

# BIOSPECTRA

Annual Corporate Sustainability Report  
2024

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# Introduction

The Sustainability Program of BioSpectra, Inc. has endured rapid development over the past three years.

- ❖ The Annual Sustainability Report covers data between 1-January-2024 and 31-December-2024. This report focuses on the environmental, social and governance (ESG) topics as presented in our Materiality Assessment. In alignment with our transparency in reporting policy, this disclosure is public on our website.
- ❖ With the growing emphasis on environmental protection, we understand our role as a manufacturer is to minimize our carbon footprint. We have established processes and procedures that are executed by our Product Portfolio and Sustainability Department as well as the Department of Environmental, Health, and Safety to ensure the sustainability of our organization and this program.
- ❖ We currently track Scope 1, 2, and upstream Scope 3 emissions data with set reduction targets on Scopes 1 and 2. We will continue to track and report Scope 3 emissions data.

**We strive to improve our reporting tactics as we further our ongoing effort to strengthen and expand our Sustainability Program.**

- ❖ All greenhouse gas calculations are made in collaboration with the M2030 and Emitwise platforms. These third-party verifications enable us to thoroughly understand our emissions scope and further set our materiality goals. We openly track and report on air emissions in compliance with our air permit exemption, determined by Pennsylvania's Department of Environmental Protection.
- ❖ Direct Scope 1 emissions are primarily emitted through Mobile Sources. With the development of our sustainability program, we intend to track more aspects of our Scope 1 emissions.
- ❖ In 2024, BioSpectra secured the purchase of Carbon Offsets and Renewable Energy Credits (RECs) to help offset some of our Scope 2 emissions, reduce our waste and increase recycling.

**All energy used in our Bangor, PA facility will be renewable by the 2029 reporting year.**

# Platforms and Memberships



Manufacture 2023 (M2030) is a platform used to track our Scope 1 and Scope 2 emissions with customizable action plan for carbon reduction.

The logo for Emitwise, consisting of the word "Emitwise" in a white sans-serif font on a black square background.

Emitwise®

Emitwise platform is used to track progress towards the business' decarbonization efforts by utilizing indirect carbon accounting methods. Carbon accounting is a process of measuring a company's direct and indirect GHG emissions, calculated as carbon dioxide equivalents (CO<sub>2</sub>e). This platform also offers the ability to measure our Product Carbon Footprints. *In 2023, BioSpectra, Inc. data was assessed and given a Decarbonization score of 'Silver'. It is the goal of BioSpectra, Inc. and the Sustainability Department to begin assessing our PCFs in 2025 and submit our 2024 data for a revised Decarbonization score.*



The Carbon Disclosure Project (CDP) is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts. *In 2024, BioSpectra, Inc. completed their first disclosure and scored a 'B'; which is the highest score available for an SME.*



CyberVadis is a platform developed by EcoVadis. This is a third-party verification platform used to assess a company's cybersecurity risks across the supply chain. *In 2024, BioSpectra, Inc. completed their first CyberVadis assessment and was awarded a Bronze medal.*



Science-based targets give companies a clearly-defined path to reduce greenhouse gas emissions in line with limiting global warming to 1.5C. These goals define how much and how quickly a business must reduce its emissions to be in line with the Paris Agreement goals. *In 2024, BioSpectra committed to reduce Scope 1 and Scope 2 GHG emissions by 42% by 2030 from a 2022 baseline year, and to measure and reduce its Scope 3 emissions with no targets set.*



Worldfavor is a platform used to track goals and implemented policies for Environmental, Social and Governance themes.

# 2024 Highlights...



Secured Renewable Energy Credits (RECs) for our Majestic facility



Secured Carbon Offsets for our natural gas consumption at our Majestic facility



Implemented an in-depth mandatory Ethics training module for all employees



Completed first Carbon Disclosure assessment through the CDP and scored a “B”. Highest available score to an SME



First edition of the BioSpectra Corporate Sustainability Report was published on our website for the 2023 reporting year

# BioSpectra's Materiality Assessment



- BioSpectra's Materiality Assessment was created to identify the most relevant environmental, social, and governance topics for our company.

- Understanding our sustainability priorities has aided the organization in tackling environmental concerns while drawing attention to the necessary implementations needed.

- Ongoing analysis of relevant financial and impact data aids in developing future regulations and internal policies for our operations, which is part of this effort.

# Our EcoVadis Score is assessed on the following topics:



## Environment

- Energy Consumption and GHGs
- Water
- Materials, Chemicals & Waste
- Product Use
- Product End-of-Life
- Customer Health & Safety



## Labor & Human Rights

- Career Management and Training
- Diversity, Discrimination and Harassment
- Employee Health & Safety
- Child Labor, Forced Labor and Human Trafficking
- Working Conditions



## Ethics

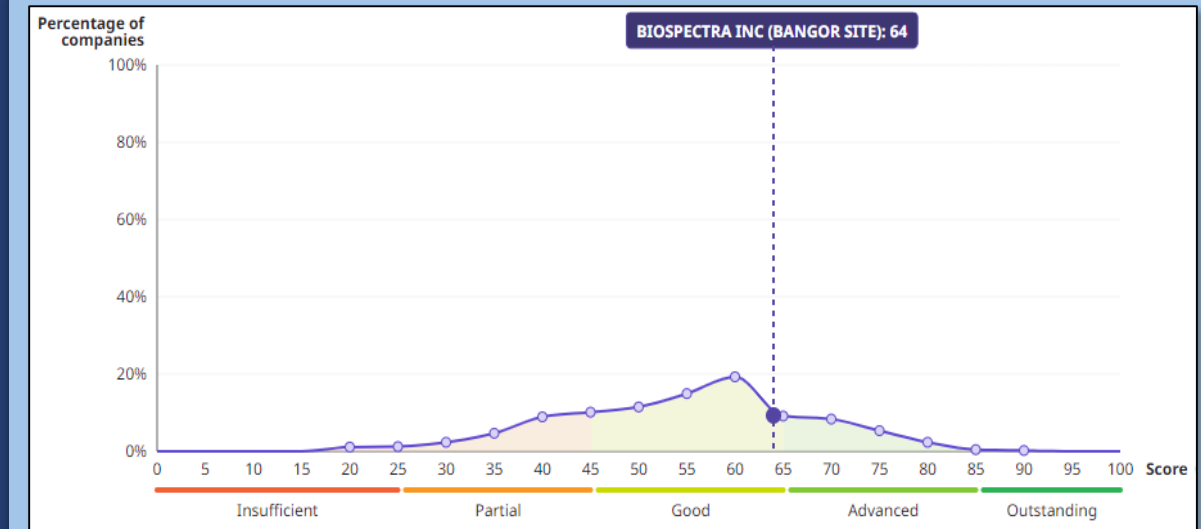
- Ethics Policy and Reporting
- Whistleblowing
- Anti-Corruption
- Information Security



## Sustainable Procurement

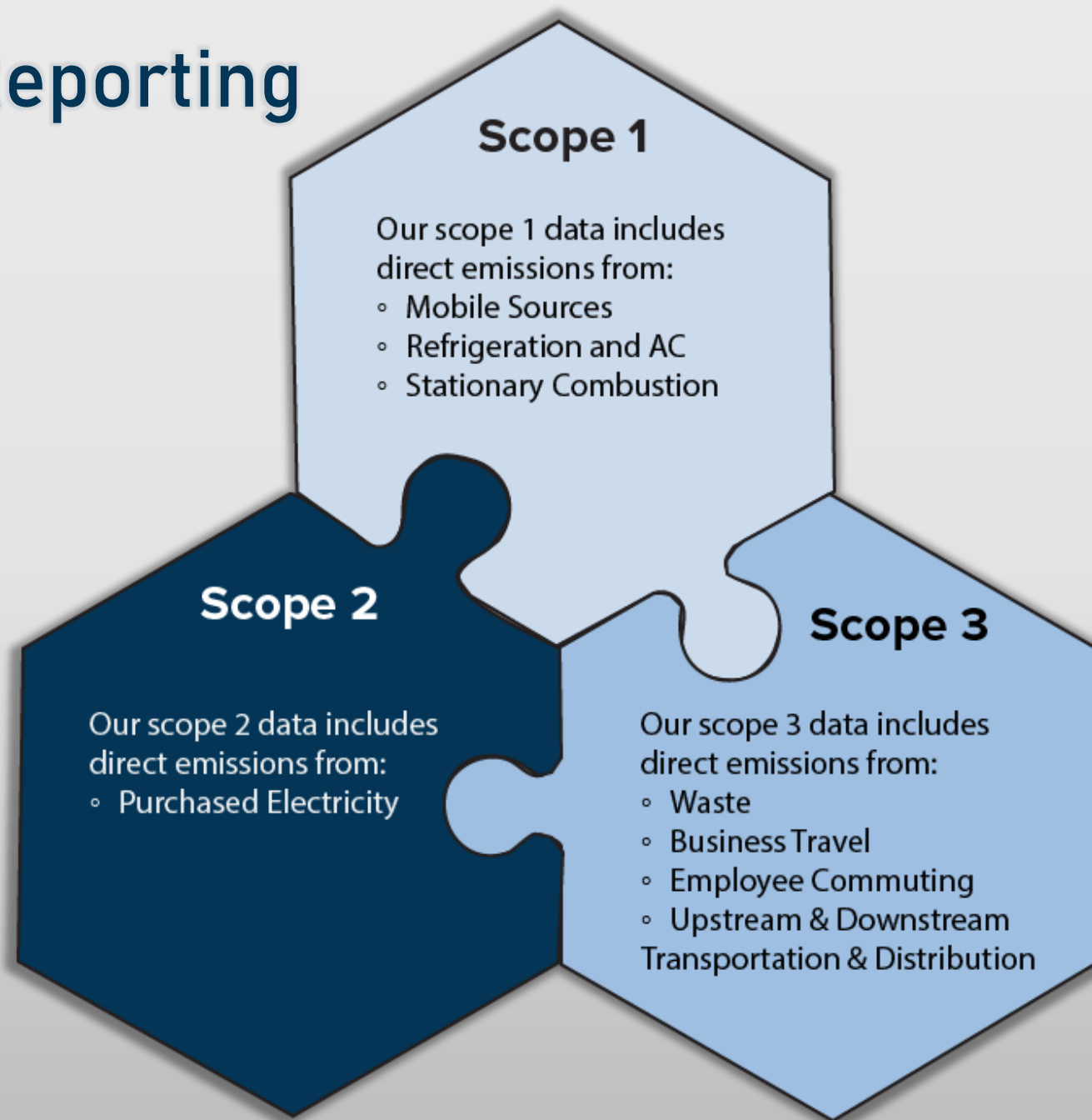
- Sustainable Procurement Policy & Reporting
- Supplier Code of Conduct & Contract Clauses
- Value Chain Risk Management

# August 2024 Scorecard Results





# Our Scope of Reporting





# Our Corporate Carbon Footprint– Majestic

We understand the significance of our emissions as a manufacturer, which is why we track Scope 1, Scope 2, and Scope 3 emissions.

