

# 2015

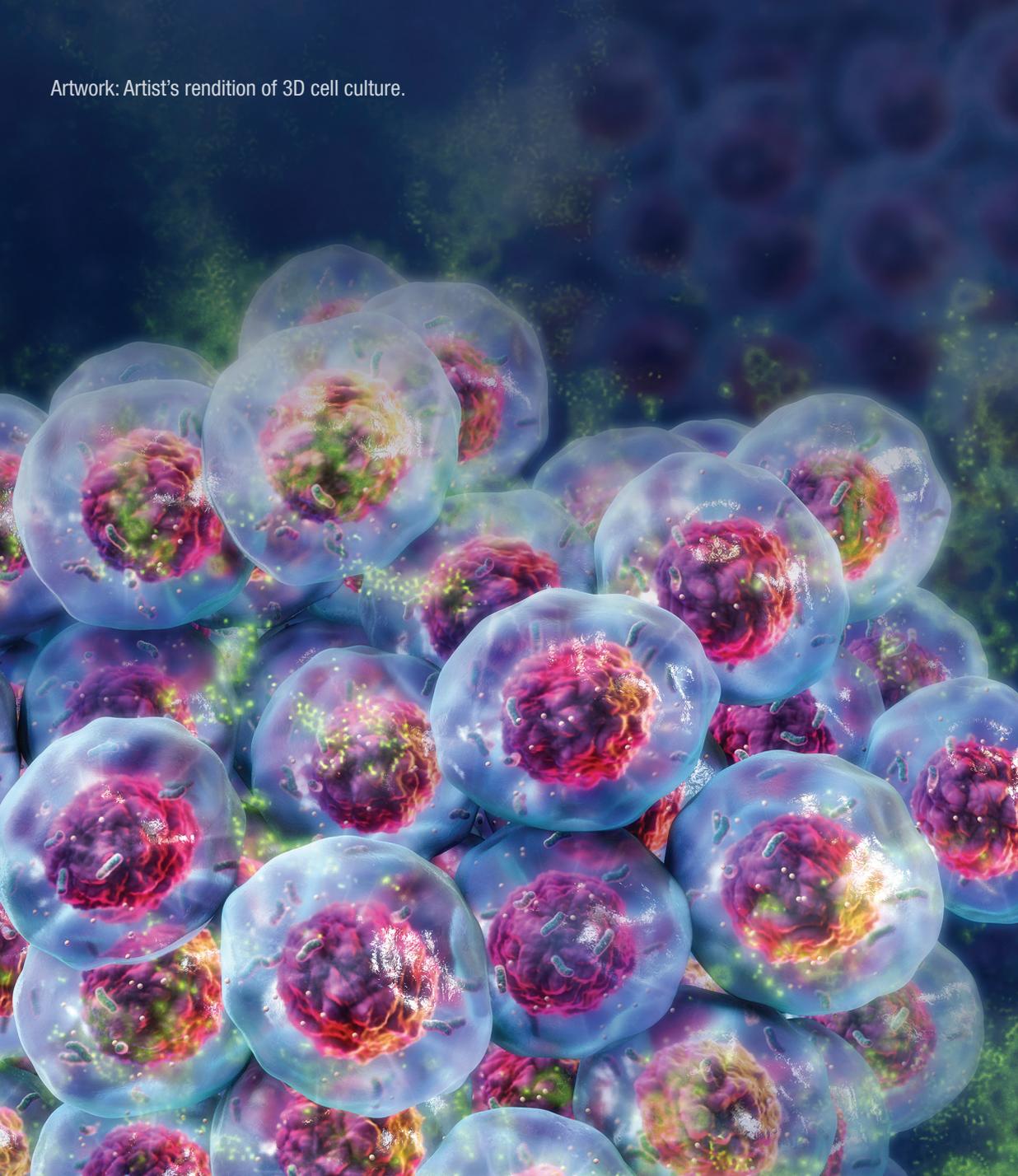
## Corporate Responsibility Report

Artwork: Close-up of artist's conception of 3D structure of an antibody.

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Artwork: Artist's rendition of 3D cell culture.



## Overview

The culture at Promega is woven with a vision for the long term while being mindful of how to make a tangible, lasting contribution to the world in which we live. Our work challenges us intellectually, helps us develop professionally and fulfills us personally. We believe that success is not solely measured by short-term profits but by finding lasting synergies between organizational focus and the wellbeing of humanity. Together we can achieve more than any of us could individually.

Our products have enabled scientists to address the challenges facing global health for over 35 years. To meet the increasing needs of researchers worldwide, we continue to make significant investments in innovation, facilities and capabilities that will provide a solid foundation for long into the future.

As we grow, we look at corporate responsibility as more than a label or a term, but as a comprehensive framework that will holistically integrate best practices into our strategic and operating fabric. We are mindful of how natural resources are used and integrate the values of sustainability across all aspects of our business. We are also careful to consider the communities in which we work and strive to make meaningful contributions to support programs that improve wellbeing, share knowledge, and recognize the arts. With growth we look not only to improve our business practices, but also maintain the culture, values, and vision that have made Promega successful and unique.

## Letter from the CEO

As we monitor our use of resources, review the support to our constituencies and reflect on our intent for the future, we're reminded of a couple of important truths.

There are more variables to measure as we consider consumption regarding short-term and long-term impact. Our customers are dealing with complex questions in science, regulatory constraints and funding limitations. Our employees are becoming more mobile, and our communities are facing challenges of support for the citizens they serve.

We are also reminded of how fortunate we are at Promega. We have the opportunity to serve scientists who work at the forefront of their fields, to employ people who have a sincere appreciation for one another, and to work in vibrant and growing communities. This is something we appreciate now, and we realize that we are stewards of our work and living environment for those who will succeed us in generations to come.



*Bill Linton*

William A. Linton,  
Chairman and CEO

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*“ We realize that we are stewards of our work and living environment for those who will succeed us in generations to come. ”* —William A. Linton, Chairman and CEO

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Much like any long-living organism, we must nurture the ability to grow, respond and adapt to whatever develops in the decades ahead. Promega has set its sights on the year 2078 for our 100 year anniversary as a private, independent company. Ensuring that we will reach that milestone depends on each of us who work and support this business to continue to innovate and deliver quality products and services to our customers globally.

Altogether, we are committed for the long term to sustainable business practices, creative and supportive work environments, and to improving the human condition through advanced scientific discoveries. Thank you for being a part of these exciting developments.



# Corporate Mind

2015 Corporate Responsibility Report

Artwork: Artist's rendering of the components of a cell.

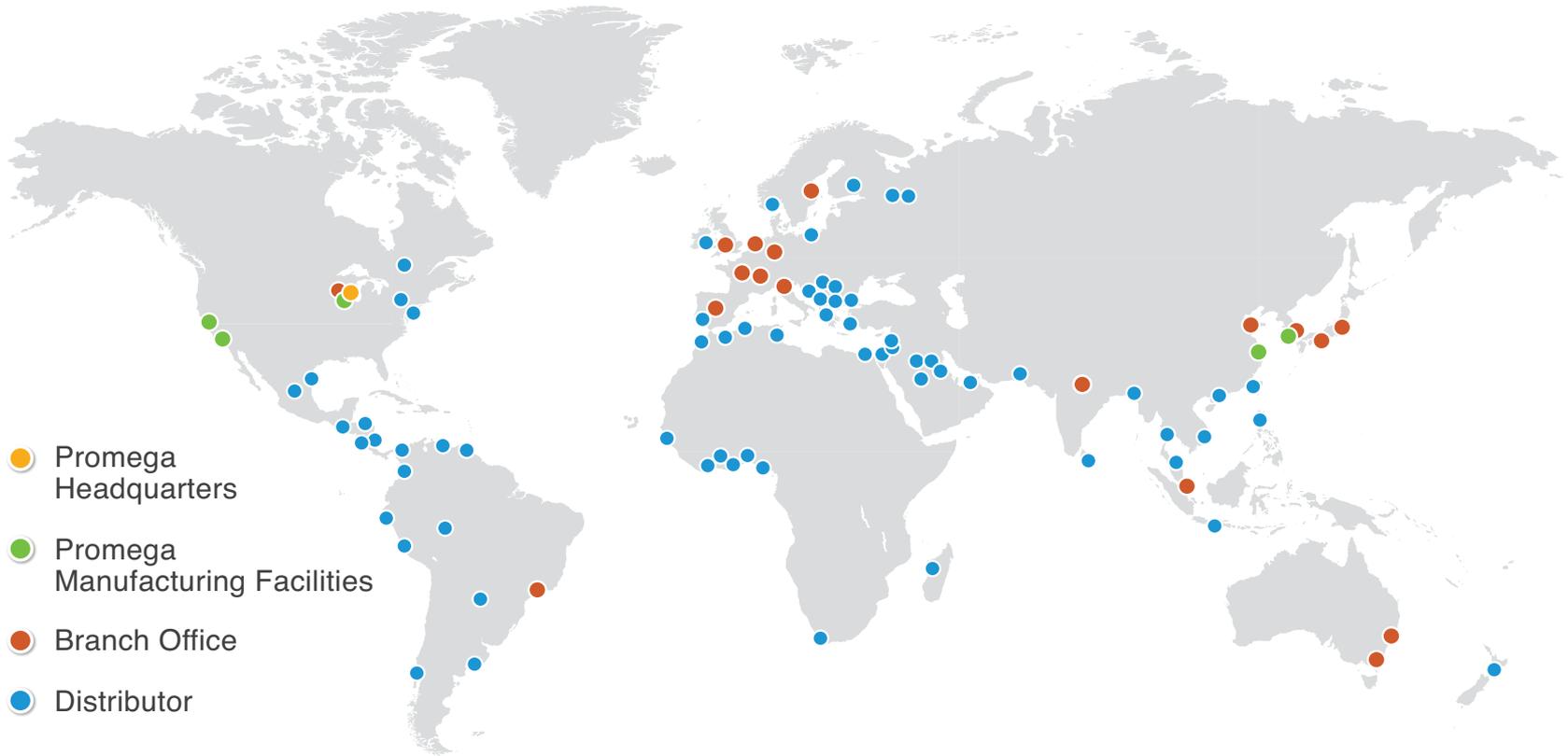
# Corporate Mind

*“Promega’s corporate responsibility program not only helps our life sciences industry to collectively understand how to continually improve our environmental efforts, but also serves to provide additional meaning to our work.”* — Craig Christianson, General Manager, North America

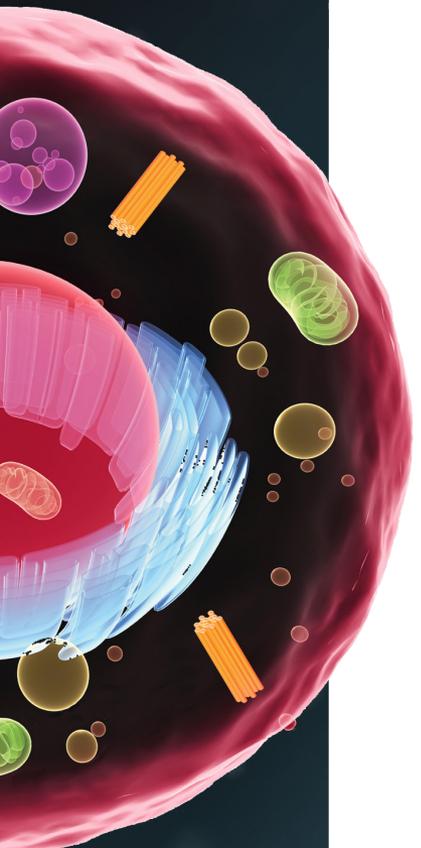
As a leader in the field of biotechnology, Promega Corporation provides innovative solutions and technical support to life sciences researchers and industry. We offer over 3,000 products, allowing scientists worldwide to advance knowledge in the fields of genomics, proteomics, cellular analysis, molecular diagnostics and human identification. Founded in 1978, the company is headquartered in Madison, WI, USA, with branches in 16 countries, over 50 global distributors, and manufacturing branches in San Luis Obispo and Sunnyvale, California, USA; Shanghai, China; and Seoul, South Korea. In 2014, revenue grew to 367 million dollars (US), the number of employees increased to 1,327, and our building footprint increased to over one million square feet globally.

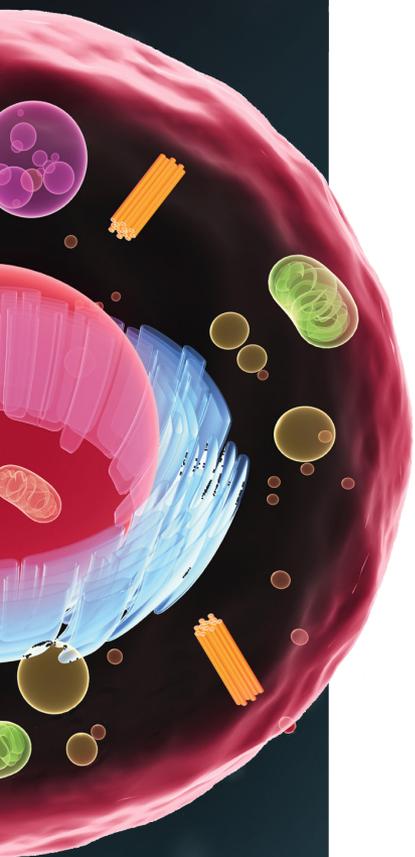


The Feynman Center cGMP manufacturing facility at Promega Corporation in Madison, WI.



*Our building footprint increased to over 1 million square feet globally.*





## Corporate Purpose, Vision and Values

**Purpose.** Promega exists on an evolutionary frontier where the values of science, business and human wellbeing are fully integrated. Acknowledging these interdependencies, Promega cultivates its environment for the flourishing of employees, developing deep and enduring relationships with all constituencies, and for the creation of intelligent life science solutions.

