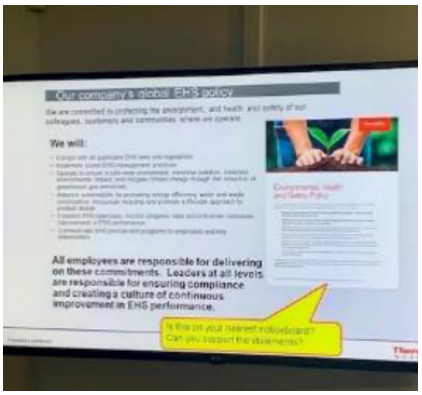
We have removed plastic bottles and cups from offices, vending machines, restaurants and water dispensers. Reusable alternatives are provided.

Clear labelling

All waste bins on site are now clearly labelled with words and pictures and are conveniently positioned. The recycling bins pictured are located in the staff and visitor restaurant.

Electric car charging

Installing electric car charging points across our sites has helped our employees to move to electric vehicles instead of diesel or petrol.



Digital notice boards

Raising staff awareness of environmental sustainability policies and procedures on site is done with signage, noticeboards and TVs, supported by internal communications.

Cardboard

Office staff can dispose of larger cardboard boxes without being required to enter the warehouse. This adds convenience, because restricted access rules are in place for all warehouse areas.

Shredding station

Any documents containing important information are centrally collected into secure shredding bags, and professionally disposed of.

Local sustainability initiatives: In the warehouse

LED Illumination

LED illumination has replaced neon lighting, fluorescent tubes, and incandescent lightbulbs. This investment provided advantages in environmental sustainability, safer working conditions, and energy costs.

Efficient use of resources

Fisher Scientific distribution centres reuse resources where we can and recycle the rest. This is valuable in avoiding waste going to landfill or waste-to-energy incineration.

Reused packaging

Supplier packaging is reused in outbound deliveries, reducing the amount of packaging we need to source. Any excess is recycled.

Pallet wrap

We are decreasing the amount of plastic used in wrapping material by using thinner materials. In addition, all PVC palette and stretch wrap will be phased out by 2025 and replaced by recyclable alternatives.

Recycled packaging

As well as recycled paper, for additional protection, some packaging void fill includes lightweight, recyclable, airbags, which contain up to 50% recycled material.

Waste containers

Large waste containers are conveniently located in good areas. The material is then collected by our site waste partner to be sorted and recycled.

Local sustainability initiatives: In the warehouse

Product cartons

Across Fisher Scientific distribution centres, our 100% recyclable cardboard shipping cartons contain 94% recycled material, and are available in 11 different sizes to maximise sustainable transportation.

Polystyrene chips

We avoid polystyrene chips in packaging material because they cannot readily be recycled. All polystyrene packaging materials are being phased out across all sites, and replaced by recyclable alternatives.

Recyclable packaging

We use recycled paper packaging in our distribution centres. Void fill packaging received from incoming deliveries is also re-used in our warehouses, significantly reducing the amount of new material required.

Recycling bins

Across Fisher Scientific distribution centres, various waste receptacles are used to collect and segregate materials for recycling.

Warehouse waste

In addition to having rules in place, recycling is made easy by situating bin stations throughout the warehouse to accommodate waste paper, cardboard and plastic.

Compactors

Compactors are used to compress site waste to help improve the efficiency of collection.

Local Sustainability Initiatives: Cold Chain Shipments

2020 AWARDS
CiteAb
WINNER

BIG INNOVATION 2020

Gartner Power of the Profession Awards

2021 Social Impact of the Year

100% Paper Cooler

Thermo Fisher Scientific is committed to reducing the carbon footprint of our products through redesigning and minimizing packaging.

Winner of Gartner's Social Impact of the Year Award, the Paper Cooler is a fully recyclable paper-based container for shipping temperature-sensitive products. It is an environmentally preferable alternative to polystyrene, used in Thermo Scientific cold-chain shipping products. It can be recycled in all cardboard waste streams.

For every 1 million shipments using the paper cooler, approximately 18,400 cubic metres of polystyrene is eliminated, enough to fill seven Olympic swimming pools.

Local Sustainability Initiatives: Zero Waste Certification

Thermo Fisher Zero Waste requirements are aligned with global industry standards: Underwriters Laboratories, Inc (UL) Standard 2799, Total Resource Use and Efficiency (TRUE) Certification by GBCI (who also oversees LEED certifications) and Zero Waste International Alliance (ZWIA).