## Scope 1 Emissions

|                                  |  |
|----------------------------------|--|
| Stationary Combustion            | 3,107 CO <sub>2</sub> -e (metric tons) |
| Mobile Sources                   | 30 CO <sub>2</sub> -e (metric tons)    |
| Refrigeration / AC Equipment Use | 55 CO <sub>2</sub> -e (metric tons)    |
| Fire Suppression                 | -                                      |
| Purchased Gases                  | -                                      |

### Summary

|         |  |
|---------|--|
| Gross   | 3,192 CO <sub>2</sub> -e (metric tons) |
| Offsets | -                                      |
| Net     | 3,192 CO <sub>2</sub> -e (metric tons) |

## Scope 2 Emissions

### Location-Based Scope 2 Emissions

|                                    |  |
|------------------------------------|--|
| Purchased and Consumed Electricity | 1,024 CO <sub>2</sub> -e (metric tons) |
| Purchased and Consumed Steam       | 0 CO <sub>2</sub> -e (metric tons)     |

### Market-Based Scope 2 Emissions

|                                    |  |
|------------------------------------|--|
| Purchased and Consumed Electricity | 1,024 CO <sub>2</sub> -e (metric tons) |
| Purchased and Consumed Steam       | 0 CO <sub>2</sub> -e (metric tons)     |

### Summary

|         |  |
|---------|--|
| Gross   | 1,024 CO <sub>2</sub> -e (metric tons) |
| Offsets | 307 CO <sub>2</sub> -e (metric tons)   |
| Net     | 716 CO <sub>2</sub> -e (metric tons)   |

## Scope 3 Emissions

|  |                                      |
|--|--------------------------------------|
| Business Travel                        | 35 CO <sub>2</sub> -e (metric tons)  |
| Employee Commuting                     | 328 CO <sub>2</sub> -e (metric tons) |
| Upstream Transportation & Distribution | 352 CO <sub>2</sub> -e (metric tons) |
| Waste                                  | 36 CO <sub>2</sub> -e (metric tons)  |

### Summary

|         |                                      |
|---------|--------------------------------------|
| Gross   | 751 CO <sub>2</sub> -e (metric tons) |
| Offsets | -                                    |
| Net     | 751 CO <sub>2</sub> -e (metric tons) |

# Our Corporate Carbon Footprint- Rockdale

## Scope 1 Emissions

|                                  |  |
|----------------------------------|--|
| Stationary Combustion            | 1,523 CO <sub>2</sub> -e (metric tons) |
| Mobile Sources                   | 0 CO <sub>2</sub> -e (metric tons)     |
| Refrigeration / AC Equipment Use | 19 CO <sub>2</sub> -e (metric tons)    |
| Fire Suppression                 | -                                      |
| Purchased Gases                  | -                                      |

### Summary

|         |  |
|---------|--|
| Gross   | 1,542 CO <sub>2</sub> -e (metric tons) |
| Offsets | -                                      |
| Net     | 1,542 CO <sub>2</sub> -e (metric tons) |

## Scope 2 Emissions

### Location-Based Scope 2 Emissions

|                                    |                                      |
|------------------------------------|--------------------------------------|
| Purchased and Consumed Electricity | 596 CO <sub>2</sub> -e (metric tons) |
| Purchased and Consumed Steam       | 0 CO <sub>2</sub> -e (metric tons)   |

### Market-Based Scope 2 Emissions

|                                    |                                    |
|------------------------------------|------------------------------------|
| Purchased and Consumed Electricity | 0 CO <sub>2</sub> -e (metric tons) |
| Purchased and Consumed Steam       | 0 CO <sub>2</sub> -e (metric tons) |

### Summary

|         |                                      |
|---------|--------------------------------------|
| Gross   | 596 CO <sub>2</sub> -e (metric tons) |
| Offsets | -                                    |
| Net     | 596 CO <sub>2</sub> -e (metric tons) |

## Scope 3 Emissions

|  |                                      |
|--|--------------------------------------|
| Business Travel                        | 0 CO <sub>2</sub> -e (metric tons)   |
| Employee Commuting                     | 146 CO <sub>2</sub> -e (metric tons) |
| Upstream Transportation & Distribution | 570 CO <sub>2</sub> -e (metric tons) |
| Waste                                  | 57 CO <sub>2</sub> -e (metric tons)  |

### Summary

|         |                                      |
|---------|--------------------------------------|
| Gross   | 773 CO <sub>2</sub> -e (metric tons) |
| Offsets | -                                    |
| Net     | 773 CO <sub>2</sub> -e (metric tons) |

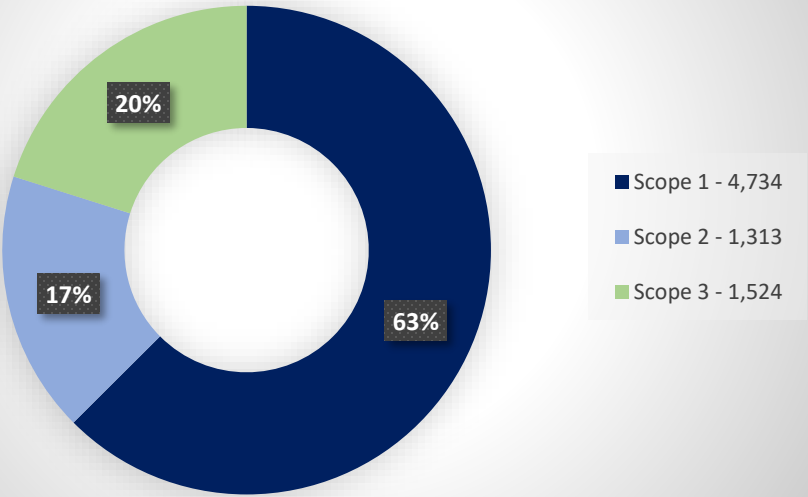
# Our Corporate Carbon Footprint– Majestic & Rockdale

## Scope 1, 2 & 3 Combined Emissions

|         |  |
|---------|--|
| Scope 1 | 4,734 CO <sub>2</sub> -e (metric tons) |
| Scope 2 | 1,620 CO <sub>2</sub> -e (metric tons) |
| Scope 3 | 1,524 CO <sub>2</sub> -e (metric tons) |

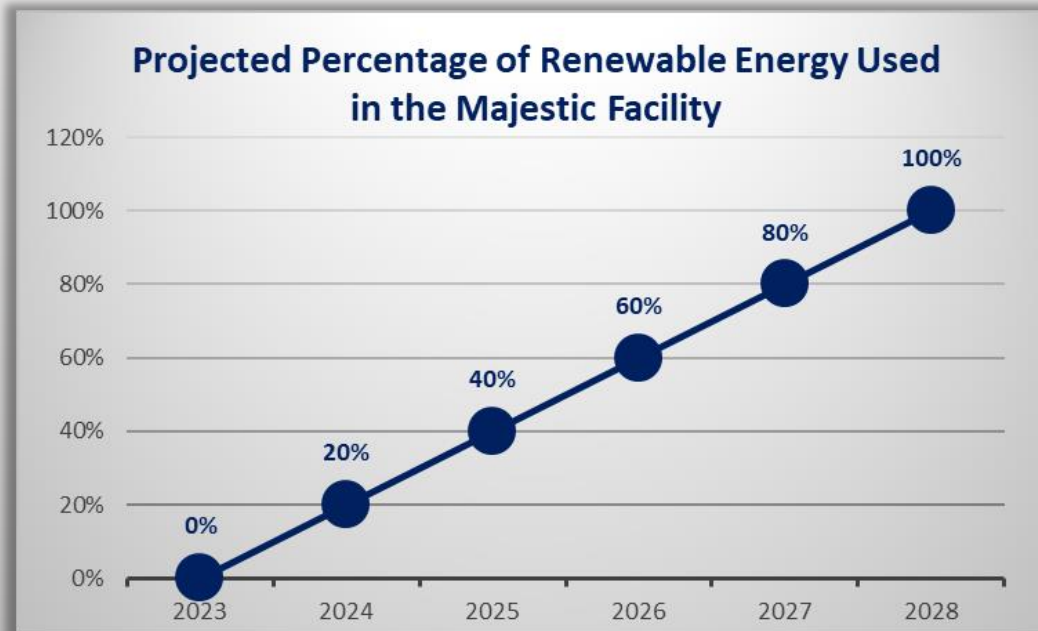
|                   |  |
|-------------------|--|
| <b>Summary</b>    |  |
| Gross             | 7,878 CO <sub>2</sub> -e (metric tons) |
| Offsets (Scope 2) | 307                                    |
| Net               | 7,571 CO <sub>2</sub> -e (metric tons) |

## 2024 Total Emissions After Offsets



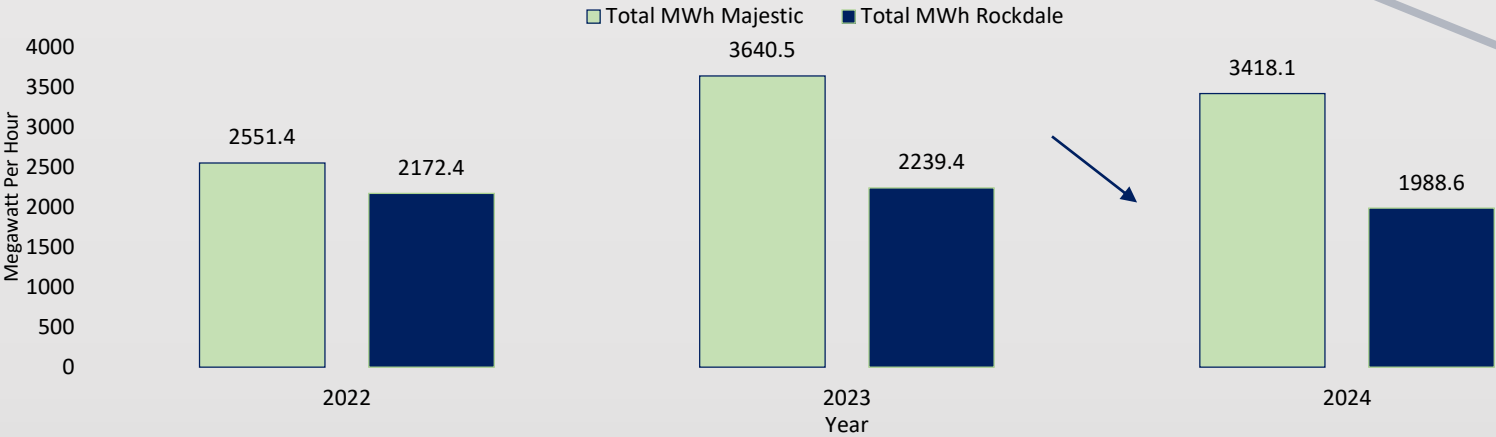
# Environment: Carbon Offsets & Renewable Energy

- ✓ In 2024, BioSpectra, Inc. invested in carbon offsets for our Majestic facility to offset our natural gas consumption. These offsets will be increased by 20% over the next 5 years. Our natural gas consumption is neutralized by our verified emission reduction purchase.
- ✓ Our ongoing collaboration with IGS Energy will work to fund green infrastructure and renewable energy projects.
- ✓ BioSpectra, Inc. also purchased Renewable Energy Credits (RECs) for our Majestic facility. Credits will be integrated by an additional 20% each year significantly reducing our Scope 2 emissions in order for BioSpectra to achieve established goals.