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*In complex, rapidly changing and uncertain environments, our leadership must have the latent capacity of mind and heart to truly flourish.*

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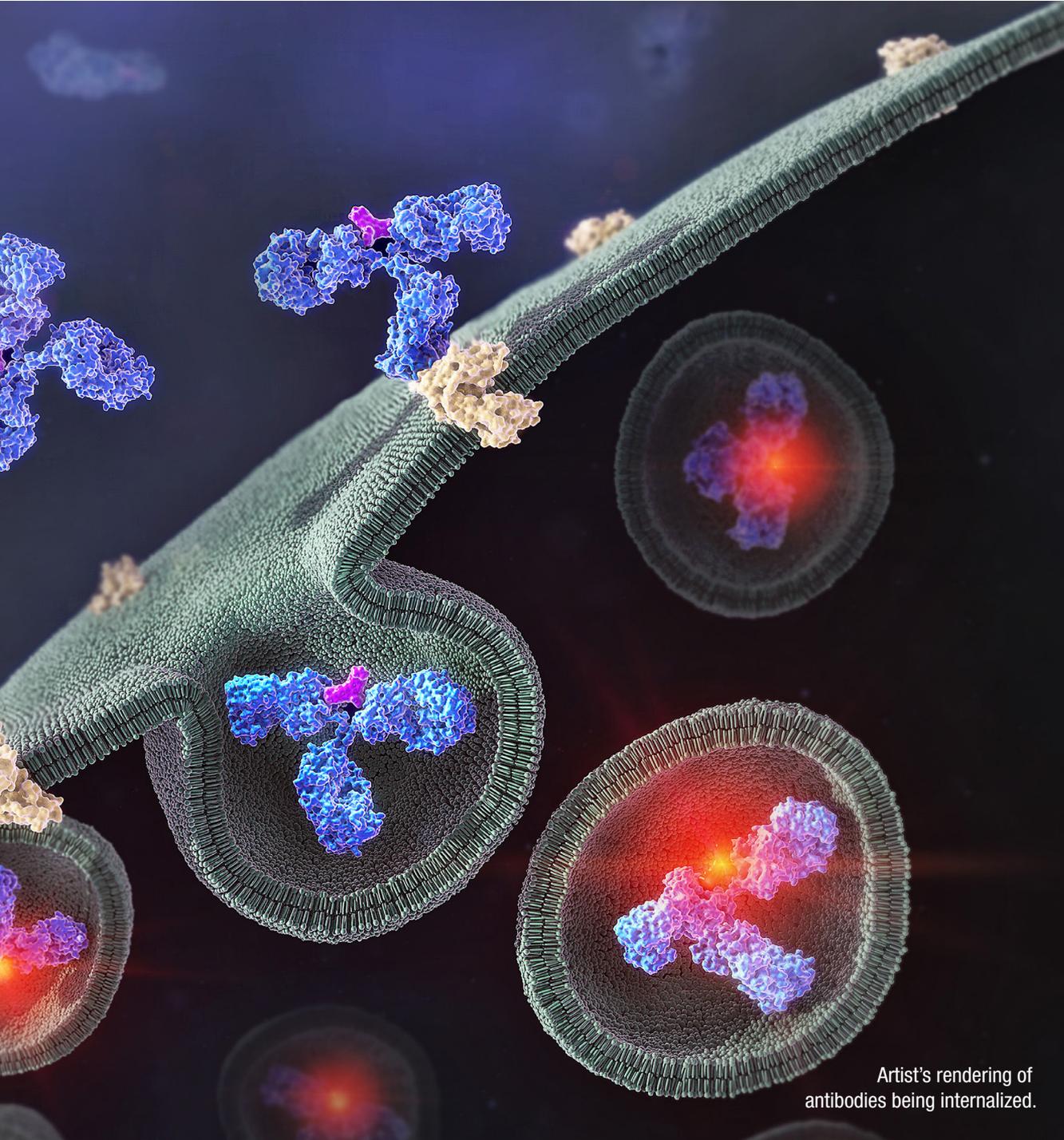
**Vision.** Promega Corporation is built on a vision where:

- Innovative research tools accelerate scientific discovery.
- Life Science research can lead to the cure and prevention of many diseases.
- The work environment nurtures creativity and self-discovery.
- The corporation appreciates and values the contributions of each employee.

**Values.** Promega continues to evolve and reflect a set of living values that include:

- Contribution to the advancement of science and to the improvement of life in the world community.
- Appreciation that we operate as an adaptable living organism in which each element and human contribution is a vital part of a whole, capable of responding to the emerging complexities of our time.
- Personal development through inner and outer exploration and practices of self-awareness.
- Recognition that both work and home are places to cultivate wholeness and wholeheartedness through learning, offering the best of ourselves, integrating new insights, and developing inner and outer qualities that allow each individual to be present and engaged.
- Recognition and reward of achievement through creativity, risk taking, process improvements, and innovation.
- Adaptability and flexibility in the workplace.

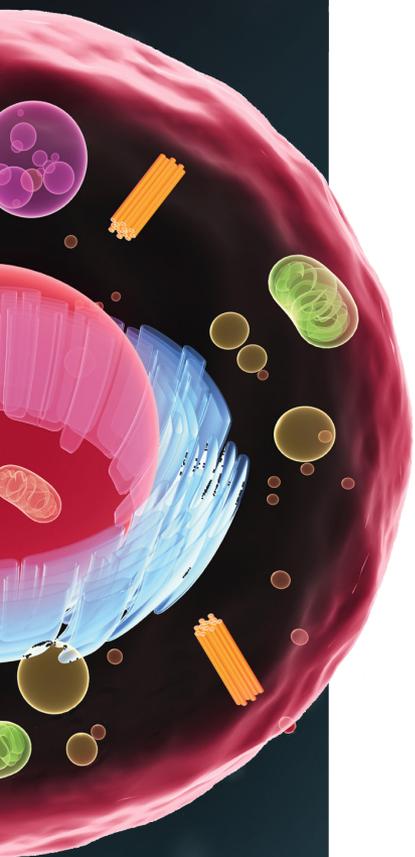




Artist's rendering of antibodies being internalized.

## Corporate Governance

Promega is governed by a Board of Directors while daily operations are led by the Corporate Leadership Team and global Branch Managers. This diverse group brings wide-ranging expertise and unique country experience to management decisions. As the guiding force of the company, these groups are responsible for setting company strategy and providing organizational oversight.



## Investments in the Future

Promega embraces the philosophy that to be truly sustainable, an organization must evolve as the world and customer needs change. As such, we understand and anticipate our customer needs while providing an inspiring place for employees to work. We continue to be committed to building a long-term sustainable future through investments in innovation, people, infrastructure and facilities.

In 2014, our focus on investing in the future continued through scientific innovation, expansion of global facilities and advancement of technical and leadership capabilities. These investments will assure that customer needs continue to be met and will generate sustainable growth of Promega far into the future.

**Research.** In 2014, continued contributions in innovative research resulted in 75 new patent filings, bringing our patent library to nearly 400 granted patents and 230 pending patents. In addition, 18 new products were launched supporting customer needs in cellular analysis, genetic identity and integrated solutions.

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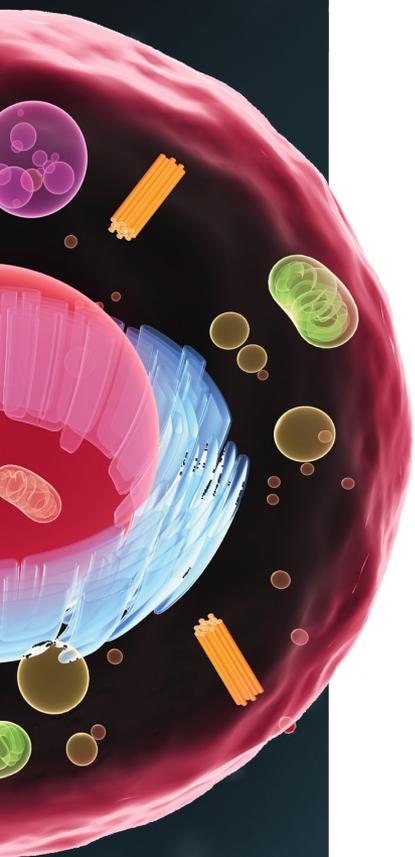
*“ India’s biotechnology industry is one of the fastest growing in the world. The establishment of this branch gives us further appreciation into what is most helpful to customers, and it allows us to respond to any specific needs of the region. ”* — Bill Linton, President & CEO of Promega

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**Branch Expansion.** In August of 2014, Promega expanded into India by opening our 16th global branch, located in New Delhi. This expansion will provide a direct link to the Indian research, development and business community, allowing us to support scientific initiatives and innovations.



Promega Biotech India Private Ltd., a subsidiary of Promega Corporation, became fully operational in August of 2014.



**Facilities Expansion.** We saw continued expansion in 2014. The new da Vinci Center, a state-of-the-art facility in Madison, WI, enhanced Facilities and Engineering team capabilities, optimizing system efficiencies, capacities and flexibility. Equipment and spaces allow the design, fabrication and testing of machine components, product packaging and many other needs company-wide. Ultimately, expertise acquired in the da Vinci Center will decrease equipment downtime and shorten new product development, allowing us to better meet customer expectations. This new space is one more indication of our willingness to experiment, innovate and push the envelope toward new possibilities.

In addition, construction of a 130,000 square foot processing center began in 2014. It is designed for efficient operations, positive employee experience and will be built with future expansion in mind, limiting operational interruptions. The center will house customer service, logistics operations, product finishing and will service product distribution globally. This new center will incorporate the latest technology in cold storage material handling that will assure our continued high level of customer service and shorten the lead time to customers. Completion is predicted for the fall of 2015.

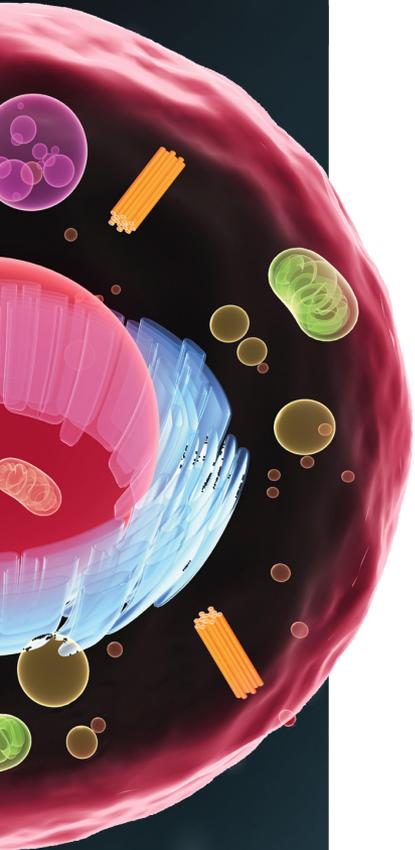
This continued mindful focus on building a resilient organization, along with continued investment in infrastructure will enable Promega to meet the rapidly changing needs of the scientific community.



The da Vinci Center, which houses facilities and engineering, opened its doors in June of 2014.



Construction of a processing center that will house customer service, logistics and operations began in 2014.



## Supply Chain Responsibility

Promega recognizes the effect and importance that our suppliers have in the scope of our corporate responsibility and strives to work with companies that have similar commitments. Over 50% of our suppliers have sustainability or corporate responsibility programs established or in development. A focus on sourcing from local suppliers also supports local communities and reduces effects from shipping. Our most recent supplier survey indicated that 50% of suppliers are based within 250 miles of our corporate headquarters in Madison, WI.

In 2015, Promega will update qualification and selection processes and communications shared with suppliers to align with our principles of sustainability and corporate responsibility.

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*Promega values suppliers of goods and services that adhere to the highest social, ethical and environmental standards.*

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# Product Reach

2015 Corporate Responsibility Report

Artwork: Artist's rendering of NanoLuc® and firefly luciferase reporter proteins.

# Product Reach

*“Innovation, the centerpiece of scientific achievement, merely signifies desire unless implemented with relentless commitment to quality and performance. It is the combination of these elements which are the hallmark of Promega.”*

—Keith Wood, Head of Research, ATG/Sr Research Fellow

## Supporting Good Science

When the first restriction endonucleases that cleaved DNA at discrete sequences were isolated, researchers realized that they could now freely manipulate DNA and create predictable recombinant molecules. The biotechnology era became reality. Promega realized that providing pre-isolated, high-quality restriction enzymes to researchers would support their scientific inquiries by allowing them to focus on their research questions and not the tedium of preparing their own restriction enzymes.

By continuing to provide high-quality, reliable “tool kits”, Promega continues to support research, giving scientists more freedom to focus on specific questions at the leading edge of scientific discovery or clinical practice. The end result is better science, using better tools, for faster answers.

These tools have expanded greatly from DNA modifying and cloning enzymes to reagents and systems for proteomics, cellular analysis, drug discovery and forensics and even instruments for measuring results or isolating molecules. Scientists cite use of Promega products in thousands of research, applied and translational peer-reviewed publications



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*By continuing to provide high-quality reliable “tool kits”, researchers have more freedom to focus on specific questions at the leading edge of scientific discovery or clinical practice.*

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each year. In addition, our scientists collaborate with their peers in academia, industry and government laboratories to develop novel research tools, protocols and technology platforms. Our products support many life science research areas and industries, including: Pharmaceutical and biotechnology industries, forensics and paternity research, clinical and molecular diagnostics, applied biotechnology and agriculture, and academic and government basic research.

### **Pharmaceutical and Biotechnology Industries**

Scientists in the pharmaceutical sector need reliable assays and reagents that allow them to query hundreds of thousands of test compounds at a time. They need assay technologies that yield reliable data and are predictable of outcomes in vivo so that “false hits” and late development failures are minimized. Scientists in the biotechnology sector need better analytical and functional tools to characterize large molecule “biologics” drugs. Promega serves customers in both of these segments by continually developing and improving our technology platforms, including our luciferase chemistries

that are the foundation of biochemical and cell-based assays. Such assays can be reliably miniaturized when throughput is critical, and they are reliable when low variability and assay-to-assay performance is required.

### **Applied Biotechnology and Agriculture**

With the innovative bioluminescence and genomic technologies that Promega is introducing in life science research, we’re also serving applied markets. In this segment, we deploy our research tools into analysis tools for safety and authenticity.



For food analysis, we provide sample preparation tools in combination with pathogen testing and GMO testing for nearly all food matrices. Promega DNA purification chemistry is considered to be the standard in authenticity determination of meat products, and has been used by the European Union Reference Laboratory for Animal Proteins in feeding stuffs

(EURL) to develop a Standard Operating Procedure for the extraction of DNA for downstream PCR-based detection methods for food testing.

In water and hygiene analysis, our ATP bioluminescence expertise is already very well adopted. Several groups have published methods using the BacTiter-Glo™ luminescent ATP-based assay chemistry for the assessment of water quality and biofilm formation, and the desalination plant at El Prat de Lobergat (Spain) used this same technology to develop a biochemical oxygen demand protocol for seawater.

The tools that we offer make microbial contamination monitoring in crude oil and heavy fuels possible, thus reducing the use of bactericidal chemicals in those processes.

### Forensics and Paternity Laboratories

Forensics and paternity laboratories deal with tremendous caseloads and tight turnaround times. Dependable results, throughput and reliable product supply are critical to them. These labs use limited samples to develop leads from crime sciences for law enforcement, help bring closure to families whose loved ones are lost in mass disasters, or help



exonerate those who have been wrongly convicted of a crime. Researchers and analysts need to know that they will get optimal results from their valuable sample inputs. Promega has worked with forensic and paternity laboratories for more than 25 years and supports their challenging workflow by providing products from efficient DNA extraction through discriminating STR analysis.

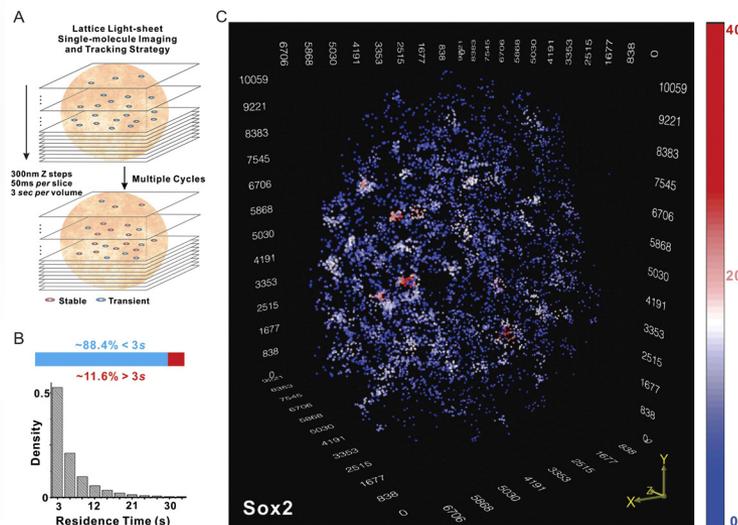


### Clinical and Molecular Diagnostics Laboratories

Molecular diagnostic laboratories rely on the use of high-quality, consistently performing products in their assays. We manufacture the majority of our reagents that contribute to robust and reliably performing molecular assays. We ensure our products are manufactured to the highest quality standards through maintenance of ISO 9001 & ISO 13485 certification and capabilities for cGMP manufacturing. We can provide flexible solutions with product customization options to meet a clinical laboratory or IVD manufacturers' needs.