Loughborough UK | Gothenburg SE | Illkirch FR | Schwerte DE

- Each site shall achieve at least a 90% diversion from landfill and waste to energy.
- 90% of the waste must be recycled, composted, reused, or avoided altogether.
- Allowance of no more than 10% of landfill, waste to energy, and incineration combined.
- Certified sites must be recertified every 3 years to maintain their Zero Waste certification.

Actions taken to achieve the 90% diversion from landfill and waste to energy rate should include:

- Eliminate all recyclables from waste streams.
- Audit waste hauler if recycling occurs off site, to confirm waste diversion rate.
- Consistently recycle materials at the highest possible use.
- Partner with the business functions to optimise supply, production, and distribution systems to reduce waste.

Certificates available at: eu.fishersci.com/go/sustainability-program

Fisher Scientific Environmental Sustainability Programs

Greener Choice program

Striving to protect and preserve the environment and helping you do the same is one of our commitments to you. The Greener Choice Program makes it easy to find laboratory products that align with your sustainability goals.

Look for the green leaf icon in search results to identify qualifying products. On each product page, hover over the green leaf icon to review the individual sustainability claims associated with that item.

Trusted Sustainability Partner

The Trusted Sustainability Partner program identifies suppliers who demonstrate a commitment to protecting the environment by meeting a strict set of criteria.

Qualifying suppliers have taken action to help prevent the worst impacts of climate change. Look for the globe icon on the product pages of qualifying suppliers, providing new sustainability transparency in the supply chain.

Outlet Corner

The Outlet Corner program is designed to prevent the build-up of excess and ageing inventory by offering it for sale at heavily reduced prices.

Outlet Corner reduces the likelihood of products becoming discarded. This reduces the risk of items entering landfill and plays a useful role in our waste reduction strategy, working in conjunction with product donations made to local STEM education.

Learn more: eu.fishersci.com/go/green-solutions

Fisher Scientific Recycling Programs

TerraCycle

Through the Zero Waste Box™ system, many types of lab waste can be recycled, including plastics, single use gloves and garments, and PPE.

Available in Belgium, France, Germany, Ireland, Netherlands, Spain, UK

RightCycle

With the RightCycle Program, Kimtech branded laboratory gloves can receive a second life when they are turned into new consumer goods.

Available in Austria, Belgium, France, Germany, Ireland, Spain, Netherlands, Switzerland, UK

Tyvek Recycling

The DuPont protective apparel recycling program offers the chance to divert Tyvek garments away from landfill and be recycled into new products.

Available in Austria, Belgium, Denmark, Germany, Netherlands (UK coming soon)

Chemical Bottles

We can recycle 2.5L Winchester bottles, their original cardboard packaging, inner card, and wooden pallets. The empty glass bottles are recycled into a material used in the construction of new highways.

Available in UK only

ACT Labels

When you are looking for sustainable products, we believe it should be easy to make informed purchasing decisions. We're working to provide more information about our products' environmental impact by participating in the ACT Label Program on eligible products.

Created by non-profit organisation My Green Lab to help consumers make sustainable product choices, the ACT Label provides environmental Accountability, Consistency, and Transparency through an environmental impact score. The score is based on manufacturing practices, energy and water use, and end-of-life packaging and disposal.

The ACT Label can be thought of as an eco-nutritional label for laboratory products large and small. It enables comprehensive product comparisons and is designed to play an important role in helping laboratories reduce their climate impact. ACT Labels images are available to view for eligible products on the Fisher Scientific website.

Learn more: eu.fishersci.com/go/green-solutions

Fisher Scientific Environmental Sustainability Performance

EcoVadis

EcoVadis is the most trusted provider of business sustainability ratings, used by over 130,000 companies worldwide. Backed by powerful technology and a global team of experts, EcoVadis scorecards provide actionable insights into environmental, social and ethical data. The Fisher Scientific channel, as part of Thermo Fisher Scientific discloses information to EcoVadis on an annual basis to support our customers.

The disclosure methodology covers seven management indicators, across 21 sustainability criteria in four focus areas: Environment | Labour & Human Rights | Ethics | Sustainable Procurement. EcoVadis rates sustainability performance by assessing our company policies, actions, and results, as well as inputs from third-party professionals and external stakeholders.

Thermo Fisher performance

- 71 points
- 93rd percentile
- Silver medal

CDP

The CDP (formerly the Carbon Disclosure Project) is an international non-profit organisation that helps companies and cities disclose their environmental impact. CDP runs the global environmental disclosure system.