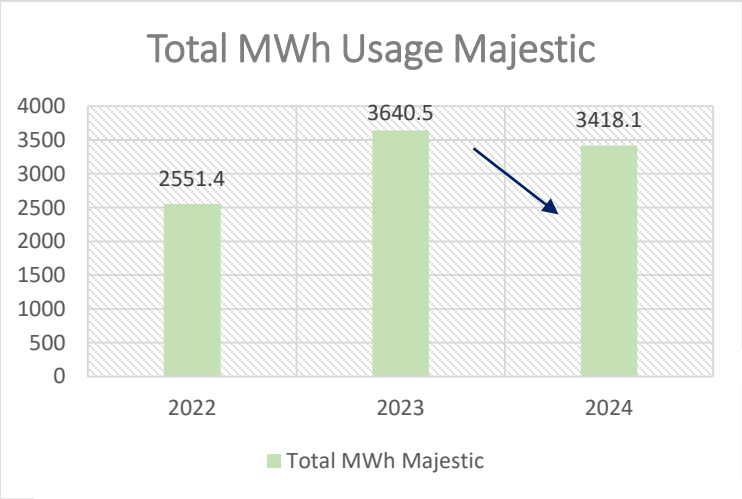


# Environment: Energy Metrics

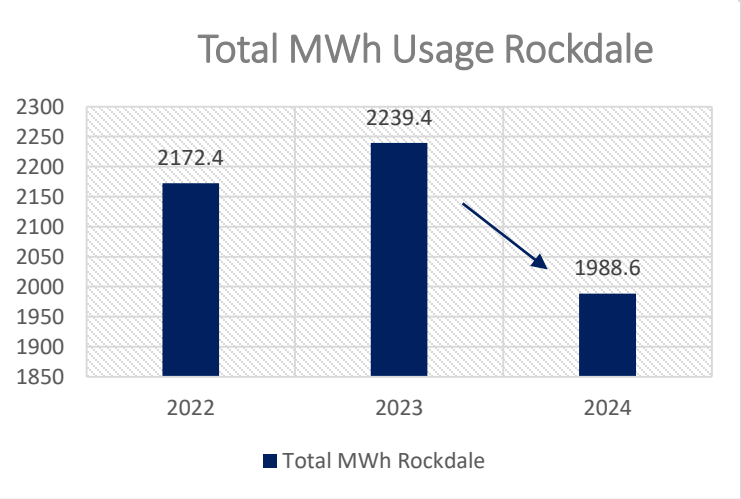
Total MWh Usage per Year from 2022 Baseline - Majestic and Rockdale



From 2023 to 2024, our total MWh usage decreased by roughly 8%.



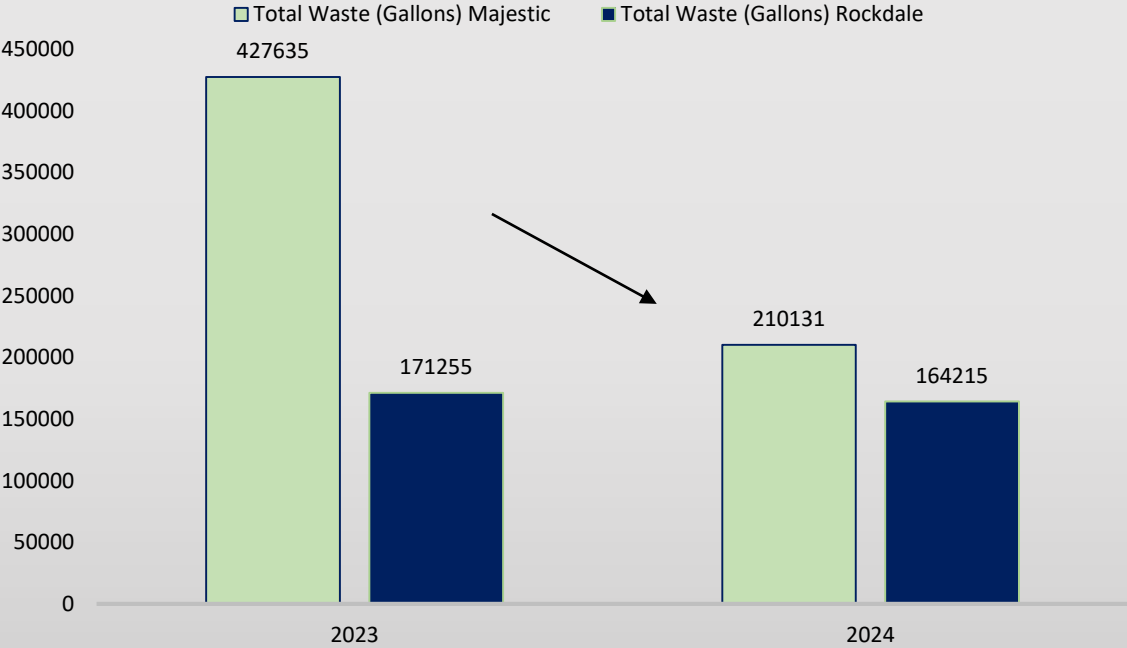
From 2023 to 2024, our MWh usage at the Rockdale facility **decreased by roughly 11%.**



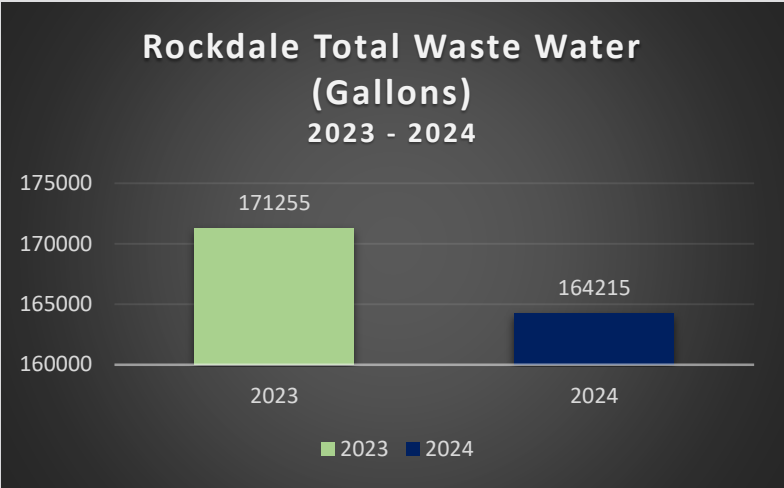
From 2023 to 2024, our MWh usage at the Majestic facility **decreased by roughly 6%.**

# Environment: Waste Water Metrics

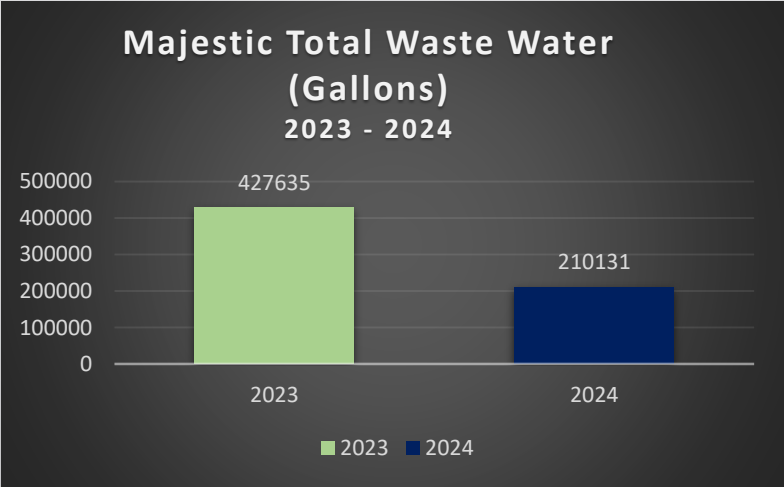
## TOTAL WASTE WATER (GALLONS)



From 2023 to 2024, our total waste water dropped from 637,766 gallons to 335,400 gallons, showing that **we have successfully decreased the total gallons of waste water by 47.38%.**



From 2023 to 2024, waste water from the Rockdale facility decreased by approximately **5%.**



From 2023 to 2024, waste water from the Majestic facility decreased by approximately **51%.**

# Environment: Waste Reduction Efforts

- ❖ BioSpectra, Inc. is committed to environmental sustainability and responsible corporate citizenship. We recognize the environmental impact associated with the end-of-life phase of our Finished Good Products.
- ❖ In efforts to divert waste from the landfill, BioSpectra upholds our Returned Goods Policy for expired, finished good material.
- ❖ BioSpectra has invested in the validation programs that allow us to use expired, GMP Finished Product as raw material. While this is expensive, it allows us to significantly reduce chemical waste and eliminate the waste from unsold Finished Goods that have exceeded their stated shelf life.



# Labor & Human Rights: Working Conditions

- BioSpectra Inc., is committed to providing a safe, healthy, and **productive work environment for all employees**. We believe that good working conditions contribute to the well-being of our employees and are essential for achieving high levels of employee performance and job satisfaction.
- We are committed to implementing and maintaining policies that ensure every employee receives compensation and essential benefits that allows them to meet their needs, including housing, food, healthcare, and transportation.
- We recognize the importance of work-life balance and encourage our employees to manage their time effectively. We offer flexible work arrangements where feasible to accommodate personal needs.



Female Employees

60  
34%



Male Employees

116  
66%



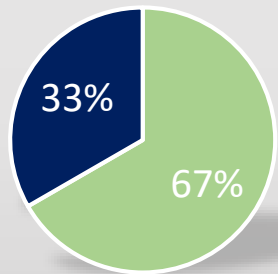
Total Employees

176  
100%

# Labor & Human Rights: Diversity, Equity & Inclusion

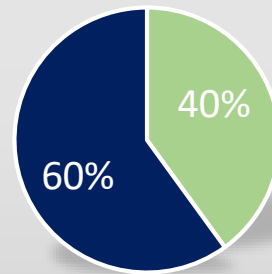
## Women in Leadership Roles

Vice Presidents by Gender



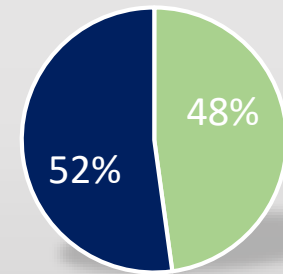
Men Women

Directors by Gender



Men Women

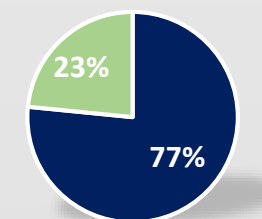
Managers by Gender



Men Women

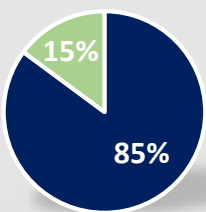
# Labor & Human Rights: Employee Benefits