## Government and Academic Research Laboratories

Basic researchers, whether in academic laboratories or government research centers, are often the early adopters of new technologies or platforms that later become miniaturized or automated for use in more commercial settings. One example of the willingness of academic researchers to adopt new technologies that allow new ways of exploring fundamental biological questions is illustrated by the work of Dr. Zhe Liu's. Liu is geared toward better understanding interactions within live cells.



Localization of Sox2 stable binding sites in 3D by lattice light-sheet, single-molecule imaging. See sidebar for more information. (Source: <http://elifesciences.org/content/3/e04236/F1>)

## Tools that Work on the Edge

For a long time, researchers struggled with getting clear imagery of fast cellular events happening inside a live cell. Light microscopes could not distinguish objects closer than 200 nanometers because of the diffraction limit. Nobel Laureate Eric Betzig solved this problem with his novel lattice light-sheet technology. The technology provides higher resolution imaging, allowing scientists to track a single-protein molecule in a live cell.

Some Promega customers have begun to use this technology in their own research, and Promega products have complemented these techniques. This is the case for researcher Zhe Liu, who works with Betzig. To optimize imaging with lattice light-sheet, Liu uses the Promega HaloTag® technology. He finds HaloTag to be an important tool in his research, because it is compatible with many dyes and can be easily multiplexed with any fluorescent proteins for multi-color imaging. In this application HaloTag works with lattice light-sheet to produce 3D imaging in the live cell's nucleus. This imaging helps to understand spatial organization and how such structures influence transcription activity. As researchers like Dr. Liu work on the cutting edge of science, Promega strives to stand with them. ■

## Investments for the Future

To sustain our contribution to scientific exploration and application, we will continue to invest in the development and discovery of new technologies. In 2014, over \$38 million (US) was invested in research and development, and 75 new patent applications were filed. Because of sustained global investment in research and development, we have an extensive intellectual property portfolio.

Patents (Issued and Pending Applications)	
Cellular Analysis	419
Genomics	85
Genetic Identity and Other	92
Proteomics	31
<b>Total</b>	<b>627</b>

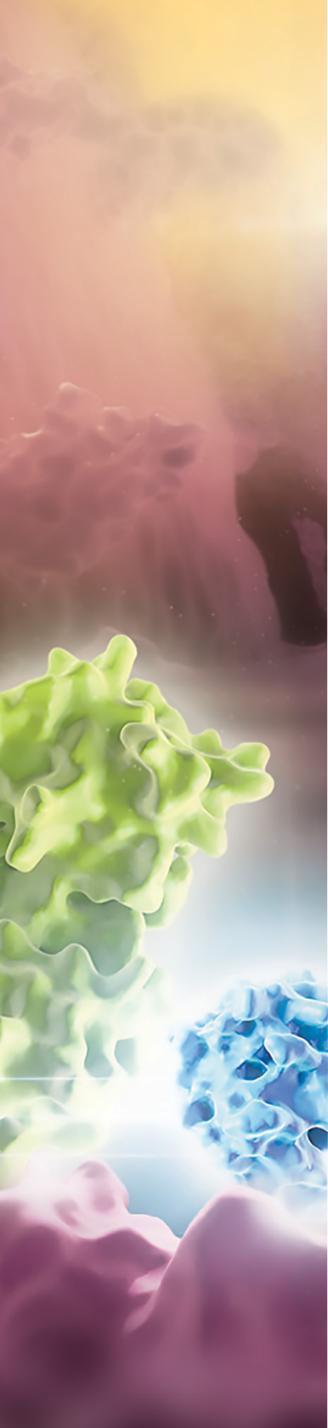
We also work with academic institutions and other entities to license and develop promising technologies. As a member of the Wisconsin Alumni Research Foundation Research Tool Subscription Program, we have the opportunity to take a first look at new technologies from the university.

## Quality Process and Product

Promega Madison was first certified to international standards for quality management systems in 1998 and, along with the Promega European distribution center, is currently certified to the ISO 13485 and ISO 9001 standards. These standards are required for the development, manufacture, testing and delivery of medical devices around the world. Currently 16 Promega locations meet standards for ISO 9001, ISO 13485 or both.

Promega customers receive safety data sheets as well as comprehensive technical data sheets on the use of Promega products. A high level of integrity is applied in all product claims and product use information, as the incident table below demonstrates.

Product Responsibility and Non-compliance	2014
Incidents regarding product health and safety codes	0
Incidents regarding product information and labeling	0
Incidents with marketing communication regulations	0
Breaches of customer privacy and loss of customer data	0
Incidents concerning provision and use of products or services	0



### cGMP Manufacturing Facility

The Feynman Center serves customers in need of molecular biology reagents for in vitro diagnostic (IVD) assays. It meets the strict design and regulatory requirements of today and has the flexibility to respond to future regulation as needs and requirements change. State-of-the-art construction includes failsafe redundancies to ensure uninterrupted power and dedicated, purified water for the highest quality manufacturing processes.



Dispensing Lab (Feynman Center).

*“ Our people take great pride in what they are achieving daily, because they follow a purpose that goes beyond fulfilling job expectations. They are sensing that their work is a small but important contribution towards making our world a better place. Be it by supporting scientists to find ways to fight diseases like cancer, be it by enabling forensic labs to identify culprits. ”*

—Mauro Ciglic, General Manager, Promega AG (Switzerland)



# Planet Aware

2015 Corporate Responsibility Report

Artwork: Artist's rendering of cell structure.

# Planet Aware

*“ In our manufacturing operations we continually examine current processes and look toward making lasting improvements. Working with research on design of new products, we look for opportunities to minimize environmental impacts throughout the product life. ”*

— Mary Doers, Director, Bulk Production

Over the last few years, Promega has focused on long-term thinking and planning by building an infrastructure that will allow for longevity, resilience and growth. This investment has resulted in a 65% increase in building footprint since 2008. While this investment has significantly impacted our carbon footprint, it will create a solid foundation that will allow Promega to not just to sustain but to thrive long into the future. By making thoughtful decisions around our growth investment, we have seen a reduction in emissions of 4% since 2008 as indexed to building and revenue.

Because of this intensive investment period with the addition of facilities and capabilities, we did not achieve our short-term 2014 global target for carbon footprint reduction of 10% as indexed to revenue. Since this original goal was set in 2010, our building footprint has grown by 50% with the addition of the Feynman Center, da Vinci, Cell West, the India Branch

office and the new Shanghai facility. It was expected that these new facilities would cause increases in gross carbon footprint, but the degree was underestimated. However, when comparing carbon footprint to building footprint, emissions have held constant over 2010 levels.

**Carbon Footprint Indexed to Building Footprint**

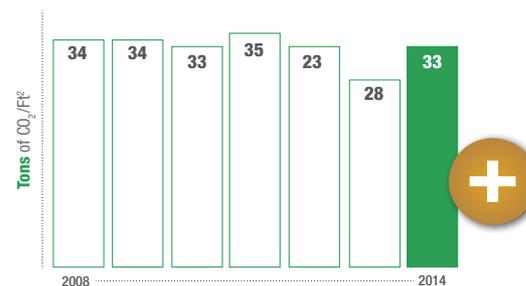
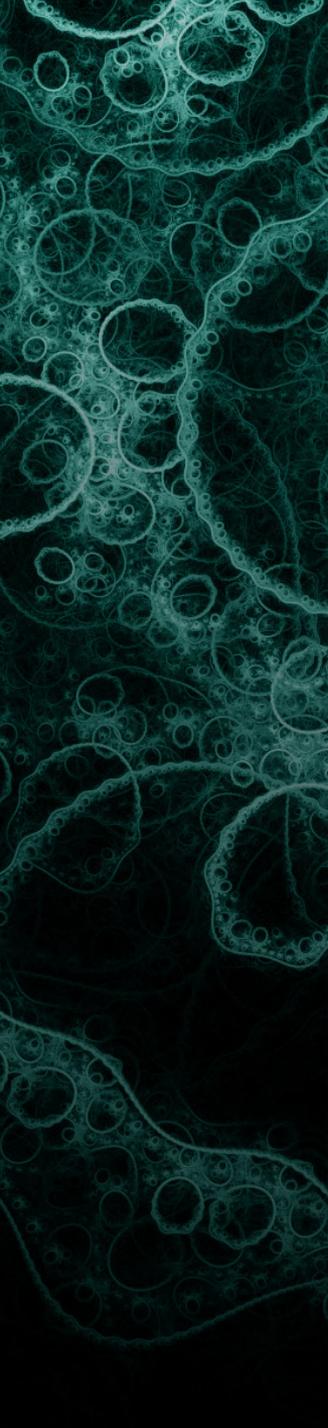


Figure 1. Greenhouse gas emissions as indexed to building footprint.



*Over the last few years, Promega has focused on long-term thinking and planning by building an infrastructure that will allow for longevity, resilience and growth.*



## Responding to Climate Change

Promega supports the move to limit anthropogenic greenhouse gas emissions and actively tracks contributions to climate change from all operations globally. We take into account direct (scope 1) emissions from fuel combustion, (scope 2) emissions from purchased electricity, and indirect (scope 3) emissions from business travel, outgoing distribution, water usage and paper usage.

### Energy Consumption

Emissions from energy generation account for over 70% of total emissions. We look for opportunities to improve efficiency when building new facilities and improving existing operations, and encourage every employee to minimize energy consumption on a daily basis.

**Minimizing Electricity Usage and Emission.** We employ a two-pronged approach for reducing impacts from energy consumption. First, we focus on reducing actual energy usage through improved efficiencies in our facilities. Second, we generate electricity from rooftop solar panels or purchase it from renewable sources where available.

New Promega facilities incorporate energy-minimizing systems, but there is some usage that is unavoidable. A majority of our new facilities comprise laboratory and manufacturing spaces with specialized building systems. These facilities have caused usage to increase per building footprint. Some notable efforts to conserve energy in 2014 included:

- The incorporation of building control systems to optimize air handling, heating and cooling systems for facilities on our Madison campus.
- The hiring of a full-time Facilities Engineer to facilitate goals of improving energy efficiency of building systems.

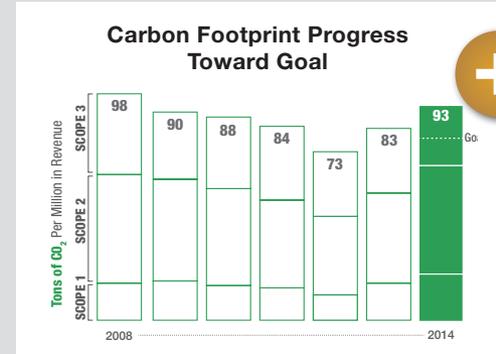


Figure 2. Status toward 2014 greenhouse gas emissions reduction goal.

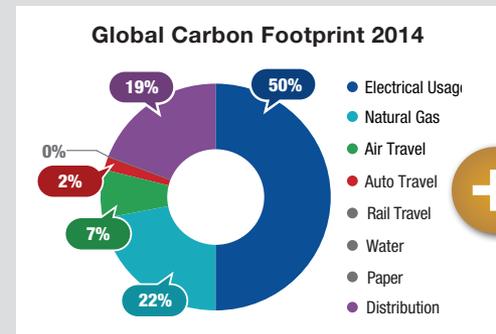
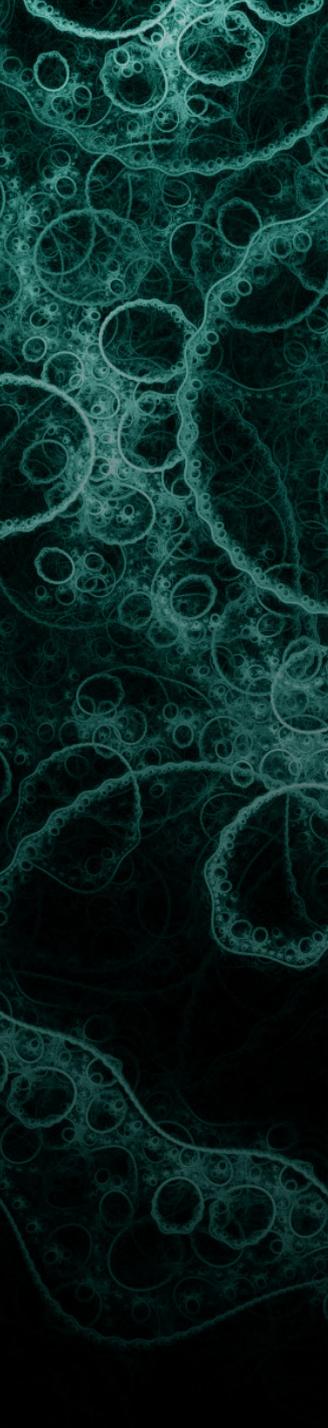


Figure 3. Key contributors to the Promega carbon footprint.



Promega France installed film on glass windows to reduce heat and energy losses and added motion detectors to lights in restrooms.



- The continued installation of motion sensors in office spaces, conference rooms and common areas at Promega Biosciences in San Luis Obispo, CA.

- Promega Italia participation in a nationwide energy saving day, “M’illumino di Meno”.



- The opening of our da Vinci building in 2014, featuring 48 photovoltaic panels as well as use of skylights to minimize energy usage.