Each year CDP supports thousands of companies to measure and manage their risks and opportunities on climate change, water security and deforestation.

CDP is focussed on climate disclosures like greenhouse gas emissions, and is quantitative, involving precise numbers.

Just like Thermo Fisher Scientific disclose our emissions commitments to our customers, we also invite our suppliers to disclose their emissions and targets through the CDP platform.

Thermo Fisher performance

- Climate Change A-
- Water Security B-
- Supplier Engagement A-

Fisher Scientific Environmental Sustainability Certificates and Policies

The Fisher Scientific channel operates a comprehensive Environmental Management System which ensures compliance with all applicable environmental legislation, regulations, codes of practice and any other standard to which the Company subscribes.

To access a full suite of policies and reports please use the link below. Here you will find comprehensive documentation on Environment, Health and Safety (EHS), Conduct and Ethics, Human Rights and Equal Opportunity, Supply Chain Due Diligence Act, Corporate Social Responsibility (CSR) reports, CDP reporting, Performance data and Carbon Reduction Plan, Conflict Minerals, Human Rights and Modern Slavery, PFAS Statement, Supplier Code of Conduct, Zero Waste certification, and more.

Learn more: eu.fishersci.com/go/sustainability-program

Working Toward Net-Zero

Thermo Fisher Scientific is the world leader in serving science.

Our Mission is to enable our customers to make the world healthier, cleaner and safer. That's why we're committed to protecting the planet and helping others do the same.

Our climate approach

- Inspired by our Mission
- Powered by our culture of continuous improvement
- Activated by the passion and innovation of our colleagues
- Strengthened in collaboration with our customers, suppliers, and business partners
- Grounded in a desire to make a positive, science-based impact in the fight against climate change

Increasing our ambition

Climate science is clear. Urgent action is needed to minimize the negative effects of climate change. Thermo Fisher is prioritizing this effort because it is both a reflection of our Mission and an integral part of our business. In 2021, we committed to reaching net-zero emissions by 2050 and joined the Business Ambition for 1.5°C campaign led by the Science Based Targets initiative (SBTi). This net-zero commitment builds on our near-term climate goals and aligns our approach with the Paris Agreement. In 2023, the SBTi approved Thermo Fisher's near- and long-term net-zero targets

		Near-term target	Long-term target
Scope 1 emissions	This includes: • Fossil fuels used at our facilities and in company vehicles • Unavoidable leakage of refrigerants from cooling equipment	By 2030, reduce greenhouse gas emissions by 30% from 2018 baseline	**By 2050, achieve net-zero emissions**
Scope 2 emissions	Electricity, steam and hot water purchased to power our facilities		
Scope 3 emissions	Other activities we do not control but have influence over, such as: • Goods purchased • Transportation of goods • Impact from the use of our products	By 2027, 90% of suppliers by spend set science-based targets	

Developing our plan for net zero

We are actively developing our plan to reach net-zero emissions. This includes an enhanced investment strategy, transitioning from fossil fuels to renewable electricity, supplier engagement and a sustainable product design program — all to enable our customers to reach their goals and drive innovation. As our roadmap continues to develop, we're extending our focus to a range of emissions sources, including our fleet, waste generation, transportation, and business travel. Having insights in these areas, our colleagues and other stakeholders are critical partners in helping us achieve our goals.

1. Investments for a high-impact plan

To deliver on our climate ambition, Thermo Fisher has made strategic investments in infrastructure, organizational structure, systems and human capital — areas that will help accelerate the design and implementation of our net-zero plan. Our long-term plan enables a strategic mix of emissions reduction actions that will deliver positive impact at scale. In 2021, we enhanced strategic investments in staffing, reevaluating and resourcing our climate program, and in 2022, have allocated $20 million for green infrastructure.

To enable decision making that purposefully accelerates our climate strategy, we recently expanded our environmental sustainability governance model. Tiered steering committees are embedded within the organization. Together with our Chairman, President and Chief Executive Officer, top executives with climate, operations and finance expertise review our plans, risks and results. Board-level governance for climate action is held within our Nominating and Corporate Governance Committee.