Employees Enrolled in Health Insurance  
2024



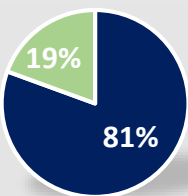
■ Enrolled ■ Unenrolled

Employee Dental Insurance Enrollment  
2024



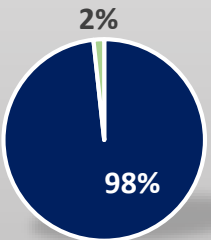
■ Enrolled ■ Unenrolled

Employee Vision Insurance Enrollment  
2024



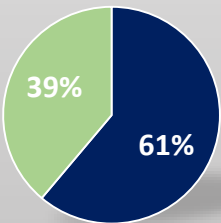
■ Enrolled ■ Unenrolled

Employee Life Insurance Enrollment  
2024



■ Enrolled ■ Unenrolled

Employee 401K Enrollment 2024



■ Enrolled ■ Unenrolled

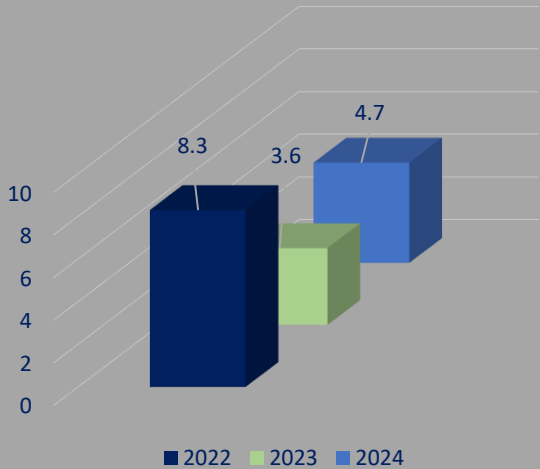
# Labor & Human Rights: Employee Health & Safety

- ❖ We prioritize the safety of our employees above all else. We adhere to all relevant health and safety regulations and provide necessary training to ensure that our workplace is hazard-free.
- ❖ We encourage employees to report any incidents, near misses, hazards, or health and safety concerns promptly. We investigate all incidents to determine root causes and implement corrective actions to prevent recurrence. BioSpectra implemented an incident reporting tool in 2024 to help better track our total incidents , hazards and near misses. The Environmental, Health and Safety department monitors any reports and implements the corrective actions.
- ❖ The BioSpectra Safety Committee meets on a monthly basis to discusses outstanding safety concerns, open work orders, inspections and reported incidents.
- ❖ All employees are trained on appropriate health and safety conditions to ensure they are aware of hazards and risks associated with their work and understand their responsibilities for maintaining a safe work environment. *Each employee is trained an average of 40 hours per year.*
- ❖ We establish and maintain procedures for responding to emergencies and ensure that employees are prepared to respond effectively. BioSpectra, Inc. provides annual immersive training on emergency situations such as fire prevention and proper procedures regarding facility malfunctions such as chemical spills.

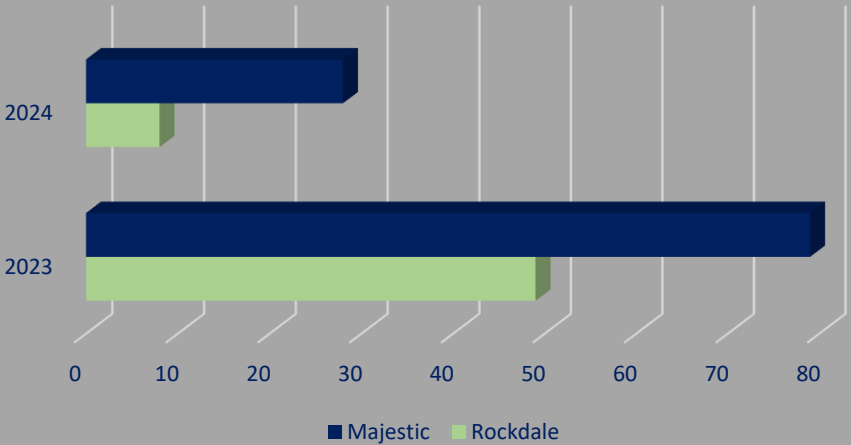
# Labor & Human Rights: Incident Metrics

- ❖ All employees are trained on health and safety tactics specified to their particular roles in the organization.
- ❖ Our Total Recordable Incident Rate (TRIR) in 2024 was 4.7. We have cut our rate nearly in half since the 2022 reporting year.
- ❖ Our Environmental, Health and Safety Department (EHS) oversees all operations and incidents to ensure the health, safety and well-being of all our employees.

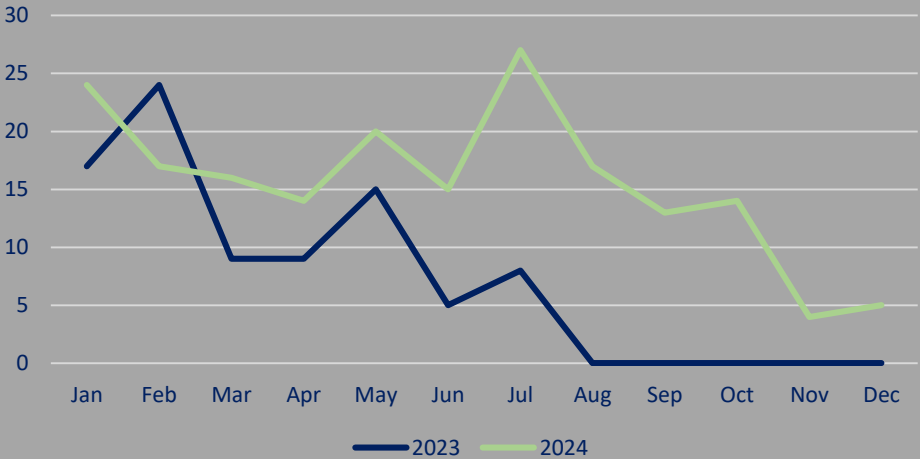
Total Recordable Injury Rate - Majestic



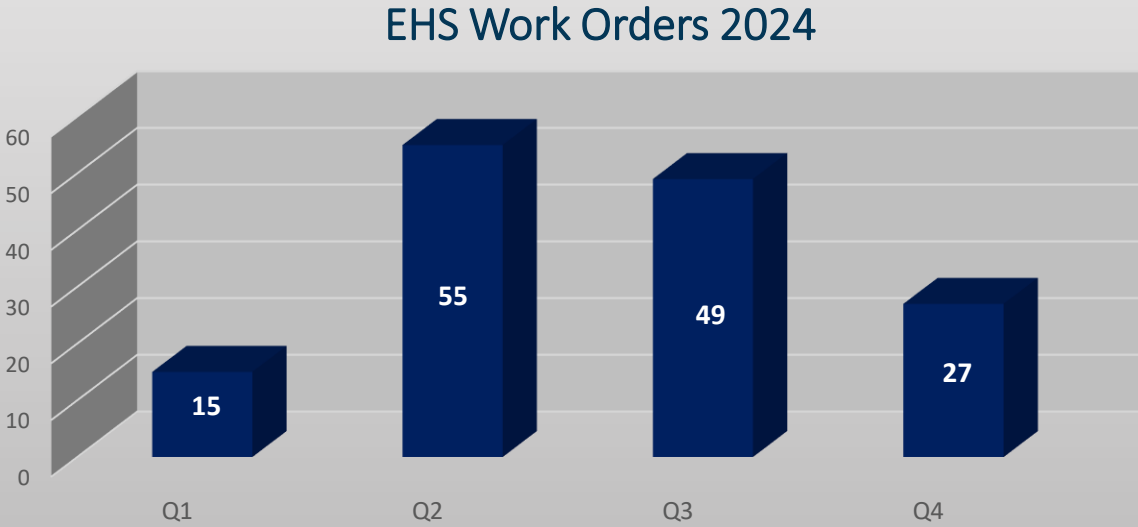
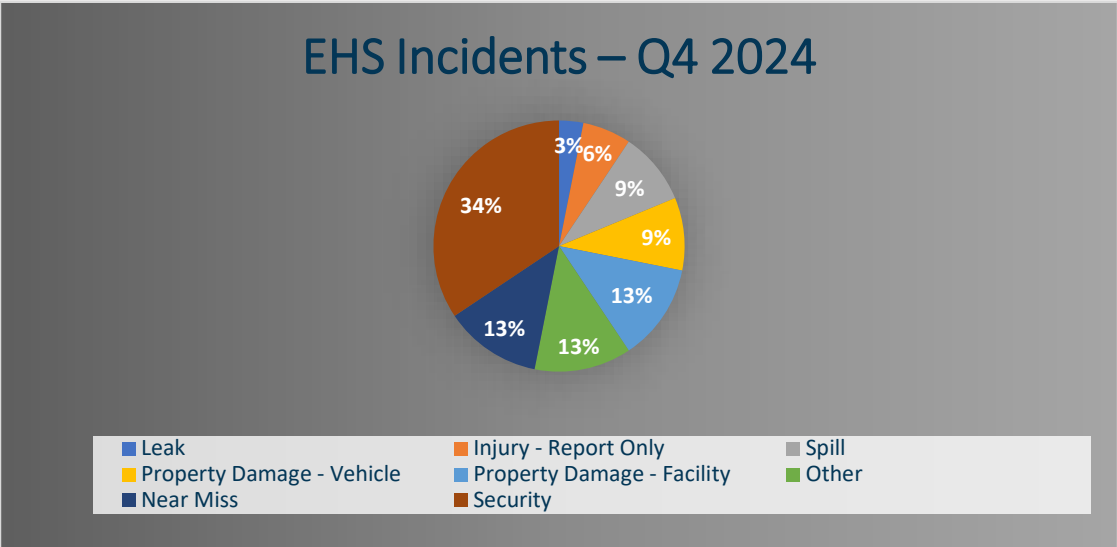
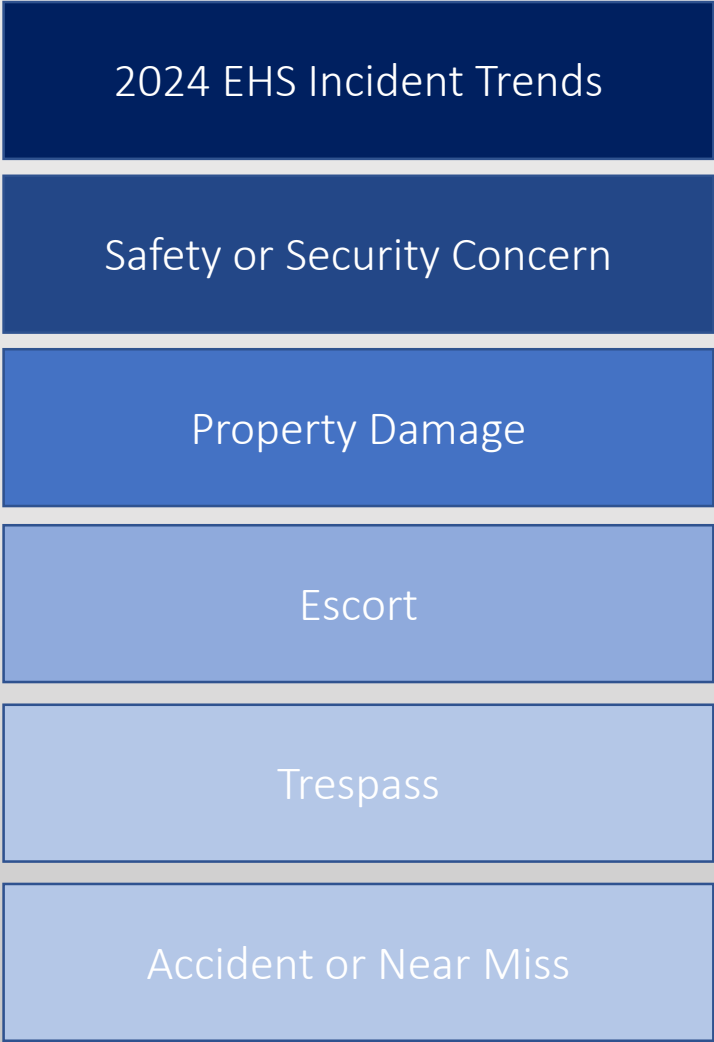
Incidents by Manufacturing Facility