We recognize that using renewable energy eliminates greenhouse gas emissions that otherwise would have been emitted during energy production. Our use of renewable energy has increased every year since we began measuring our usage in 2008. Locations throughout the world continue to switch to 100% renewable energy sources:

- Promega GmbH since 2013
- Promega Euro Hub in Mannheim, Germany since 2011
- Promega Brazil in Sao Paulo since opening in 2011

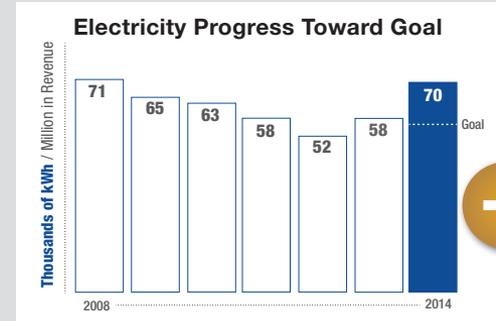
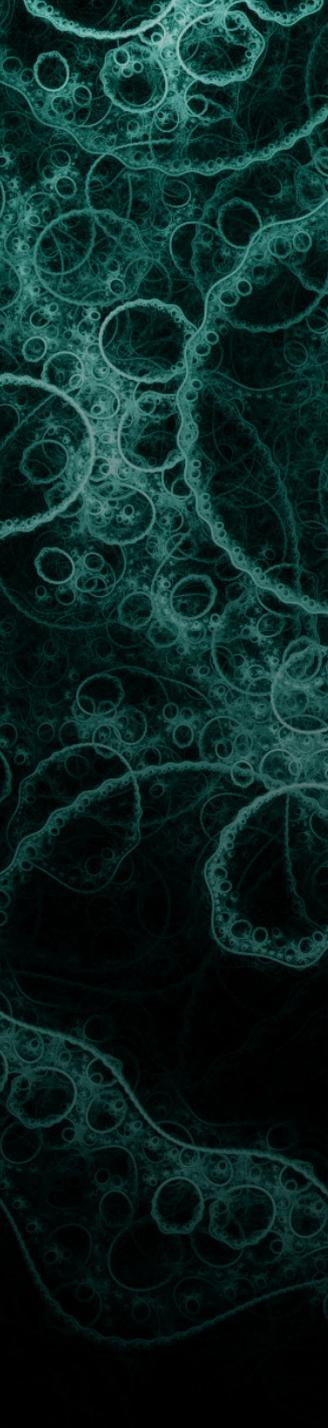


Figure 4. Status toward 2014 electricity goal.





- Promega Italia in Milan since 2010
- Promega Biotech Ibérica in Alcobendas, Spain since 2008
- Promega Biotech AB in Stockholm, Sweden, since opening in 2007
- The [Aviation Operations building](#) in Madison, Wisconsin is our largest renewable energy producer with over 250 solar panels generating over 370,000 kWh since installation in 2010.



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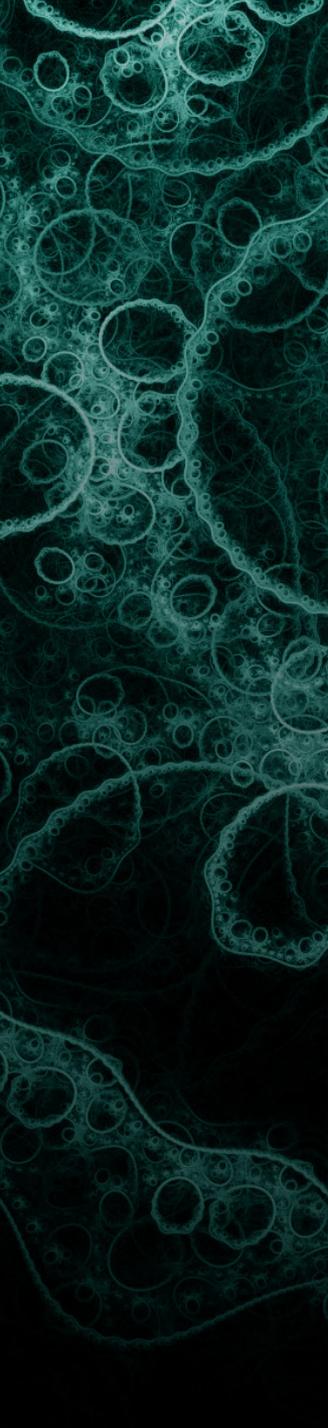
*Our use of renewable energy has increased every year since we began measuring our usage in 2008. Locations throughout the world continue to switch to 100% renewable energy sources.*

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We invest in training that is specifically related to energy efficiency and renewable energy. A number of facilities specialists at Promega Madison have been trained in energy efficiency through the Wisconsin, USA program 'Focus on Energy.' These specialists lead efforts to identify opportunities for improvements.



Solar arrays on the da Vinci building, which opened in 2014 in Madison, WI.



**Natural Gas Usage.** Natural gas is used primarily at manufacturing sites for heating and production related processes, and some branch offices use natural gas for heating. Natural gas is our largest source of direct air emissions and second in overall emissions for Promega. To minimize heating requirements and related emissions, we use geothermal wells and solar water heaters in many facilities. We also have incorporated heat capture technologies in our new Feynman Center to repurpose heat generated from other operations. Even with consideration of energy efficiency during design phase, the specialized nature of new facilities has caused an increase in natural gas usage. We evaluate all facilities for ways to improve efficiency, with the recent projects being results of this focus:

- In fall 2014 a new heat exchange on our BTC building boiler was installed to conserve natural gas.
- In spring 2015 new high efficiency burner replacements will also be installed at our BTC building. We expect these will drive considerable reduction in usage at this facility.

Direct air emissions are monitored from combustion of fuel purchased for heating and emergency generators in North America. Promega emissions fall well below the threshold levels set by local and federal organizations, and we will continue to explore further enhancements.

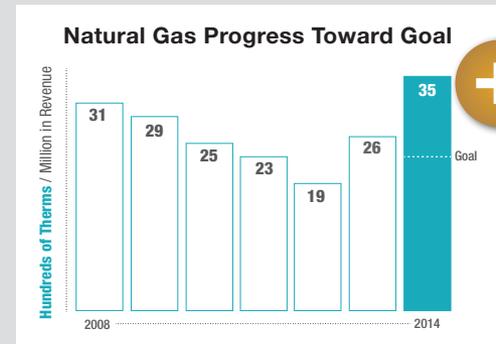


Figure 5. Natural gas usage as indexed to revenue compared to 2014 goal.

## Tracking and Reducing Impacts from Product Distribution

Promega invests great efforts to ensure that our products get to customers quickly and safely. We reduce air emissions by using more efficient modes of transport and decreasing the size and weight of packaging materials when possible. To understand the indirect emissions from outgoing shipments, data was collected from Promega-owned global distribution hubs on weight, distance, and mode of transportation.

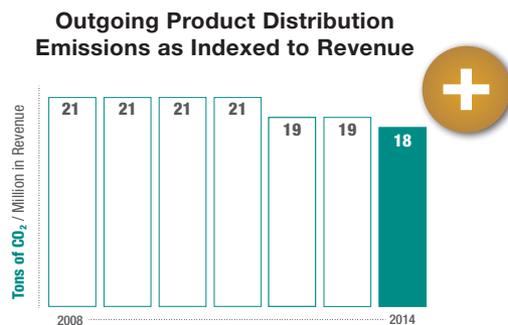


Figure 6. Emissions from product distribution to customers globally.

Several projects in 2014 were implemented aimed at reducing environmental impacts from product distribution. In North America we reduced our standard shipment size and made improvements to temperature-regulated packaging to reduce the amount of dry ice needed. Our European Shipping Hub

*As indexed to revenue, carbon footprint from distribution has decreased 15% since 2010.*

also made significant efforts in 2014 and will implement a new smaller shipping box in 2015. With these improvements by the logistics teams globally, we were able to hold gross emissions from distribution flat over 2013 even with a growth of 7% in tons of product shipped. As indexed to revenue, carbon footprint from distribution has decreased 15% since 2010.



### **Efficient Product Delivery with Our Helix® On-Site Stocking System.**

Our state-of-the-art, on-site inventory management system, Helix®, further reduces emissions from distribution. The Helix® program uses RFID technology that tracks product use in real time and results in more efficient shipping practices. This automated inventory management system ensures that customers have uninterrupted access to supplies while reducing the impact on our planet.





Russas Valparaiso Forest Conservation Project in Acre, Brazil.

In addition, Promega purchases carbon credits to offset the greenhouse gas emissions from energy use of the Helix® System from shipment to distribution to stocking. In 2014, Helix® offset over 780 tons of emissions worldwide by supporting the following projects:

[Russas-Valparaiso Forest Conservation Project](#) in Acre, Brazil

[Rimba Raya Biodiversity Reserve](#) on the island of Borneo in Indonesia

To see more information and learn how to participate, please visit [www.promega.com/helix](http://www.promega.com/helix)

## Reducing Impacts from Business Travel

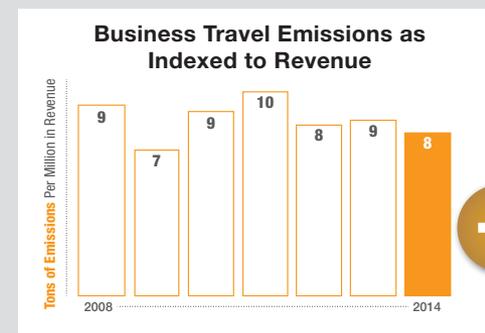
In the last year, emissions from business travel decreased by 15% per revenue thanks to a gross reduction and use of more efficient modes for travel. Business travel via air, automobile and rail account for less than 10% of our current carbon footprint. In 2014, we saw a 4% gross reduction in air travel with more efficient rail travel used instead.

**Automobile Travel.** Promega actively sought out fuel-efficient vehicles. Promega Benelux, Promega UK, Promega Italia, Promega AG in Switzerland and Promega KK in Japan have moved to a more efficient and ecologically sound fleet. Since 2008, our global automobile fuel efficiency has improved by 7%. In the United States, enrollment in the Emkay GoGreen fleet program enables increased use of high-efficiency vehicles and also plants trees annually to compensate for unavoidable greenhouse gas emissions generated. Since our enrollment in 2009, we have offset over 1,900 tons of CO<sub>2</sub> by planting trees to offset automobile emissions.

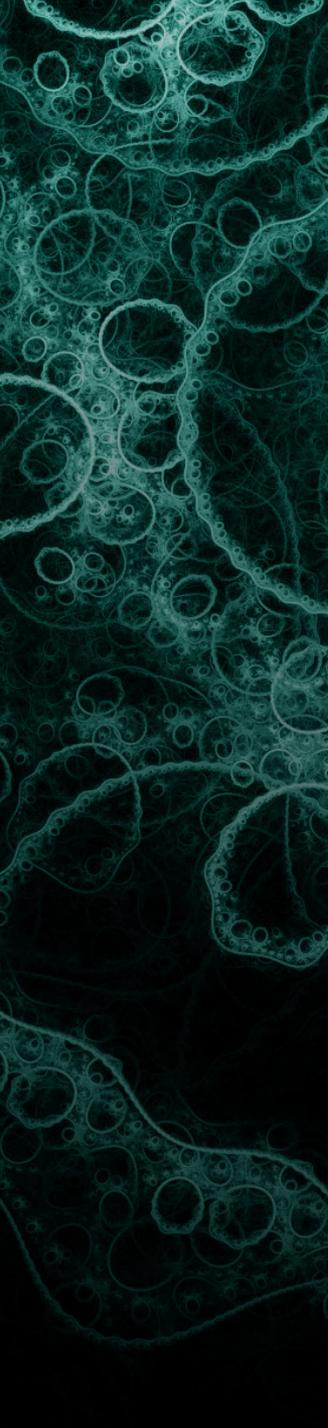


Location	Emission Reduction
Promega (Beijing) Biotech Co., Ltd.	77%
Promega Biotech Ibérica (Spain)	42%
Promega KK (Japan)	41%
Promega AG (Switzerland)	39%

**Table 2.** Promega sales branches showing the largest emissions reduction from business travel since 2008.



**Figure 7.** Business travel emissions from air, automobile, and rail as indexed to revenue.



**Alternative Transportation.** Alternate transportation programs have been implemented in a number of locations worldwide to reduce environmental impacts. Employees are encouraged to use public transportation, ridesharing or biking-to-work. By installing electric vehicle charging stations in parking garages at several Madison campus facilities, we support adoption of electric vehicles. We are currently evaluating expansion of the program to other locations.

*Since our enrollment in 2009, we have offset over 1,900 tons of CO<sub>2</sub> by planting trees to offset automobile emissions.*



Promega Corporation in Madison, WI, offers bicycles for employees to use on campus.

All buildings at Promega Madison offer bicycles for employees to use, and resources to support cyclists, including pumps and bike repair kits. Many locations worldwide have similar programs in place. Promega Biosciences in California and Promega UK have expanded their programs to encourage cycling or alternative transportation use by employees.



### Automobile Travel Carbon Footprint

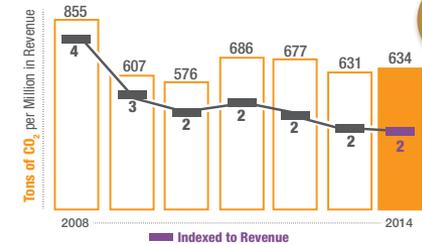


Figure 8. Net emissions from automobile travel and indexed to revenue.

## Preserving Natural Capital

### Minimizing Waste

Promega has consistently recycled more than we send to the landfill thanks to increased employee awareness, better recycling programs and detailed evaluation of waste streams. Since 2008, overall recycling levels have increased by 60%. Employees are reminded of the mantra “Reduce, Reuse, Recycle” and have championed this effort through recycling at all locations, as well as composting at some branches.

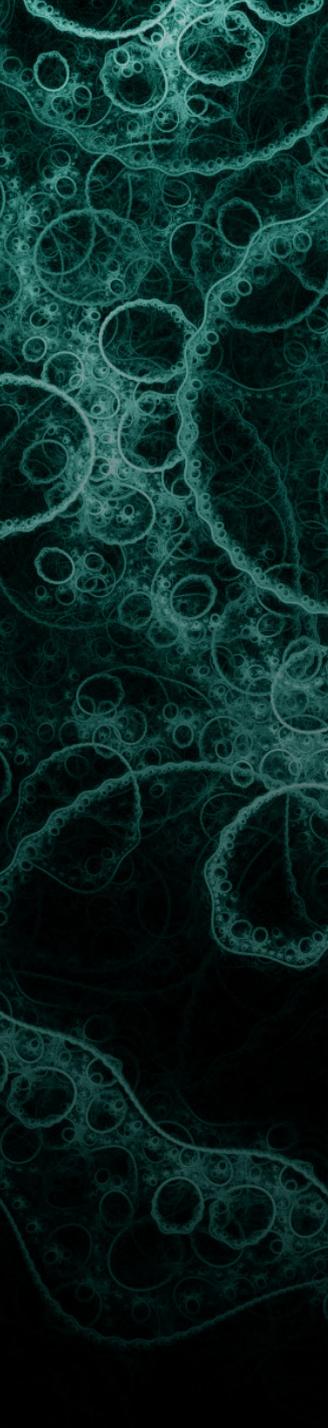


The continuing success of our pipette tip box recycling program diverts over 4,500 pounds of plastic from the landfills, which equates to roughly 20,000 pipette tip boxes annually. Segregating the trays from our automated Maxwell® Instrument also recycled over 750 pounds—roughly 26,000 trays—in 2014.

*The continuing success of our pipette tip box recycling program diverts over 4,500 pounds of plastic from the landfills, which equates to roughly 20,000 pipette tip boxes annually.*



Figure 9. Composition of non-hazardous solid waste and progress toward 2014 goal.