2. Renewable electricity across our operation

Thermo Fisher operates over 400 manufacturing, warehouse, and office locations around the world. These sites are currently powered by a combination of fossil fuels and electricity from both renewable and non-renewable sources. Our plan calls for a transition away from fossil fuels, an acceleration of on-site solar energy sources and increased procurement of renewable electricity. Our approach is centered on the concept of "additionality," directly supporting the development of new renewable energy sources. This focus will help us add renewable systems at our sites and leverage long-term power purchasing agreements (PPAs) with new wind and solar facilities.

3. Engagement to amplify supplier progress

Our supply chain is our largest source of emissions. Through our supplier engagement strategy, we can have an outsized impact on reducing our footprint. This will directly contribute toward a reduction in the value chain emissions of our customers as they strive to achieve their climate goals. Although we do not own or control these indirect Scope 3 emissions, we recognize that a united voice has the power to drive investment in reporting and target setting, which ultimately set the stage for meaningful action.

As such, we've joined leading industry networks and established a near-term target to bring focus to our supply chain strategy. By 2027, Thermo Fisher suppliers representing 90% of our Scope 3 emissions from purchased goods and services, and upstream transportation and distribution will have set climate-related, science-based targets.

4. More sustainable products for our customers

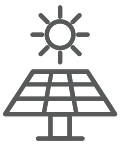
Thermo Fisher is committed to designing products with the environment in mind. Our colleagues actively look for ways to reduce health and environmental impacts across a product's lifecycle to move toward a more resource-efficient, closed-loop system. Our greener product alternatives and ENERGY STAR certified products help scientists advance sustainability in the lab by minimizing the use of hazardous chemicals, decreasing waste and material consumption and increasing energy efficiency.

The Fisher Scientific Greener Choice program makes it easy to find lab products that align with your sustainability goals. Simply look for the green leaf icon in search results to identify qualifying products.

Thermo Fisher is also a leading participant in My Green Lab's ACT Environmental Impact Factor Label program. The ACT label is designed to address the needs of scientists and procurement specialists for clear, third-party verified information about the environmental impact of laboratory products

- **A transformational year:** Thanks to our accelerated adoption of renewable electricity, we increased our operations greenhouse gas emission reduction target for Scope 1 and 2 from 30% to more than 50%. The Science Based Targets initiative approved our net-zero targets in 2023.

- **Site planning:** We have identified over 240 net-zero projects, representing approximately 40% of our fossil fuel-related emissions. We identified these projects by conducting energy assessments at 45 sites that produce over 50% of our emissions. Today, more than 100 Thermo Fisher sites are fully powered by renewable electricity.
- **Scaling capacity:** To support new and expanding facilities, our team is developing a net-zero construction guide. This will help us offer customers additional capabilities, capacity, speed, and scale without the use of fossil fuels.



- **Renewable electricity:** We are actively pursuing Power Purchase Agreements (PPAs) in North America and Europe and have registered with the Energize program, a unique, sector-wide initiative to increase access to renewable electricity within the pharmaceutical supply chain.
- Our recent PPAs will enable us to power all Thermo Fisher sites in the United States and Canada with 100% renewable electricity by 2026, and over half of our addressable European sites with 100% renewable electricity by 2025. We've started working toward this goal and in 2022 alone we installed an additional 1 MW of solar power across five sites globally.

- **Supplier collaborations:** As we develop our supplier engagement program, we're already supporting foundational change in two key areas: 13% of spend is associated with suppliers with validated science-based targets; 10% of spend is associated with suppliers that have committed to, but not yet validated, their science-based targets.

- **Greener customer solutions:** To help our customers achieve their environmental goals, we're expanding our sustainable product offerings by adding more than 250 ENERGY STAR-certified products and growing our portfolio of greener product alternatives. We've also been working with My Green Lab to add ACT labels to more than 450 products. Now it's easier for lab managers and procurement teams to make greener purchasing decisions.
- **Sustainable packaging:** Our 100% recyclable paper cooler won Gartner's 2021 Social Impact of the Year Award. We have shipped more than 2 million orders in paper coolers, eliminating the need for approximately 1.3 million cubic feet of EPS foam — enough to fill 48 Olympic-sized swimming pools.

Transforming with transparency

We foster public understanding of our environmental impact and progress toward our goals. These disclosures and insights are important to all our stakeholders, including our customers, colleagues, and the local communities where we operate.

Our commitments and networks

Our reporting

We look forward to supporting you throughout your decarbonization journey. It is critical that we work together to build a more sustainable future for our businesses and our planet.

For more information relating to our sustainability initiatives visit:

eu.fishersci.com/go/sustainability

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