Total Incidents by Month



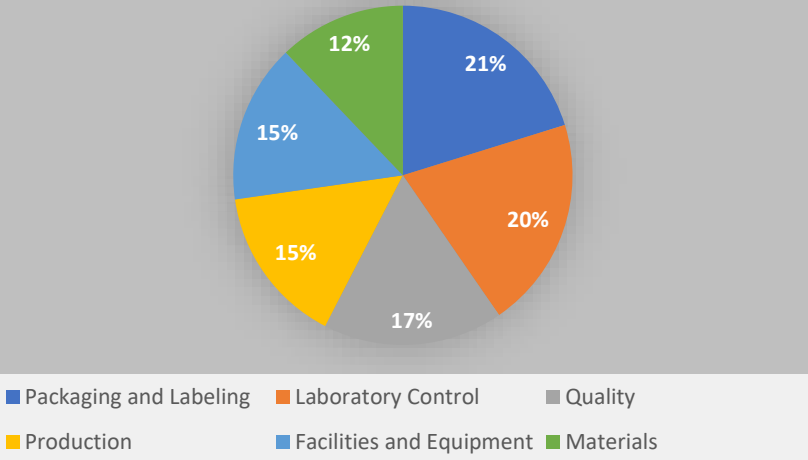
# Environmental, Health and Safety



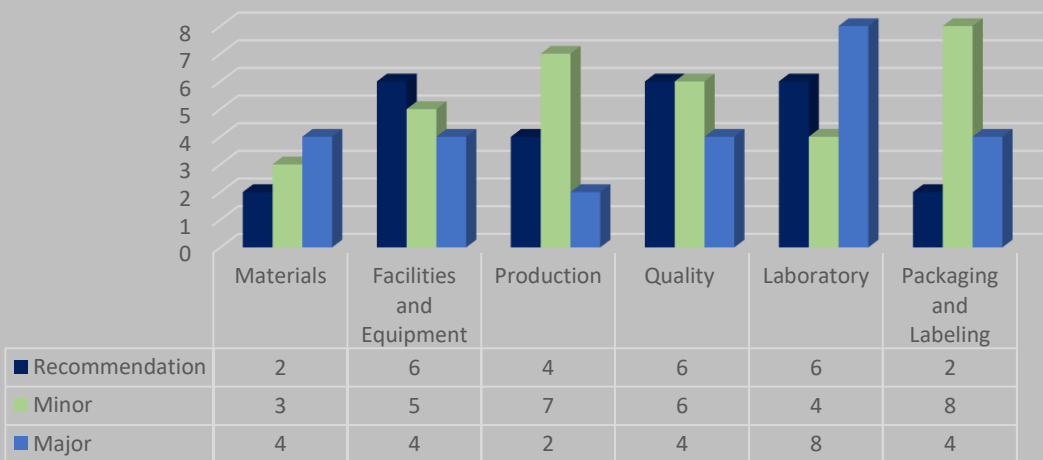
# 2024 Internal Audits

| Count | System                   | Qty of Non-Compliant Observations | Qty of Recommendations | Qty of Minor | Qty of Critical | Quantity of Major | CAPA Open? |
|-------|--------------------------|-----------------------------------|------------------------|--------------|-----------------|-------------------|------------|
| 1     | Facilities and Equipment | 9                                 | 6                      | 5            | 0               | 4                 | No         |
| 2     | Laboratory Control       | 12                                | 6                      | 4            | 0               | 8                 | No         |
| 3     | Materials                | 7                                 | 2                      | 3            | 0               | 4                 | Yes        |
| 4     | Packaging and Labeling   | 12                                | 2                      | 8            | 0               | 4                 | No         |
| 5     | Production               | 9                                 | 4                      | 7            | 0               | 2                 | No         |
| 6     | Quality                  | 10                                | 6                      | 6            | 0               | 4                 | No         |

Non-Compliant Observations

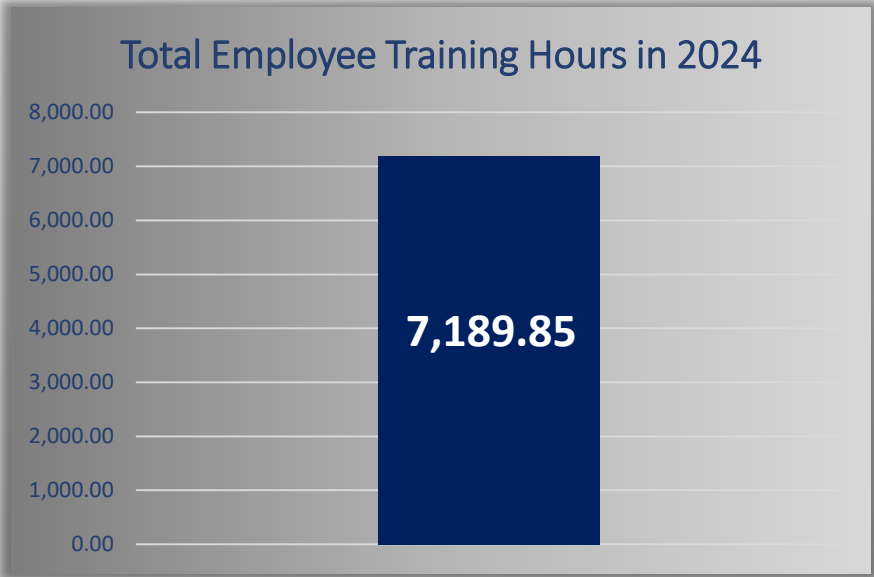
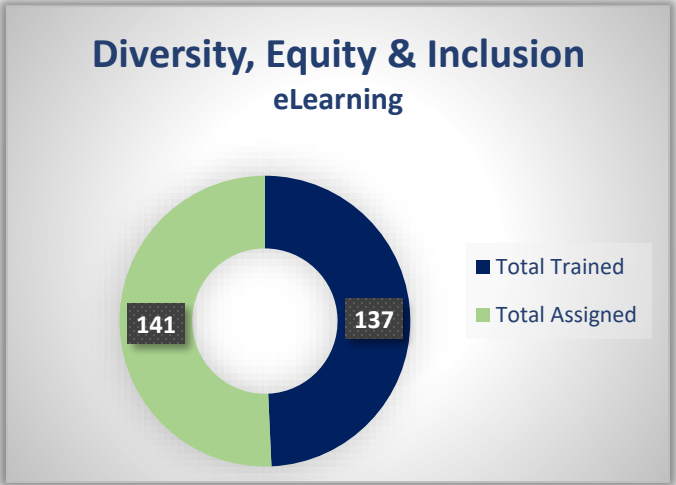
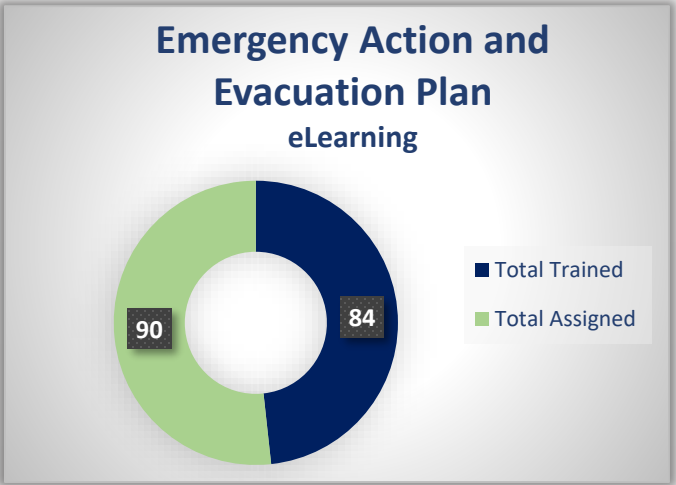


2024 Internal Audits





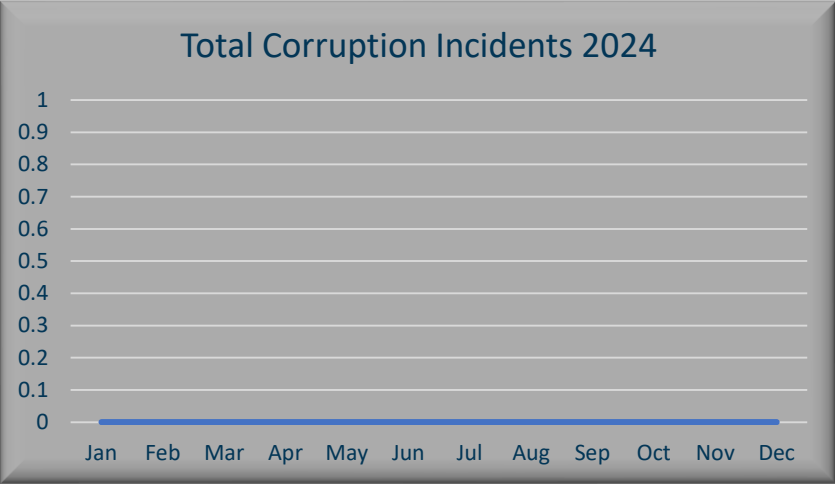
# 2024 Employee Training Metrics



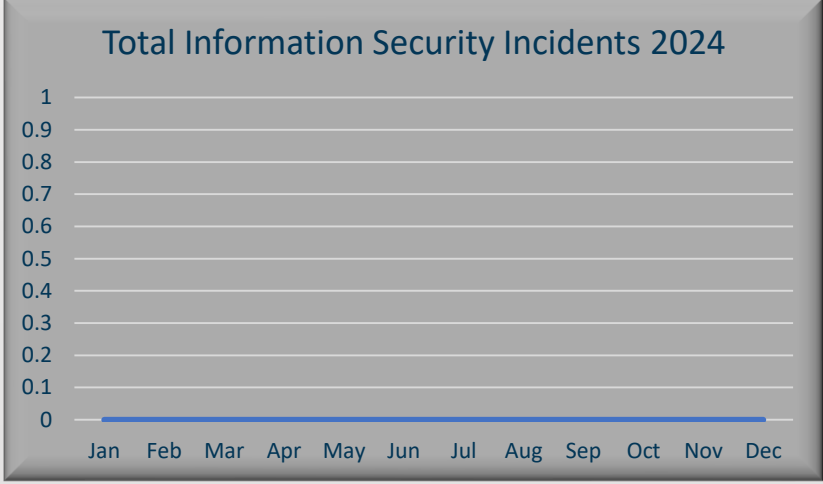
# Ethics: Anti-Corruption Policy

- ❖ BioSpectra is committed to conducting its business with honesty, integrity, and transparency. As part of this commitment, we adhere strictly to fair business practices and maintain a zero-tolerance policy towards bribery and fraud in any form.
- ❖ We conduct our business in compliance with all applicable laws and regulations, promoting health competition and fair dealings in the marketplace. Our employees are expected to uphold the highest standards of ethics and integrity in their interactions with customers, suppliers, partners and colleagues.
- ❖ Bribery, whether offering, giving, receiving or soliciting, is strictly prohibited. We do not tolerate any form of bribery or corrupt practices, including facilitation payments. We are committed to preventing fraud in all aspects of our operations. This included but is not limited to financial fraud, misrepresentation of information, falsification of records, and any deceptive practices.
- ❖ The management team is responsible for establishing and maintaining effective controls to prevent bribery and fraud within the organization.