Promega encourages reuse by providing permanent ware in cafeterias and kitchenettes, and reusable cups for all employees. Compostable and recyclable takeout containers have replaced polystyrene materials. Notable global efforts to reduce waste included:

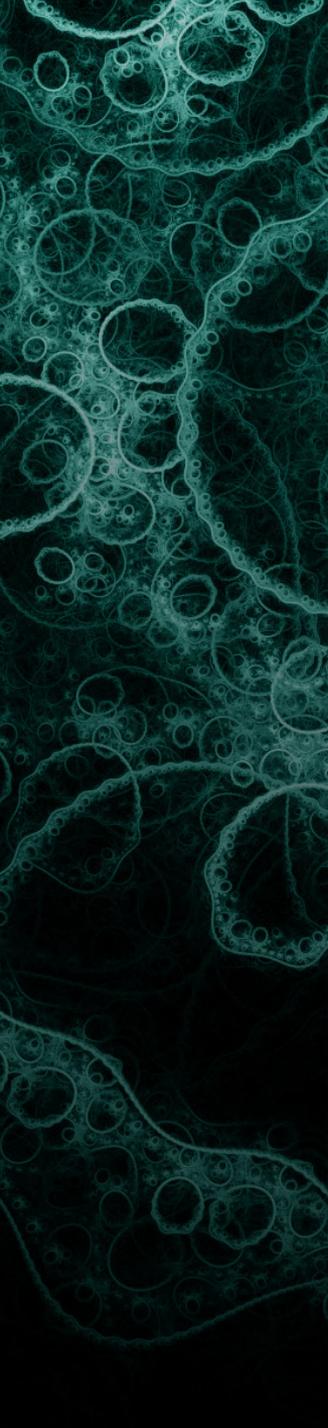
- Promega BioSystems in Sunnyvale, CA: Pilot of a composting program in their community has seen waste reduced by 80%.
- Promega France focuses on reducing waste from purchase vendors and outgoing products. As a Recylum member, they ensure that all electrical equipment sold can be recycled free of charge at end of life.



**Managing Hazardous and Infectious Wastes.** In the biotech industry, manufacturing processes often require work with potentially hazardous substances. We understand the responsibility that comes with the use of these products, as well as the obligation to reduce waste and ensure proper disposal. Since 2010, hazardous waste as indexed to revenue has reduced by 30%. To reduce emissions associated with hazardous waste, Promega Biosciences has partnered with a hazardous waste handler where 90% of waste is treated for reuse, reused as fuel or recycled.



Figure 10. Hazardous wastes as indexed to revenue.



## Water Conservation

Promega actively measures water usage and evaluates initiatives to save water in activities from manufacturing, landscaping and daily office activity. Since 2010, water usage as indexed to revenue has grown by 40%, primarily from increasing demands of our new facilities, which include water intensive labs and cGMP manufacturing space. We are currently evaluating steps to reuse and conserve water from intensive processes like filtrations systems.



Rain gardens in the Prairie Swale at Promega Corporation in Madison, WI.

We are seeing improvements in several existing facilities. Promega Biosciences initiated water conservation projects, from automatic and low-flow faucets to a custom water recirculating system for distilled water. Since 2008, water usage has decreased by 39% at this facility. In 2014, the PBI 'Grrreen' Team planted an herb garden that uses reclaimed water and has a solar powered irrigation system.

Many of Promega's global locations incorporate design features to conserve and ensure proper disposal of water. Our offices in Sydney, Australia, use rain water collected for cleaning, toilets, and irrigation of plants. Similarly, our Madison-based global headquarters uses rainwater collection and rain gardens for natural filtration.

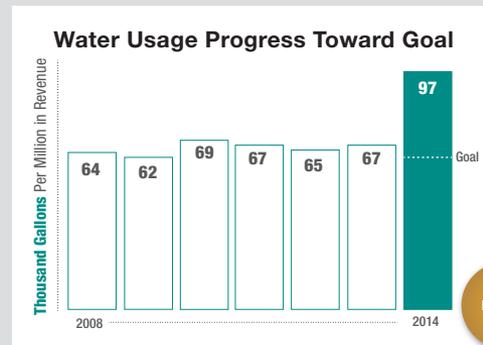
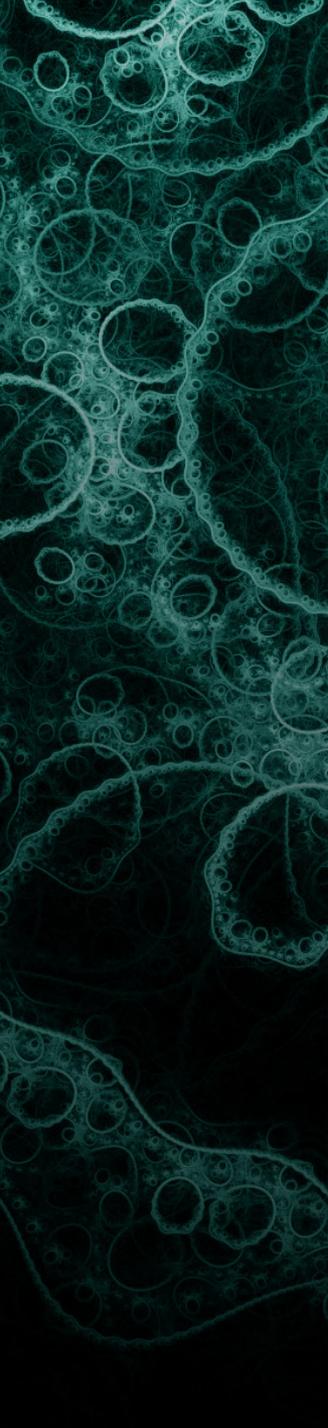


Figure 11. Water usage indexed to revenue and progress toward 2014 target.





## Connecting with Customers without Paper

By using modern technologies and emerging media channels, we have enhanced communication with our customers and reduced the need for printed materials. Using iPhone®/iPad® and Android™ mobile applications, blogs, electronic catalogs or online support communications reduces paper needs and allows real-time connections with customers.

*Since 2008, paper usage has decreased by over 80%.*

In 2008, we committed to moving away from printing. With significant efforts and investment, Promega transitioned most paper catalogs, instruction manuals, print marketing, and a majority of other corporate communications to electronic formats. As a result, since 2008, paper usage has decreased by over 80%. Additional efforts to reduce paper and its effects include:

**Recycled Paper and Duplex Printing:** Many global locations have transitioned to using recycled paper and duplex printing. Promega Italia uses recycled paper and participates in a campaign sponsored by Group Portucel that plants trees for all paper needs.

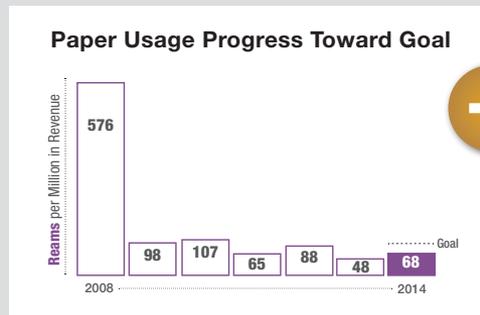
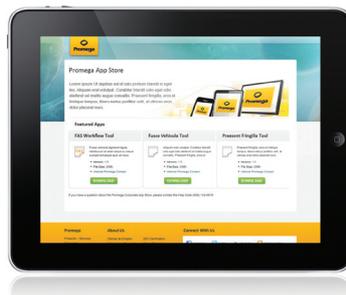


Figure 12. Global paper usage indexed to revenue since 2008.

### Electronic Documents:

- Field Application Specialists in North America, along with branches in Europe and Pacific Asia integrated the use of iPad®s to better serve customers while eliminating the use of printed resources.
- Promega sends electronic copies of various documents to customers that do not want a printed copy, resulting in a savings of over 5,000 pieces of paper a month.
- European branches offer electronic invoices to customers as another way to reduce unnecessary printing and paper usage.



### Less is More with Packaging

Since many of our products are temperature sensitive, we face unique challenges in packaging our products that involve using dry ice, gel ice and foam coolers. Despite these challenges, we are committed to searching for innovative ways to reduce packaging, use environmentally friendly materials and design for recycling or reuse. Environmental sustainability, product protection, and quality are all key priorities for our packaging.

*To reduce use of dry ice, in 2014 Promega incorporated new materials in shipping boxes that provide better insulation and implemented packaging that minimizes air space.*

To reduce use of dry ice, in 2014 Promega incorporated new materials in shipping boxes that provide better insulation and implemented packaging that minimizes air space. Over the last few years, we have also begun using unbleached shipping boxes, sustainably harvested materials, and biodegradable and recyclable air pouches. These offer product protection with the least environmental impact.

We regularly evaluate procedures for potential improvement and recently conducted a study into the best way to handle expanded polystyrene foam coolers. A life cycle analysis discovered that returning coolers by mail from outside the local area can release more carbon than it takes to manufacture a new cooler. In light of this information, Promega now asks customers to reuse or recycle coolers locally.



New Promega shipping box (on the right) promotes local recycling to reduce environmental impacts.

# People Care

2015 Corporate Responsibility Report

Artwork: Artist's rendering of 3D cells.

# People Care

*“ I find it no small thing that Promega, where people are trained for systems thinking, scientific innovation, precision, and quality, is also a place where the grounds are cultivated to support the expansive and dynamic and personal work of human flourishing. Call it right brain, left brain integration, yin and yang balance...it is a healthy sign of a business and culture poised to thrive and grow through complexity. ”*

—Malynn Utzinger, Director, Integrative Practices

At Promega, we believe that work should be more than simply a job; it should be an avenue for employees to grow and find personal fulfillment. When there is an alignment of individual strengths, interests and overall company vision, a synergetic relationship can be nurtured between employees and the company in which each party responds to and supports the other.

We take pride in how our work helps to improve the lives of others, which would not be possible without the dedication and commitment of our employees. We value the contributions employees make and heavily invest in supporting their well-being and growth.

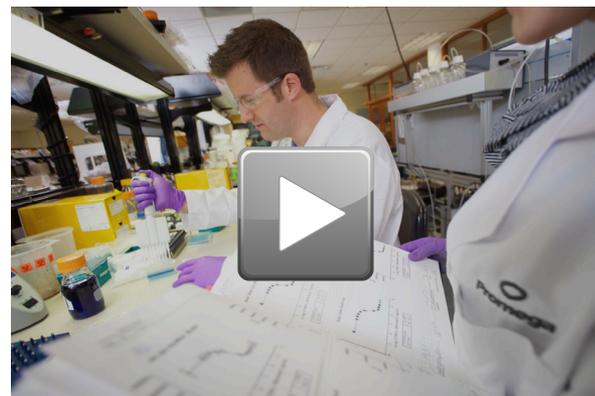


Our 19 worldwide locations embrace the relationship between employee and company to provide support in ways that meet individual needs in each region. Employees are given flexibility in how they work and the freedom to act in an environment where individual differences are respected. We strive to provide a work environment where employees can be challenged and innovative. We support the passion and creativity employees bring to their work, their personal interests and their community involvement. This makes Promega a healthy place to grow ourselves, our families, and our business and cultural spaces.

### The Promega Culture

As with all activities in a business, the overarching principles that guide the culture and daily values must be clearly articulated and actualized to provide context for decision making. Our organization strives to be as unique as its people, with respect for different personalities, values and direction. The psychology of the organization—the “cultural DNA”—provides a critical foundation through which all other company principles and operations are shaped. For Promega, these principles include:

1. The organization supports the personal aspirations of employees and others who work with us in meeting our goals.
2. Underlying structures reinforce the primary goal of personal development, including:
  - a. Organizational reporting and decision-making
  - b. Physical work environments, including design, lighting, communication systems and access to information
  - c. Priority for the things people need to do their best work



This video discusses our commitments to employees and what makes Promega a unique employer.

- d. A capital structure that supports the primary organizational goals and values. Economic metrics give us guidance on sustainable business practice, but are not the primary drivers for business decisions
  - e. Selection and support of employees entering the organization that reflect our values
3. The nature of the work is based on the premise that life science research and related discoveries have been and will continue to be important to society and human development. Our contribution to this field is to design and supply products, systems and procedures that simplify this research and give more reliable and accurate results.

Employee feedback has indicated that their greatest satisfaction comes from the people they work with and the nature of the work they are doing. The organizational core values support the central role of purpose in employees’ satisfaction.



The Living Wall of the Cross Roads inside the Feynman cGMP Manufacturing Center.

**Work Environment.** To inspire and support our employees, we create unique workspaces with features such as original and rotating art exhibits—including art created by employees themselves, third spaces to evolve thinking, ample natural lighting, space to exercise and meditate, and local healthy dining options. Employees also work in a nonhierarchical space to foster collaboration and teamwork. We strive to bring the outside into our buildings and encourage an appreciation of the natural beauty. This was accomplished in the Feynman Center by incorporating native plants and materials from the surrounding prairie, and a winter garden with thousands of plants inhabiting a living wall, adding life and warmth to the building. Locations globally use natural lighting, local resources and art to provide unique and comfortable work environments at all of our branches. We continue to invest in providing an environment with an attention to detail that is inspiring, flexible and aligned with the needs of employees.

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*At Promega, well-being programs incorporate the many facets of an employee's life, including work, family and personal growth.*

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### Employee Health

At Promega, well-being programs incorporate the many facets of an employee's life, including work, family and personal growth.

**Benefits.** We offer comprehensive benefit programs at all global locations based on country standards. Benefit programs generally include medical, dental and vision coverage available to full-time employees and their families. Employees are also offered short- and long-term disability insurance, life insurance, tuition assistance and paid time off. These benefits are a significant investment to ensure the well-being of our employees and their families.

**Wellness Center.** An on-site Wellness Center at our Corporate Headquarters staffed by a nurse practitioner and integrative physician offers convenient care services and wellness consultations to Promega employees, spouses, and partners. In 2014, the Wellness Center received over 2,350 patient visits and administered 460 flu vaccines in Madison, WI, and at our office in Sunnyvale, California. Branch locations use benefit programs and local medical facilities to provide health care that is convenient and affordable.

- Promega Corporate Headquarters and our office in Sunnyvale, California are tobacco-free campuses to prevent the health hazards associated with secondhand smoke.

### **Employee Safety.**

Promega Environmental Health and Safety programs are committed to establishing, maintaining and improving work environments for the safety and well-being of our employees and the communities in which we operate. Accident rates are below the industry average and we have been recognized for our commitment to safety.



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*Mental and physical wellness are equally important, with facilities provided at our headquarters for meditation, yoga, exercise and other activities to meet individual needs.*

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### Promoting Wellness through Healthy and Active Lifestyles

Promega strives to create a culture of wellness for a healthy and engaged workforce. Mental and physical wellness are equally important, with facilities provided at our headquarters for meditation, yoga, exercise and other activities to meet individual needs.



**Wellness Education.** The Promega Wellness Team regularly offers programs and campaigns throughout the year to encourage active and healthy lifestyles. Campaigns in 2014 aimed to educate employees and promote actions such as nutritious eating, increased

physical activity and mindfulness. Past communications have covered topics such as advanced directives, nutrition

for children, snacking smart, healthy recipes, smoking cessation, financial planning, stress relief, back care, Ayurvedic medicine, novel treatments for depression, knowing your pet, and trigger point therapy. Over 700 employees completed Health Risk Assessments in 2014 to better understand their body and health status. The annual Promega Wellness & Safety Fair in Madison brought together 27 vendors and 200 employees.



Participation in wellness and education programs offered by Promega can have a dramatic impact on the quality of life of our employees. The story on the next page shows a personal account of an employee who experienced positive and lasting life style changes from the wellness program at Promega.