# Ethics: Anti-Corruption and Information Security Incidents

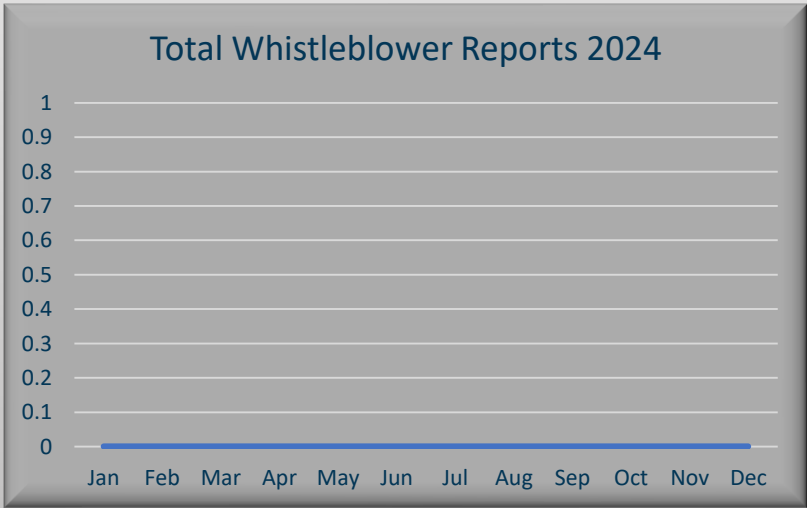


Total number of confirmed Corruption Incidents in 2024: 0



Total number of confirmed Information Security Incidents in 2024: 0

As part of the whistleblower program, BioSpectra uses a platform called *ReportIT*. BioSpectra, Inc. is committed to maintaining a work environment that is safe and free from discrimination, unlawful behavior, and inappropriate conduct. To support this commitment, the company has established a “*See it, say it*” reporting system that encourages employees to report any unethical, abusive, unprofessional, or illegal actions, as well as any violation or concerns related to the code of conduct.



Total number of confirmed Whistleblower Reports in 2024: 0

# Sustainable Procurement: Stakeholder Engagement

- ❖ In alignment with our commitment to Sustainable Procurement, we expect our business partners to uphold ethical practices that reflect internationally recognized standards of legal and social responsibility. These expectations are clearly outlined in both BioSpectra's Code of Ethics and Sustainable Procurement Policy.
- ❖ Digital Signage is used to effectively communicate key programs and policies to both employees and visitors, enhancing awareness and engagement across our organization.
- ❖ Supplier audits are conducted in accordance with BioSpectra's internal Standard Operating Procedures (SOPs) and in alignment with ICH Q7 guidelines to ensure compliance, quality, and consistency across the supply chain.
- ❖ Annual employee performance reviews are conducted to ensure that all BioSpectra team members are well-prepared and adequately trained for their roles. We recognize that each individual's contribution is essential to fostering a sustainable and inclusive workplace.
- ❖ An annual Employee Satisfaction Survey will be distributed to all staff, providing an anonymous platform for employees to share their feedback and experiences.

# Scope 3 Emissions Tracking Methods

Our upstream Transportation and Distribution is divided into three areas:

Ground Transport  
Sea Transport  
Air Transport



Employee Commuting is categorized by:

Passenger Car  
Light-duty Truck  
Motorcycle



Waste Generation is categorized by:

Material  
Disposal Method  
Weight

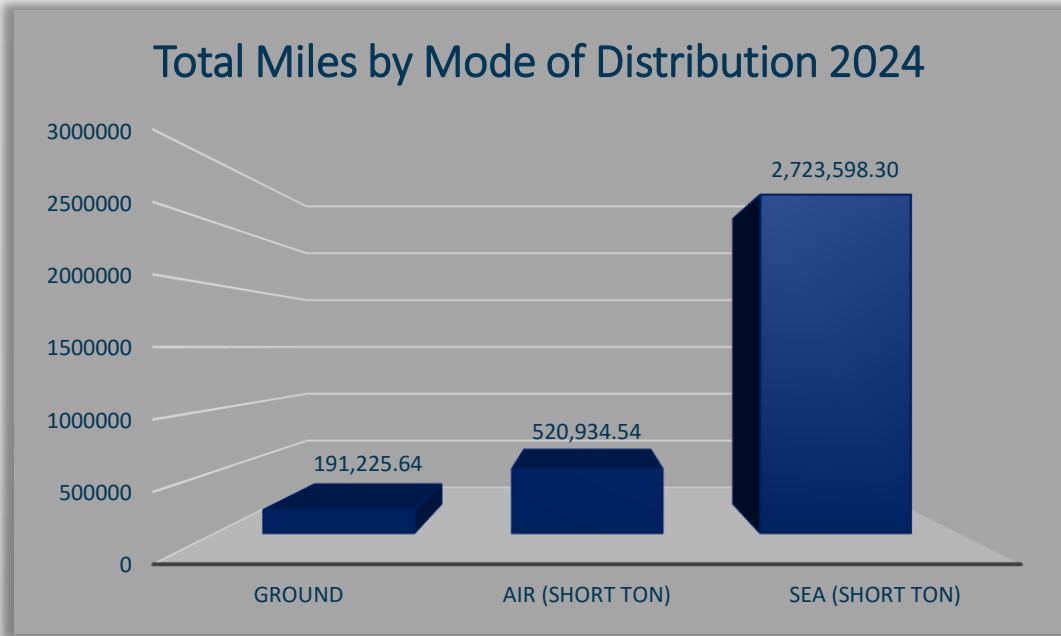


Business Travel is divided into three areas:

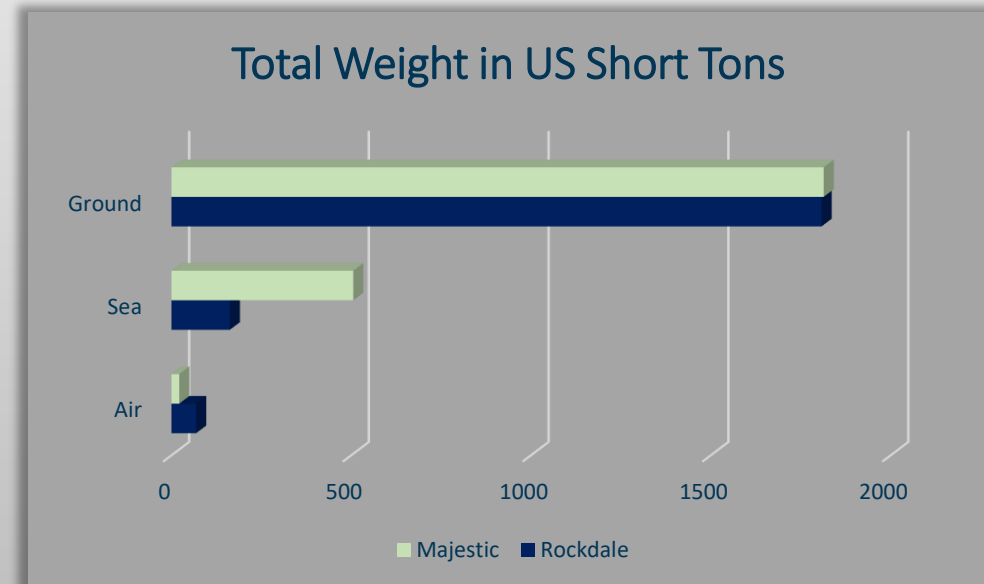
Vehicle Miles  
Rail or Bus Passenger Miles  
Air Passenger Miles



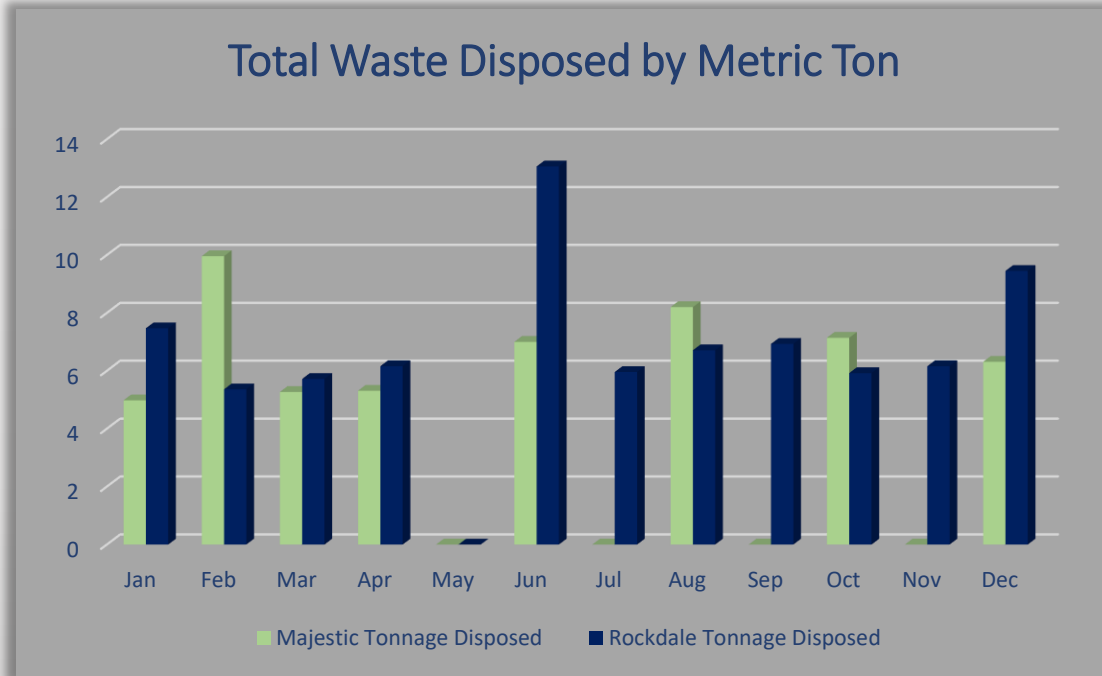
# Transportation and Distribution



- ❖ Transportation and Distribution miles are calculated manually by using the approximate starting location to the approximate ending location.
- ❖ For Example, Ground miles are calculated from the BioSpectra location to the Customer location. Air miles are calculated from BioSpectra's "home" airport to the nearest airport to the customer.
- ❖ The amount of total short ton miles is used to calculate the total CO<sub>2</sub> emissions per mode of Distribution.

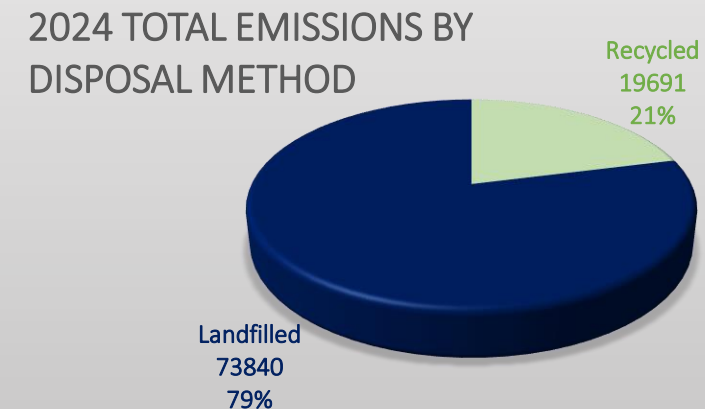
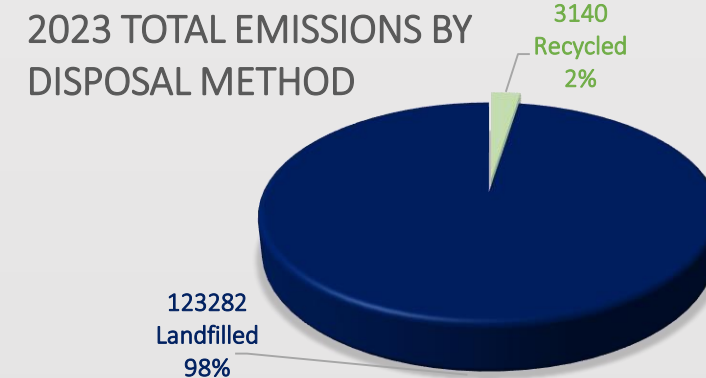


# Waste Disposal



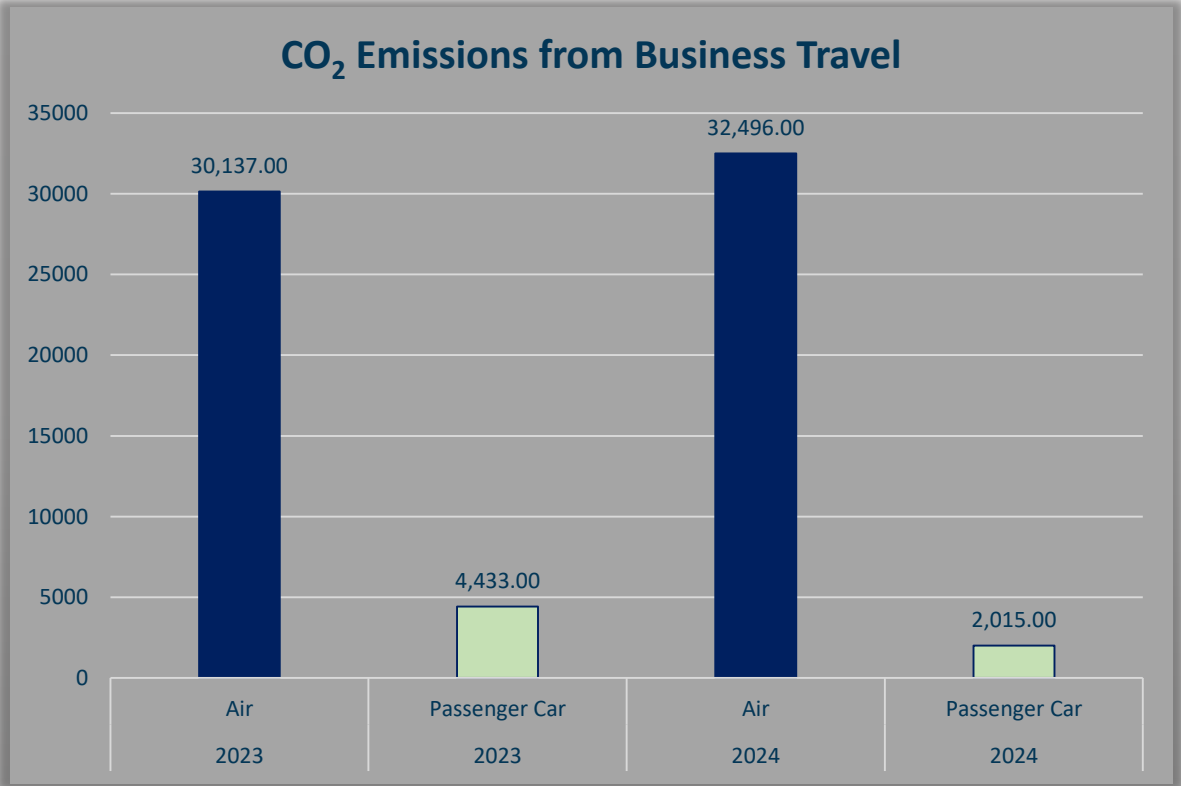
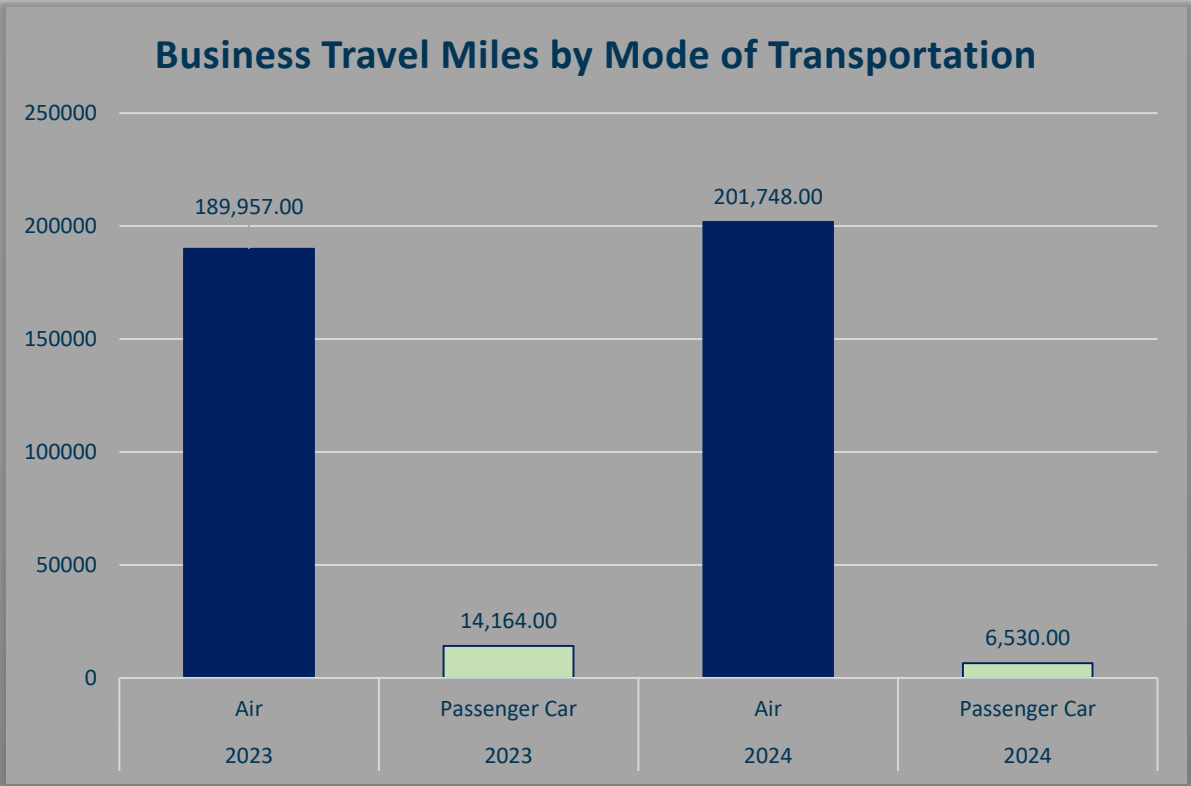
In 2024, emissions from landfilled waste were 73,840 units, a large decrease from 123,282 units in 2023. **This shows a reduction of 49,442 units, or a 40.1% decrease from 2023.**

Emissions from recycled waste increased from 3,140 units in 2023 to 19,691 units in 2024, which is an increase of 16,551 units. **This large jump represents a 527% increase in recycled waste from the previous year.**

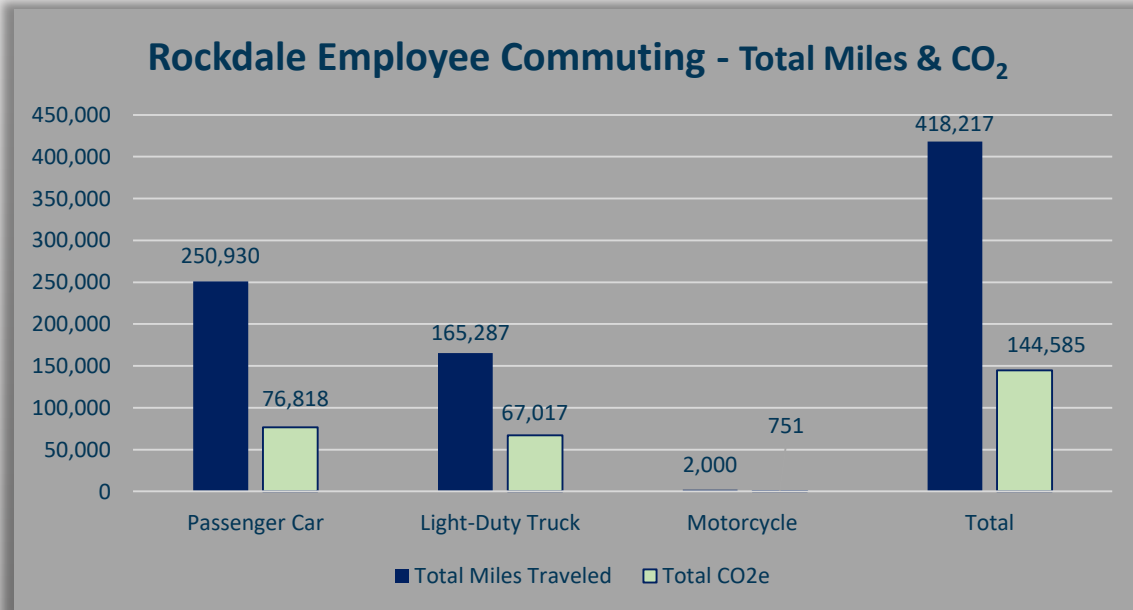
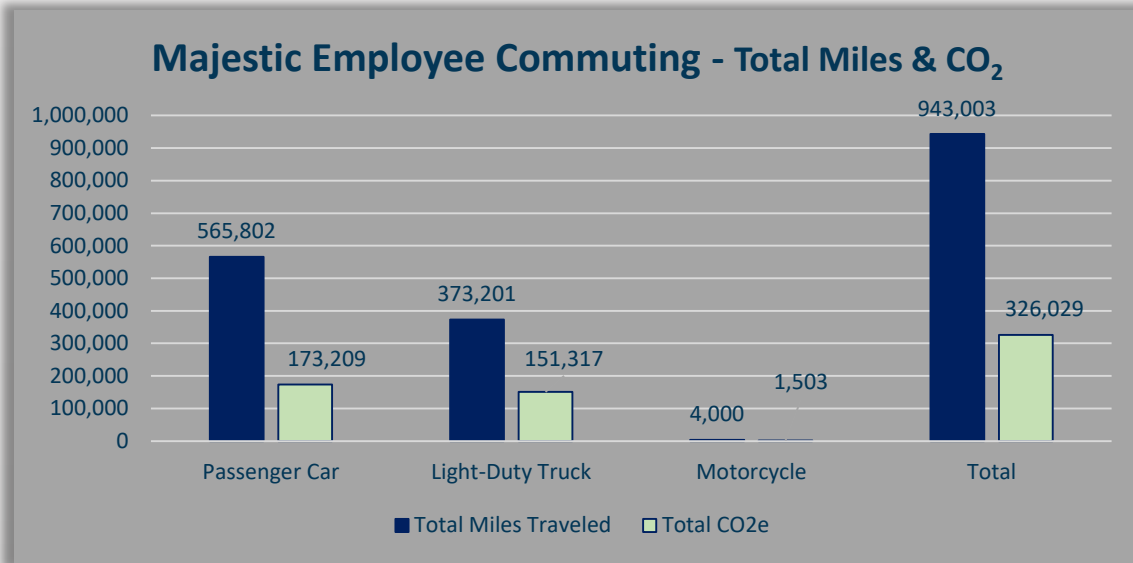