## My Wellness Journey

My wellness journey started when the 'Know Your Numbers' campaign started a few years ago. I signed up because Promega was offering a \$50 gift card for signing up. Finding out at only 30 years old, and believing I was in good shape, that all my numbers were borderline high-risk came as a big surprise. I, along with my manager signed up for Weight Watchers, which was Promega's weight loss program at the time. I did very well in this program losing 40 pounds in 6 months bringing me back to my ideal weight and achieving the lifetime member status.

That status would not stick around. After only a few weeks I began to gain the weight back and by the time 'Know Your Numbers' came around the next year I had only managed to lose about 7 pounds from the previous year, and my numbers showed little improvement.

Over the next couple of years I tried various exercise programs but didn't pay much attention to my diet and although I was getting a little stronger I was still getting concerning numbers.

In 2014, I signed up for Promega's weight management program again. This time it was run by a registered dietician. This program taught me how to make permanent lifestyle changes regarding diet that were easy to follow and easy to understand. One of the most important points of the program was to increase exercise. With the new Feynman workout facility so convenient, my manager and I started using the elliptical machines a few times a week during the lunch hour. One day just prior to starting on elliptical, a co-worker asked my manager and I to join her noon hour class, Barbells. That first class punished me, and left me sore for days. But I was hooked. I started coming to more of her classes, and then taking all the classes. The instructors at Promega are amazing! They push each individual to their full potential by showing all different levels of intensity, and make you want to come back each day and work hard for them.

My 'Know Your Numbers', results this year have all improved. My weight has been consistently down over 20 pounds for 6 months now, and I feel fantastic. My wellness journey is far from over, but with the tools I now have my confidence is at an all-time high.

-J.J. (Promega Employee)

**Annual Promega Fun 5K Walk/Run.** Each fall Promega sponsors a fun walk/run for employees and their families. In addition to promoting healthy and active lifestyles, food and monetary donations are provided to The Second Harvest Food Pantry.



Annual Promega Fun 5K Walk/Run

**Supporting Employee Teams.** Promega supports employee sports teams and running/walking teams globally. At our Madison campus, 42 individuals participated in events that supported charitable causes in 2014.

**'Race of the Companies'.** Promega Biotech Ibérica employees participated in the 'Race of the Companies' (Carrera de las Empresas) in Madrid, Spain. This annual event brings together 9,000 participants in either a 6km or a 10km run.



**Bike to Work.** Promega supports employee Bike-to-Work groups worldwide, from Wisconsin to the United Kingdom. Bike racks and repair kits are available at every building in Madison and at several branch locations. Additionally, Promega offers bicycle commuter benefits, offering \$20 per month tax free for cycling related expenses in the United States.



Promega France employees participate in skiing days.

**Team Building Activities.** Many locations hold social events outdoors to encourage an appreciation of the natural world and active lifestyles. In 2014, Promega Korea, Korea Biosystems and Promega France had a skiing days for employees. Promega Biosciences in California celebrated their 15-year anniversary with an afternoon of paintball.



**Relaxed Body and Mind.** The Promega branch and distribution hub in Mannheim, Germany and other locations offer free massages to employees each month. Promega Sweden and Promega Benelux have massage chairs on-site for employees.



**Fitness Facilities.** All North American locations offer on-site facilities and programs to support employee wellness. Global locations offer health club reimbursements and financial support for participation in sports if the facility does not offer an on-site fitness room.

The Madison campus offers basketball and volleyball courts, fully-equipped fitness rooms, walking, jogging and biking trails, and cross-country skiing trails in the winter. A Promega Health Promotion Specialist serves as a resource to provide exercise plans and help employees develop fitness goals. To promote health in body, mind and spirit, the Zen Zone is available on the Madison campus with a steaming pool, steam room, and sauna.



The on-site exercise facility in the Feynman Center at the Madison campus.



Many herbs, spices and seasonal vegetables are produced for the Madison campus from an on-site garden.

**Local Produce and On-Site Garden.** By serving fresh and local produce from our on-site community garden in Madison, Wisconsin, we promote a culture of wellness. With over 3,000 pounds of vegetables harvested from our garden in 2014 and produce from a network of over three dozen local farms, we were able to serve healthy, organic menus across our campus throughout the year. Promega offers plots in the community garden for employees to use as their own, and provides starter plants to help promote the sharing of gardening skills.

**Produce Swap.** Promega Biosciences in California, USA, has a “Produce Swap” program for employees to share excess produce from their home garden with other employees. All funds from this program are donated to the local food bank, as well as the produce grown from fruit trees on the Promega Biosciences property.

**Take-Home Family Meals.** In Madison, employees may now enjoy a weekly “take-home family meal” prepared by our chefs using locally sourced foods. These dinners have allowed busy employees to eat a nutritious, savory “home-cooked” meal with their families without having to get out a pot! Many employees report that it has brought their families together in a new way.

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*We recognize the significant role of family and encourage the strengthening of these connections.*

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**Work-Life Balance.** We recognize the significant role of family and encourage the strengthening of these connections. From on-site child care in Madison to social gatherings tailored toward children, Promega appreciates the fulfillment families provide and the importance in supporting future generations.



Promega France employees and their families celebrate the holidays.

## Investing in Employee Education, Training and Advancement

Career training and development programs are designed to keep employees abreast of the latest technologies, scientific trends and customer needs. We are committed to the personal and professional growth of all employees throughout the many phases of their career, and work to foster the skills, competencies and talent in our workforce. Our services include programs, resources, workshops, and tools. Professional development courses such as the Coaching for Leaders and The Emerging Leader and Management Essentials programs support supervisor and senior leaders. Customized training for departments is available, as well as organizational development services that include talent management resources and consulting. Additionally, individually targeted leadership development is available either on campus or with external academic or training partners. In 2014, \$1.2 million dollars were invested in external training and advancement. This number does not truly capture the entire value invested in training as informal and internal training investments are difficult to track.

**Quality Systems Training.** Many trainings are focused on maintaining high standards in Quality-System-Regulated (QSR) areas. This has provided automated and just-in-time visibility into the training status by individual employee, as well as by training requirements.



*“Promega is very unique as a company. The environment is warm and honest with enthusiasm for individual work and for broader team work where projects can easily exist and grow. Dimensions to make big and honorable things happen are real at Promega.”*

— Maria Drees, General Manager, Promega Italia, S.r.l. (Italy)



**Scientific Training.** The Scientific Training team designs, develops and implements product and sales trainings for employees around the globe, which are delivered in live and virtual classrooms. In 2014 there were over 2,400 attendees of 36 webcast courses, and 8 live classroom courses. Live courses were offered at facilities in Madison, WI, and Lyon, France, at the Promega Europe Training and Applications Laboratory (PETAL). PETAL training addresses the training needs of European, Middle Eastern and African employees. PETAL helps reduce travel due to its central location in Europe, and with video conferencing equipment, scientists and trainers are able to participate from off-site locations.



**Language Training.** English lessons are provided at Promega KK in Japan and at Promega offices in Korea to help employees improve communication with international customers, colleagues, and host guests from different countries. With dedicated training departments and comprehensive training facilities in the United States, Europe, and branch offices in Asia, we make every effort to provide all employees with the resources they need to advance their career.



## Human Rights and Diversity

**Respecting Human Rights.** As a member to the UN Global Compact, Promega follows all regulations regarding employment and has zero tolerance for violations of human rights. We are committed to upholding and advancing **The Universal Declaration of Human Rights** in how our business develops productive relationships around the world to continue working cooperatively among different customs and cultures. Issues that we take very seriously include:

- Protection of children from exploitation
- Protection of all workers from compulsory labor
- Payment of at least minimum wages
- Safe working conditions

Promega complies with all local workplace regulations and ensures that our employees and community members are treated with respect and dignity. We hold the same expectations for our suppliers and look to align with organizations that meet or exceed international human rights and labor standards.

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*We pledge ourselves to creating and maintaining an environment that respects diverse traditions, heritages and experiences.*

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General Managers from all Promega branches gather in Madison, WI.

**Valuing Diversity.** As a global company, we believe in and practice equal opportunity and affirmative action. We acknowledge and honor the fundamental value and dignity of all individuals. We pledge ourselves to creating and maintaining an environment that respects diverse traditions, heritages and experiences. With offices in 16 culturally diverse locations, the organization benefits from the unique cultures and experiences of all employees. Women represent approximately 48% of employees worldwide and occupy 42% of management positions in the United States. Promega Biotech Ibérica was again recognized for the commitment to human rights and equal opportunity employment being awarded “Alcobendas Concilia”.



Promega Biotech Ibérica in Spain has been recognized by the city of Alcobendas with the Municipal Award for Reconciliation and Equal Opportunities.





# Community Touch

2015 Corporate Responsibility Report

# Community Touch



*“Based on the belief that a corporation’s global philosophy of social responsibility will lead to long term business and community sustainability, we put forth our utmost effort to become one of the most respected life science companies.”* —JeungA Na, General Manager, Promega Korea, Ltd. (South Korea)

Science tells us that any action has a reaction. As such, we recognize Promega’s growth is not self-contained but has become possible due to the action and reaction from our surrounding communities. We value the support of these communities, and make it our business to cultivate give back and foster the inspiration and energy that only comes with community.



The Fitchberg Center Farmers’ Market brings Promega employees and community members together in Madison, WI.

As a life sciences company, we are fortunate. It is our job to investigate and help others investigate the workings of life. While we may see life at the molecular level, life lessons seem to hold true at any size. The community of a cell includes both group and individual dynamics. Cells exhibit both flexibility and continuity. We include this understanding in the values that encourage community engagement and support. Promega incorporates a level of internal autonomy that allows meaningful support at a local level around the world. In working to make a substantial contribution to the community each year, Promega has established community organizations as well as contributed to additional groups and initiatives. By focusing on engagement and support in education, community wellness, and creativity we can make strides in enriching the lives of those around us, and our own.

*Conscious Evolution: The Awakening* was the theme of the 2015 International Forum on Consciousness, held in Madison, WI.



## Supporting Education and Knowledge

Promega embraces the perspective that shared knowledge across global networks ensures that scientists and science can fulfill their potential. Education brings growth, discovery and rich context for the future. Over 20 years ago Promega helped to found and continues to provide significant support to two cornerstone organizations for community and future scientists: The BioPharmaceutical Technology Center Institute and Woods Hollow Children's Center. We take a hands-on approach in our communities with over 1,000 hours volunteered teaching classes with an emphasis on molecular biology. Locations globally support various initiatives focused on expanding knowledge.

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*Education brings growth, discovery and rich context for the future.*

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### ***The BioPharmaceutical Technology Center Institute.***

The BioPharmaceutical Technology Center Institute (BTC Institute), Promega Corporation and other sponsors work together to coordinate the annual International Consciousness Forum, formerly known as the International Bioethics Forum. The event is geared towards the general public and focuses on sharing information from the worlds of natural and social sciences, as well as leading discussions on related social issues. The forum attracts over 300 participants, and scholarship registrations are awarded annually to around 30 attendees.

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***We take a hands-on approach in our communities with over 1,000 hours volunteered teaching classes with an emphasis on molecular biology.***

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In addition to the Consciousness Forum, the BTC Institute offers a variety of educational opportunities, including programs for upper elementary through high school students, teacher trainings, graduate level advanced scientific courses, and high level symposia that feature talks from world-renowned researchers. Educational efforts include the “Biotechnology Field Trip Program,” which provided over 3,000 middle and high school students from Wisconsin and Illinois with hands-on, molecular biology-based laboratory experiences during the 2013–2014 academic year.

### ***Caring for Future Innovators at Woods Hollow Children’s Center.***

Promega is a substantial supporter of the Woods Hollow Children’s Center, which was developed to provide early childhood education and care for the Madison, WI, community. Woods Hollow is located on the Promega Madison campus and is available to community and Promega employees. With gold-standard accreditation, Woods Hollow offers a rich experience with diverse curriculum in a setting that allows children to explore and create.





***José Carreras Foundation for Leukemia Research.***

The José Carreras Foundation is a global leader for leukemia research, established after the famous Spanish tenor recovered from the disease. In 2014, the Promega team learned the foundation was building a state-of-the-art research facility in Barcelona and decided to contribute to the foundation's efforts. Promega Biotech Ibérica in Madrid donated the Maxwell® RSC, an automated nucleic acid purification system that will help the researchers work more efficiently on finding a cure for leukemia.



### **Collaborating with the Marine Biological Laboratory.**

To advance educational and research efforts in the areas of molecular biology, cellular biology, biomedicine and ecology, Promega established a Discovery Fund to benefit the [Marine Biological Laboratory](#) (MBL). The MBL is one of the largest nonprofit biological laboratories in the world and is an international center for research, education and training. Their offerings include highly competitive summer courses and research programs that attract thousands of scientists and students from a variety of institutions across the globe. The Promega Discovery Fund provides financial support to the MBL and also explores how Promega tools and technologies can be used for MBL course instructors.

**Promega Award for Biochemistry Partnership.** In recognition of important collaborations from innovative researchers in China, Promega partnered with the Chinese Society of Biochemistry and Molecular Biology (CSBMB) to grant The Promega Award for Biochemistry to two scientists whose ground-breaking work continually advances life science research.

The 2014 recipients were:

- Dr. Feng Shao, a Research Investigator from National Institute for Biological Science, China
- Dr. Nieng Yan, a Professor from Tsinghua University, China



Promega continues to work with the awardees by sharing scientific knowledge to promote continued collaboration. The sponsorship was first announced in 2012 and is part of a five-year collaboration. In 2015, Promega will sponsor the same award for the Chinese Society of Cell Biology (CSCB).

**Sportivamente Insieme per la Ricerca.** Promega Italia supported the Laboratory of Molecular Genetics - UOC Medical Genetics, Giannina Gaslini Institute of Genoa by organizing the first charitable event with youth sports, games and music to raise funds. Donations were used to purchase equipment necessary for researching rare genetic diseases such as Cystic fibrosis, Hirschsprung disease, Alexander disease, and others.

**Promega Italia supported the first charitable event to raise funds for the purchase of equipment necessary for researching rare genetic diseases.**



**Supporting Students in China.** In 2014, Promega Beijing awarded four scholarships to students pursuing life science majors at Anhui University in China. The program was established to fund tuition for students from rural provinces. In addition to their studies, the scholarship recipients take part in volunteer work throughout the school year. Promega will continue to support the education of up to five students every year.



Promega Beijing scholarships contribute to the education of rural Chinese students.

**Presenting Lorne Genome Meeting Awards in Australia.** Promega Australia has been giving awards to student scientists for over 20 years at the Lorne Genome Meeting. The recipients receive a monetary prize and the opportunity to present in front of local scientific delegates. The award session has been very popular, making the exposure and opportunity valuable to the winners.



**Supporting an Interest in Science.** Promega locations worldwide strive to support education and reinforce an interest in science. A few examples of efforts in 2014 include:

- Promega Biotech Ibérica sponsored a YouTube video and made donations for each view it received. Funds went to the scientists at Barcelona's Institute for Research in Biomedicine whose work focused on research and development in oncology, Alzheimer disease, and diabetes.



- The Promega branch in Spain also received the "2014 Voluntades Award" from FENIN (Federation of Healthcare Technology Companies) for the "P3" program that supports young scientists.
- Promega GmbH in Germany created workshops for journalists from regional newspapers to discuss new information and current trends in bioscience with the aim of promoting transparency in the field between scientists and readers.



- The Technical Service Outreach Program in Promega Madison impacted 20 schools and 700 students in the Wisconsin area in 2014.
- Promega Australia supported The Smith Family "Learning for Life" program that aids disadvantaged children by helping them develop vital life skills and stay engaged in education.
- Promega Biosciences chemists frequently made presentations at schools and provided on-site tours of the organic chemistry labs and manufacturing facilities at San Luis Obispo, California, USA.

**Supporting Instructors.** Promega offers educational resources such as complimentary lectures and lab teaching guides for teachers looking to enhance their curricula. Topics of interest have ranged from DNA purification to emerging infectious diseases. Our Training Support Program offers instructors at the high school, undergraduate, and graduate levels who teach courses using DNA, RNA, protein or cell-based techniques the opportunity to receive up to \$2,000 in discounts off Promega products to supplement their classrooms. For more information, please visit

<http://www.promega.com/products/pm/na/training-support-program/>

**Sharing Knowledge through the Promega Webinar Series.** The Promega Webinar Series is a program that provides noncommercial live webinars to scientists around the world free of charge. Scientific topics range from basic science concepts to highly technical research presentations. This communication channel allows unique interactions between young and senior scientists in the areas of genomics, proteomics, genetic identity and cellular analysis.



A HeartStrings session at MTILP, Inc. (Mobility Training & Independent Living Program) in Madison, WI. Photo Credit: Brody Kidd.

## Community Wellness

Promega defines community wellness in a broad sense, from strengthening the physical and mental needs of an individual to addressing a multitude of social needs in the community. In an effort to support our employee's charitable giving and the various needs of the community, Promega matches donations to the United Way and Community Shares campaign of Madison, WI, each year. Similar programs that promote contribution and volunteering include:

**Innovative Health and Wellness Programs.** In support of wellness programs that advance healing and preventative health, Promega sponsored the Madison Symphony Orchestra's HeartStrings program. HeartStrings brings live, interactive musical performances into healthcare and residential facilities. Sessions reached over 3,400 people in Wisconsin and have demonstrated physical, emotional, cognitive and social benefits to residents.

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*Promega defines community wellness in a broad sense, from strengthening the physical and mental needs of an individual to addressing a multitude of social needs in the community.*

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**Global Citizenship with California Schools.** WE Day is a movement empowering young people to make the world a better place. The WE Act Program offers educational resources and campaigns to help young people turn inspiration into sustained action. Promega Biosystems in Sunnyvale, California, sponsored the “Green Teams” at five Sunnyvale schools and assisted with transportation costs for WE Day. The students earned their admission to the 2015 WE Day event by taking initiative on one local and one global cause.

**Encouraging Student Efforts to Improve Quality of Life.** The Promega International Scientific Scholarship, developed in collaboration with the University of Wisconsin-Madison, supports undergraduate science students pursuing unpaid international internships that focus on improving quality of life in developing nations. This award aims to propel students’ professional advancement in the fields of science and to simultaneously help them develop cross-cultural skills. To date, Promega has awarded this scholarship to seven students.



Recipients of the Promega International Scientific Internship Award and Penny Patterson, Director of Communications at Promega Corporation.

**Community Action Team.** At Promega Biosciences in San Luis Obispo, CA, an employee-led “Community Action Team” supported local organizations by involving employees in fundraising activities, matching donations and encouraging volunteering. In 2014 fundraisers benefited 15 different organizations, including the United Way, Pacific Wildlife Care, Movember and the SLO Food Bank. Additionally, the team adopted a local road and organizes cleanups quarterly.



The Promega Biosciences Community Action Team supported local organizations with fundraising, donations and volunteering.

**Supporting Individuals with Special Needs.** In Mannheim, Germany, the Promega EuroHub works with ATW Mannheim, a company that supports psychologically handicapped people offering employment opportunities in a stable working environment. Similar arrangements are implemented in Wisconsin and in the United Kingdom providing jobs for individuals with disabilities in assembling and reusing packaging.

***In Mannheim, Germany, the Promega EuroHub supports psychologically handicapped people by providing employment opportunities.***



Promega Madison also supports an in-house aluminum can recycling program that benefits young adults with special needs in Wisconsin. Adam Can Recycling is a start-up business that enables young adults to be self-employed and active members of the community.

### **Global Philanthropy and Volunteerism.**

- In 2014, Promega Australia supported disadvantaged children through World Vision Australia, The Leukemia Foundation and The Salvation Army.
- Promega UK operates an annual program to support local charities which recently included Barnardos Children's Hospital, Friends of the Earth Bee Cause, and Macmillan's Cancer Research.
- In the past year, Terso Solutions employees volunteered to support Habit for Humanity, The Road Home and also provided additional contributions to the Boys and Girls Club.



## Creativity

The ability to think creatively has always been a cornerstone for scientific experimentation. At Promega, we have a long history of leveraging innovation to support creativity within the company and in our surrounding communities.

**Spotlight on Wisconsin Visual Artists.** Quarterly public art exhibits on the Promega corporate campus serve a dual purpose of sharing creativity of featured artists while introducing the community to diverse perspectives. Throughout the years, exhibits have featured the work of local and international artists.

In 2014, Promega presented a mixed-media group show featuring the South Central Chapter of Wisconsin Visual Artists (WVA). Through the use of imagery, color, shape, and texture, approximately 60 artists interpreted the 'Vital Signs' theme beyond the prominent medical meaning—pulse, temperature, blood pressure, respiratory rate.



Promega Quarterly Art Showcases, open to the community, feature the work of local and international artists.

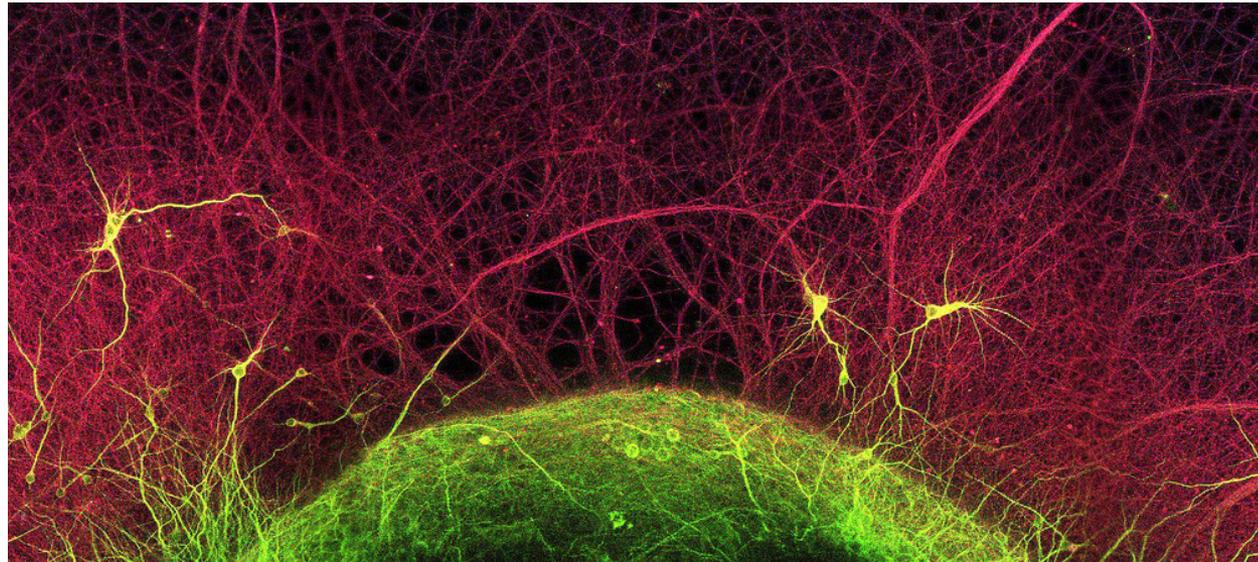


The Life of the Party by Susan Y. Hoffman of Wisconsin Visual Artists (WVA).

*The ability to think creatively  
has always been a cornerstone  
for scientific experimentation.*

**Showcasing Beauty in Science.** Scientific images are a critical form of data and in many ways provide insight into nature's mysteries and help us understand the way the world works. While they provide valuable information to research, scientific images can also be inherently beautiful, an aspect that nonscientists often do not have the opportunity to experience. The appreciation of beauty in detail and science is what compelled Promega to sponsor the "Cool Science Image Contest" hosted by The Why Files at the University of Wisconsin-Madison. From 94 submissions, 10 were selected as winners. Promega plans to continue sponsorship for the contest in 2015 to encourage appreciation of aesthetic beauty within science.

**Backing Established Creative Venues.** Promega supports numerous cultural venues in the community, such as the Madison Contemporary Art Museum and the nationally recognized American Players Theatre (APT). As a partner with APT, Promega supports their educational program in which the actors travel to schools around the state, bringing the theater experience to thousands of students.



The above image shows a piece of rat brain cortex cultured in a petri dish. It was one of the entries in the 2014 Cool Science Image Contest. Submitted by Brian Jenkins, Postdoctoral Fellow, Department of Biochemistry.



# Additional Info

2015 Corporate Responsibility Report

Artwork: Artist's rendering of enzymes modifying a protein.

# Additional Information

## 2015 Report Parameters

Reporting on Promega Corporate Responsibility progress is completed on a calendar year basis with information in this report sharing results and actions from January 1, 2014 to December 31, 2014. This is the seventh Promega report in this area following the initial report released in July of 2009. This process of reporting will continue on an annual basis. Corporate Responsibility reporting attempts to focus on the environmental and social impacts of Promega operations worldwide using the framework established by the [Global Reporting Initiative's G3.1 Guidelines](#) and the principles of the [United Nations Global Compact](#). We will transition to the GRI G4 Guidelines in the upcoming reporting cycle.

With more timely processes for gathering information worldwide, Promega has seen improved accuracy and transparency in its key indicators for environmental and social impacts. Increases in the scope, materiality, and comprehensiveness have been experienced but Promega recognizes that there is still significant room for growth. Information has been gathered from all Promega branch and subsidiary locations worldwide. In some instances, additional or more accurate information was gathered for previous periods resulting in slight variations from reported indicators in previous reports. Estimations for previous years' indicators has been made where information was unavailable using revenue as a factor.

Areas that have not been measured in this report due to lack of current information are:

- Packaging Material Usage: By implementing a new system for gathering and tracking data, Promega will have a better understanding of gross packaging material usage by type and the impacts from these activities.
- Staff Commute
- Effluents to Water
- Supply Chain Analysis

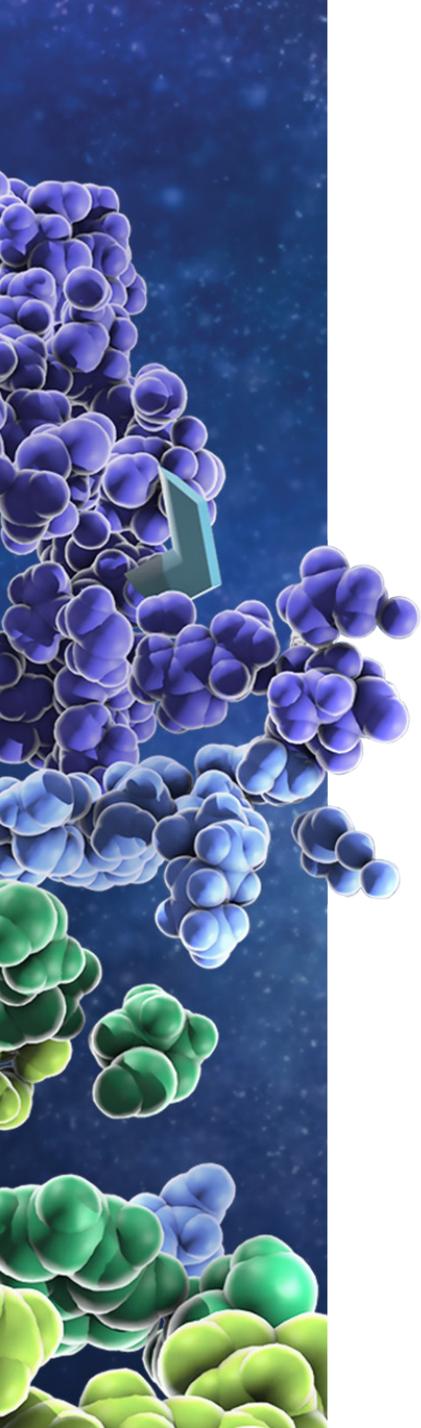
Carbon footprint calculations have been made using the emission factors provided by the [World Resources Institute Greenhouse Gas Protocol](#) on energy and business travel. The reported emissions from distribution were calculated with the conversion factors provided by [DEFRA's 2014 Greenhouse Gas Conversion Factors](#) and have incorporated the new methodology for emissions for air freight report that include radiative forcing. Emission from product distribution for previous years have been recalculated to factor in radiative forcing. Lastly, the [Environmental Defense Fund's Paper Calculator](#) has been used for calculating the life cycle impacts due to paper usage. Current and previous years' carbon footprints have been calculated using the most updated information and emission factors from the resources above.

Some sections of the GRI that were not covered in the report will be addressed below. In 2014 we had no incidents or issues in the following areas:

- Fines for non-compliance with environmental laws and regulations (EN 28)
- Incidents of discrimination and action taken. (HR 4)
- Incidents of violations involving rights of indigenous people and actions taken. (HR 9)
- Legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcome. (SO 7)
- Fines and non-monetary sanctions for noncompliance with laws and regulations. (SO 8)

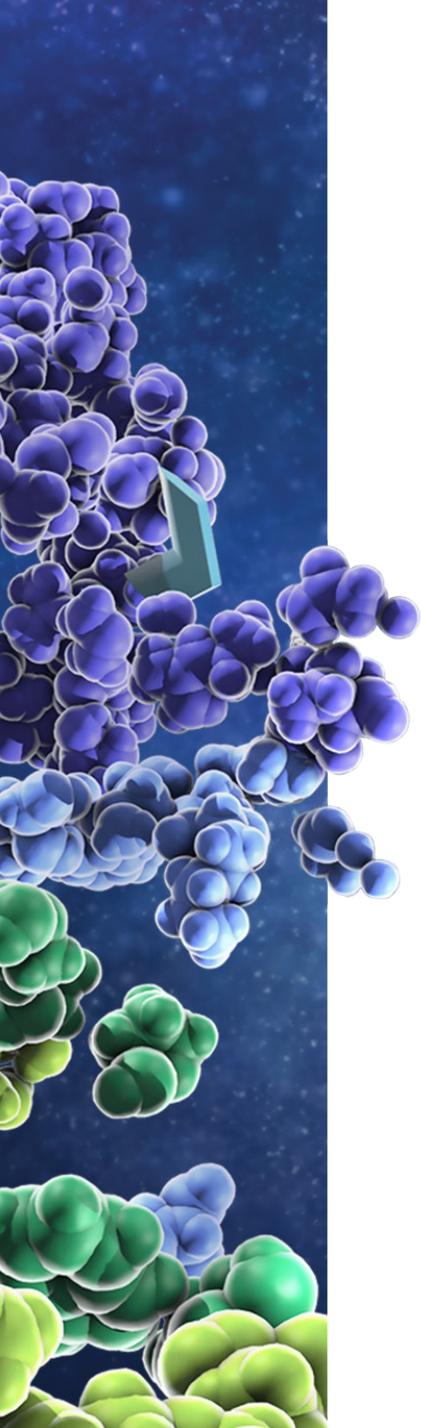
Please contact [sustainability@promega.com](mailto:sustainability@promega.com) with any questions on the Promega Corporate Responsibility Report.