# Business Travel



# Employee Commuting



- ❖ The miles traveled for vehicles is tracked and converted into CO<sub>2</sub> emissions, measured in Kilograms.
- ❖ We report employee commuting vehicle miles which are converted to CO<sub>2</sub> emissions in Kilograms.
- ❖ Personal employee vehicles are the means of transportation for all employees due to the lack of public transportation resources in our geographical location.

# Goals and Targets



Reduce our Scope 1 and Scope 2 carbon emissions by 42% by 2028 in accordance with the Paris Protocols and Agreement



Organizational goal of reducing our emissions by 50% by 2030



Complete a third-party Sustainability Audit in 2025



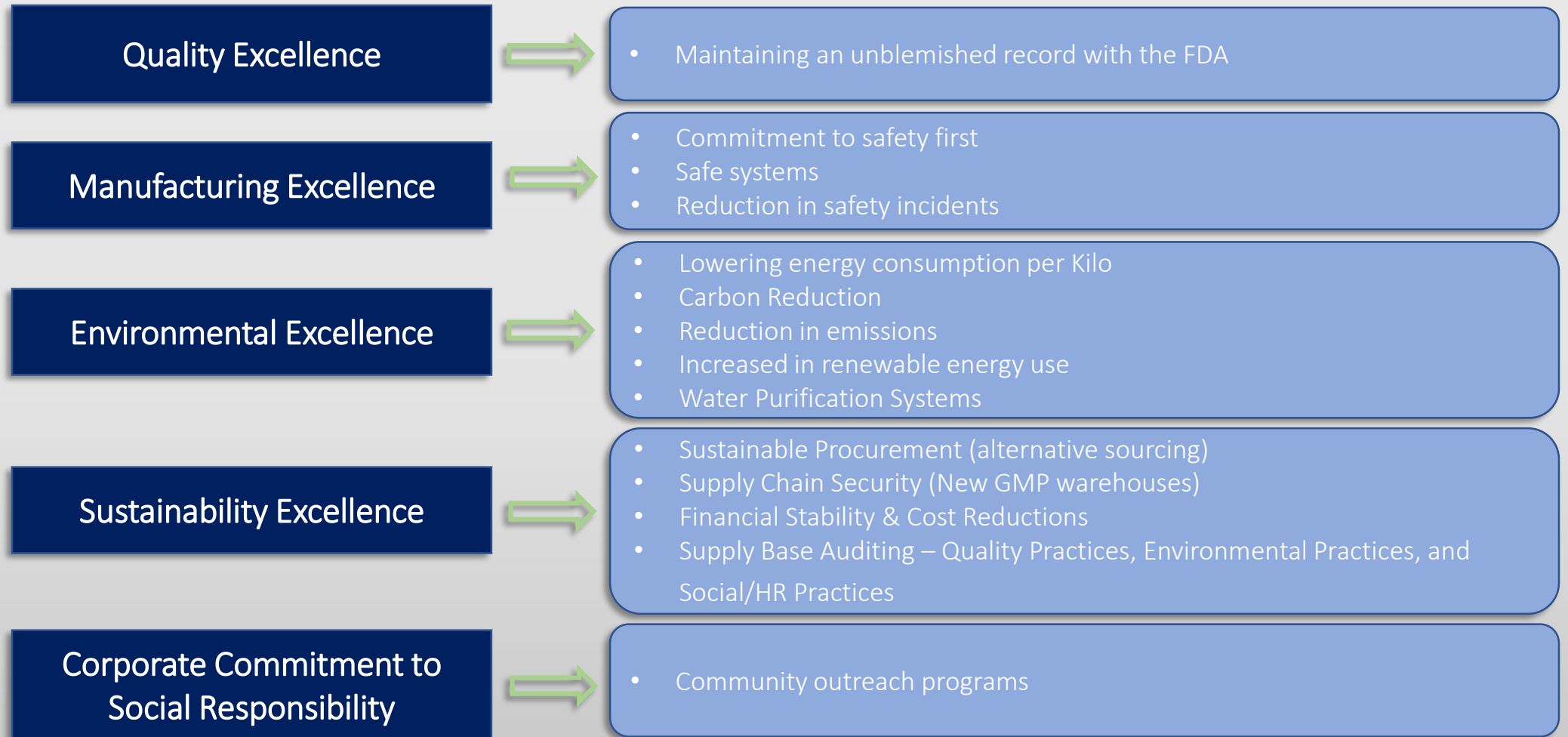
Begin tracking and reporting on Product Carbon Footprints for our top products in 2025

# Strategic Sustainability Initiatives

| Operations   |   |
|--|---|
| 100% Sustainable Renewed Buildings                                       |   |
| 100% of Workspace will be compliant to our Four Levels of Classification | Majestic Office Renovation <b>(In-Progress)</b>               |
| 100% Uniform and Standardized Workspaces, Break Areas and Offices        | <b>Majestic Office Renovation (In-Progress)</b>               |
| Property Beautification at Every Facility Completed                      |   |
| Environment  |   |
| Dust Collection/Cyclone Upgrade Program                                  |   |
| Commercial Recycling Program Implemented                                 |   |
| Solid Waste Reduction Program Implemented                                |   |
| Liquid Waste Reduction Program Implemented                               |   |
| Sustainability   |   |
| Vertically Integrated HCL Gas/Liquid Supply                              | HCL Gas Generation System <b>(In-Progress)</b>                |
| 100% Energy-Efficient HVAC Systems                                       | Majestic Office Renovation <b>(In-Progress)</b>               |
| Unified and Expandable Utilities at Each Site                            | Utility Loop Systems Majestic & Rockdale <b>(In-Progress)</b> |
| Inter-Site Supply Chain Management                                       | Supply Chain Center & Fulmer <b>(In-Progress)</b>             |

| Organizational                                   |  |
|--|--|
| Business Continuity Plan                         | Backup/Disaster Recovery <b>(In-Progress)</b>  |
| Succession Plan                                  | Book of Books <b>(In-Progress)</b>   |
| 100% Validated and Implemented ERP/MRP           | ZAP Dashboards SAGE Implementation <b>(Completed)</b><br>Dextran ERP Implementation <b>(Completed)</b><br>Implementing BOMs/Routings in SAGE <b>(In-Progress)</b>  |
| Human Development Plan                           |  |
| Quality  |  |
| 100% Validated and Implemented QMS               | Electronic Training Implementation <b>(In-Progress)</b><br>MasterControl Field Based Solutions Forms Implementation <b>(Completed)</b><br>MasterControl Forms Buildout in Docs Modules <b>(Completed)</b><br>Electronic Batch Records <b>(Completed)</b> |
| 100% Validated and Implemented LIMS              | LabWare Implementation <b>(Completed)</b>  |
| Expansion of Data Integrity and Quality Programs |  |
| Buildout of New Laboratory                       |  |
| Manufacturing                                    |  |
| 100% Validated and Implemented EBR's             | Electronic Batch Records (EBRs) <b>(Completed)</b>   |
| 30 Days Critical Product Inventory               |  |
| 100% Qualified Equipment and Validated Systems   |  |
| Spray Drying Technology Expansion                | Zone M Spray Dryers <b>(In-Progress)</b><br>L10 Spray Dryer <b>(Completed)</b>   |

# Strategic Sustainability Initiatives



This Strategic Plan will be based on our expectations and goals for our 30<sup>th</sup> anniversary and define primary measurables for the 32-month period started February 1, 2023 and ending September 30, 2025.

# Environmental, Social and Governance Commitments

## Environmental Commitments

- Biodiversity Policy Statement
- Chemicals and Waste Policy Statement
- Product Carbon Footprint Policy Statement
- Product End-of-Life Policy Statement

## Ethics Commitments

- Conflict of Interest Policy Statement
- Fair Business Practices Policy Statement

## Sustainable Procurement Commitments

- Sustainable Procurement Policy

## Labor & Human Rights Commitments

- Employee Health & Safety Policy Statement
- Child Labor, Forced Labor and Human Trafficking Policy Statement
- Risk Exposure to Minors
- Diversity, Equity and Inclusion Policy Statement
- Whistleblower Policy Statement
- Anti-Discrimination Policy Statement
- Risk Assessment and Safe Job and Ergonomics at Work Policy Statement
- Working Conditions Policy Statement
- Living Wage Policy Statement
- Evaluation for Employee Job Performance Policy Statement

# Methodology Report

## Baseline Year

BioSpectra’s emissions data for the Majestic facility is derived from a 2022 baseline, whereas the data for the Rockdale facility is based on a 2024 baseline. Year to year data trends are subject to change and should be interpreted with that consideration.



## Process for Data Collection

BioSpectra currently uses the U.S. Environmental Protection Agency’s Simplified GHG Emissions Calculator to estimate its greenhouse gas emissions.

## Calculation System

Greenhouse Gas Emissions reporting includes full coverage of Scope 1 and 2 emissions, along with Scope 3 emissions. Biogenic CO<sub>2</sub> emissions are not accounted for at this time.



## Continuous Improvement of Data Collection

Through ongoing collaboration between the Sustainability and EHS Departments, BioSpectra remains committed to continually enhancing its data collection methods each year.