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## Key Indicators

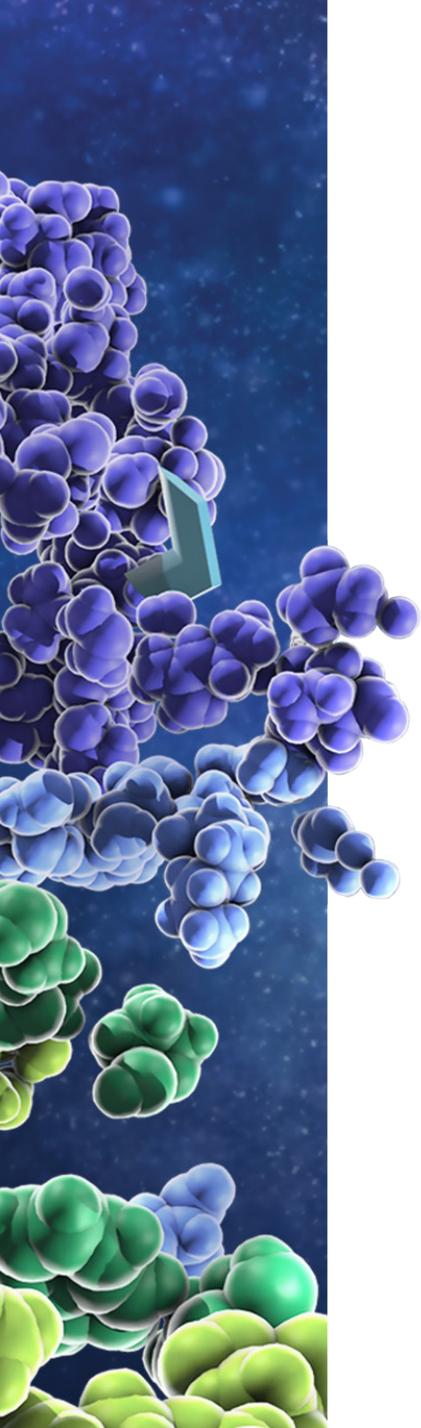
Business	2008	2009	2010	2011	2012	2013	2014
<b>Number of Employees</b>	958	972	1,117	1,197	1,223	1,285	1,327
<b>Building Footprint (Sq. Feet)</b>	631,589	631,589	708,387	709,977	738,459	1,009,254	1,036,408
<b>Number of Global Locations</b>	16	17	17	17	18	18	19
Environmental	2008	2009	2010	2011	2012	2013	2014
<b>Greenhouse Gas Emissions (Tons of CO<sub>2</sub>)</b>	20,684	19,575	21,179	21,684	21,289	26,171	34,351
Emissions Per Million in Revenue (Tons of CO <sub>2</sub> /Dollars)	93.3	83.7	81.4	76.2	66.8	75.6	93.6
Emissions Per Building Footprint (Tons of CO <sub>2</sub> /Sq Ft)	32.7	31	29.9	30.5	28.8	26	33.1
<b>Energy Consumption:</b>							
Electricity (kWh)	15,742,438	15,255,183	16,363,009	16,363,009	16,647,068	20,127,561	25,559,188
Natural Gas (Therms)	589,034	573,652	564,715	570,723	508,964	821,733	1,269,553
<b>Water Consumption (Gallons)</b>	14,241,376	13,678,029	17,104,304	18,235,195	19,850,170	23,080,018	35,502,263
<b>Total Paper (Reams)</b>	127,631	22,894	27,798	18,522	28,141	16,488	24,968
<b>Solid Non-Hazardous Waste (Cubic Feet)</b>	223,642	215,826	245,078	270,357	270,490	301,417	313,715
Incinerated (Cubic Feet)	7,854	5,797	6,556	6,632	6,623	8,326	6,185
Land filled (Cubic Feet)	112,227	111,336	124,178	127,396	122,025	143,330	144,021
Recycled (Cubic Feet)	103,561	98,693	114,344	136,329	141,842	149,762	163,508
<b>Chemical Waste (Pounds)</b>	145,395	144,449	177,238	165,679	154,083	138,229	167,784
<b>Infectious Waste (Pounds)</b>	9,316	9,431	9,261	9,164	12,779	13,749	14,483



## GRI Index

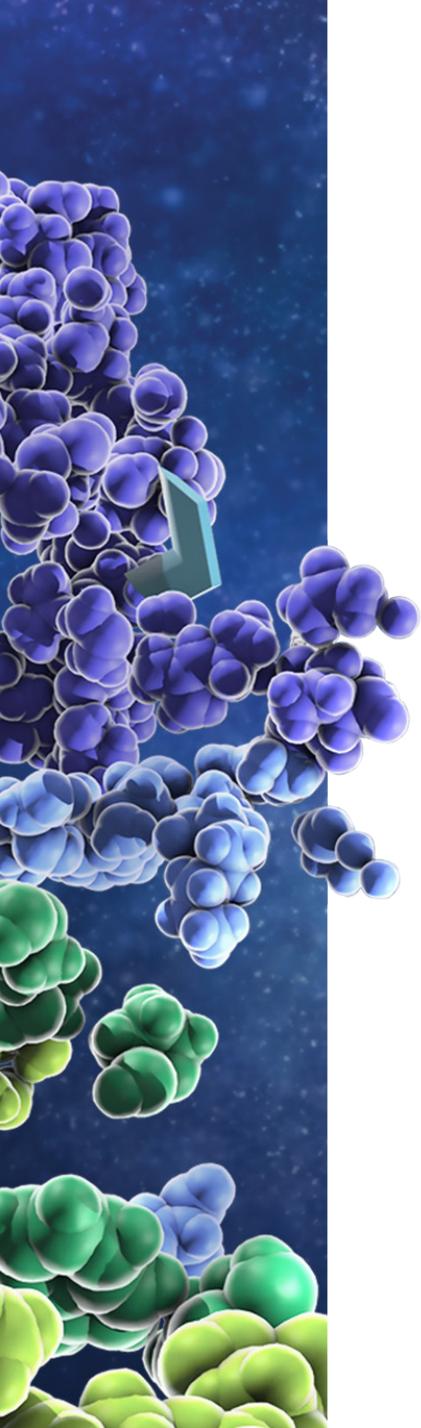
The Global Reporting Initiative (GRI) is the world's most widely recognized sustainability framework for organizations to use when measuring and reporting on economic, environmental and social performance. The 2015 Promega Corporate Responsibility Report is based on the GRI G3.1 Guidelines, and the following table has been developed to help users locate specific information in the report.

Content	GRI Section #	Page #
Overview	1.2	3
Letter from the CEO	1.1	4
Corporate Mind	GRI Section #	Page #
Overview	2.1, 2.4, 2.5, 2.6, EC 1	6
Corporate Purpose, Vision and Values	4.8	9
Corporate Governance	2.3, 4.1, 4.2, 4.5, LA 13	10
Investments in the Future	2.10	11
Supply Chain Responsibility	EC 6	13
Product Reach	GRI Section #	Page #
Supporting Good Science	2.2, 2.7	15
Investments for the Future		19



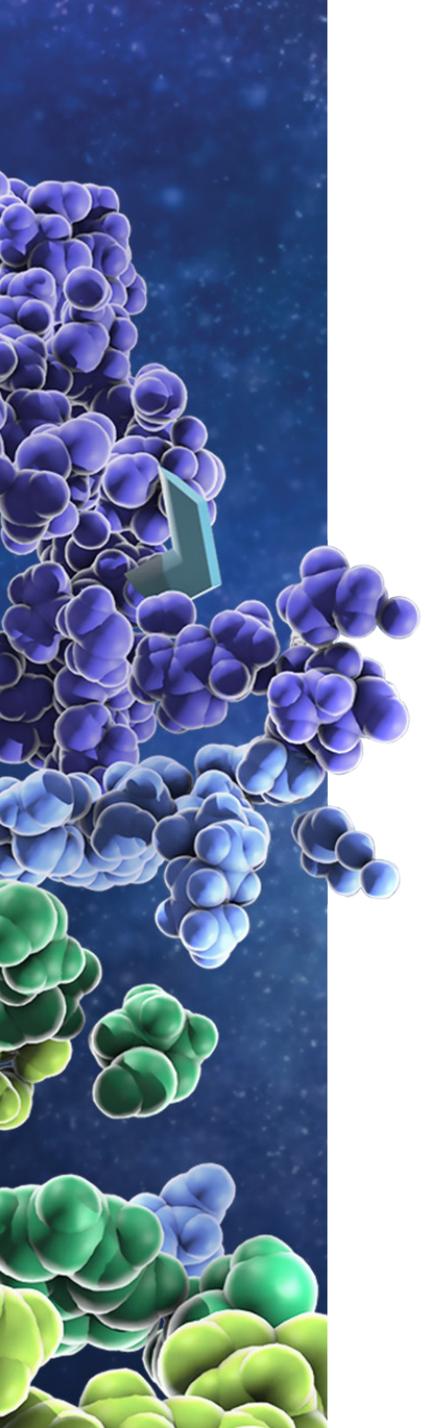
## GRI Index (Continued)

Product Reach	GRI Section #	Page #
Quality Process and Product	PR 2, PR 4, PR 5, PR 7, PR 8, PR 9	19
cGMP Manufacturing Facility		20
Planet Aware	GRI Section #	Page #
Overview		22
Responding to Climate Change	EN 16, EN 17, EN 18	24
Energy Consumption	EN 3, EN 4, EN 5	24
Tracking and Reducing Impacts from Product Distribution	2.10, EN 26, EN 29	28
Reducing Impacts from Business Travel		30
Preserving Natural Capital	EN 13	32
Minimizing Waste	2.10, EN 22	32
Water Conservation	EN 8	34
Connecting with Customers without Paper		35
Less is More with Packaging	EN 27	36



## GRI Index (Continued)

People Care	GRI Section #	Page #
The Promega Culture		39
Work Environment		40
Employee Health	EC 3, LA 3	41
Employee Safety		41
Promoting Wellness through Healthy and Active Lifestyles		42
Investing in Employee Education, Training and Advancement	LA 11, LA 12	47
Human Rights and Diversity	4.12, LA 13, HR 6, HR7, LA 13	48
Community Touch	GRI Section #	Page #
Overview	SO 1	51
Supporting Education and Knowledge		52
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Additional Information	GRI Section #	Page #
2015 Report Parameters	2.8, 2.9, 3.1-3.11	63
Key Indicators		64
Index	3.12	65



## GRI Index (Continued)

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- Legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcome. (SO 7)
- Fines and non-monetary sanctions for noncompliance with laws and regulations. (SO 8)



## Carbon Footprint Indexed to Building Footprint

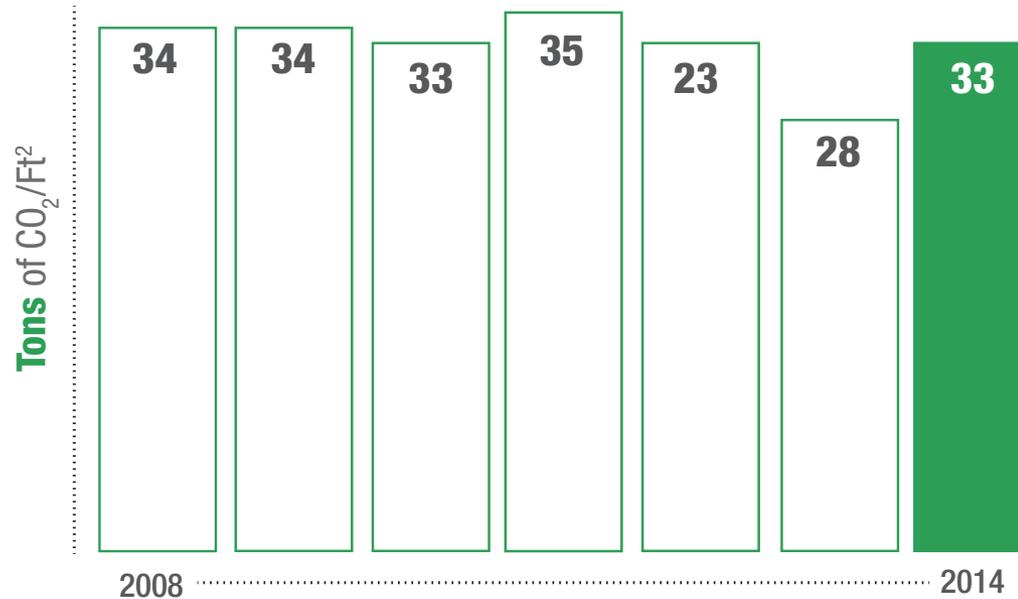


Figure 1. Greenhouse gas emissions as indexed to building footprint.



BACK

### Carbon Footprint Progress Toward Goal

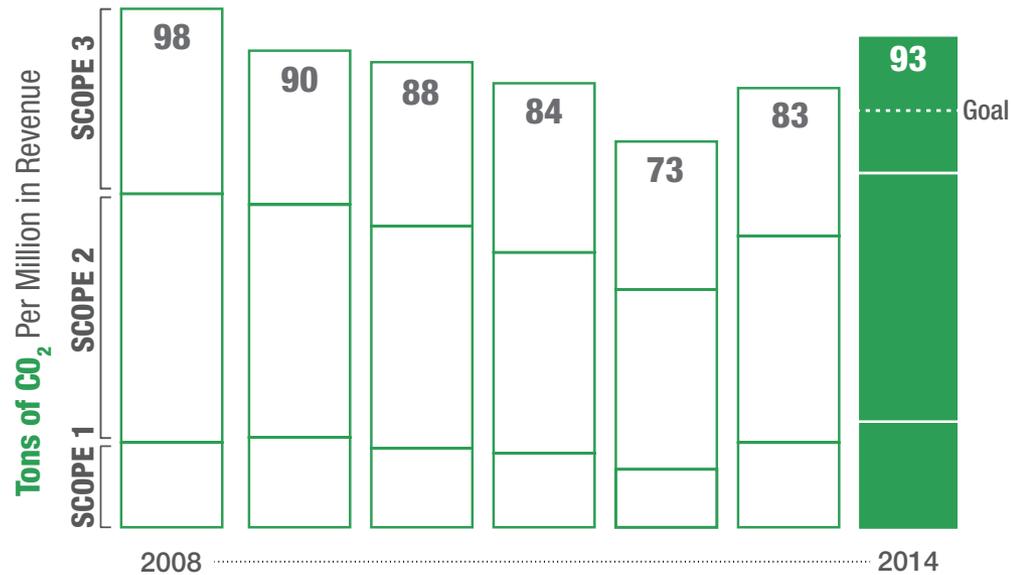


Figure 2. Status toward 2014 greenhouse gas emissions reduction goal.



### Global Carbon Footprint 2014

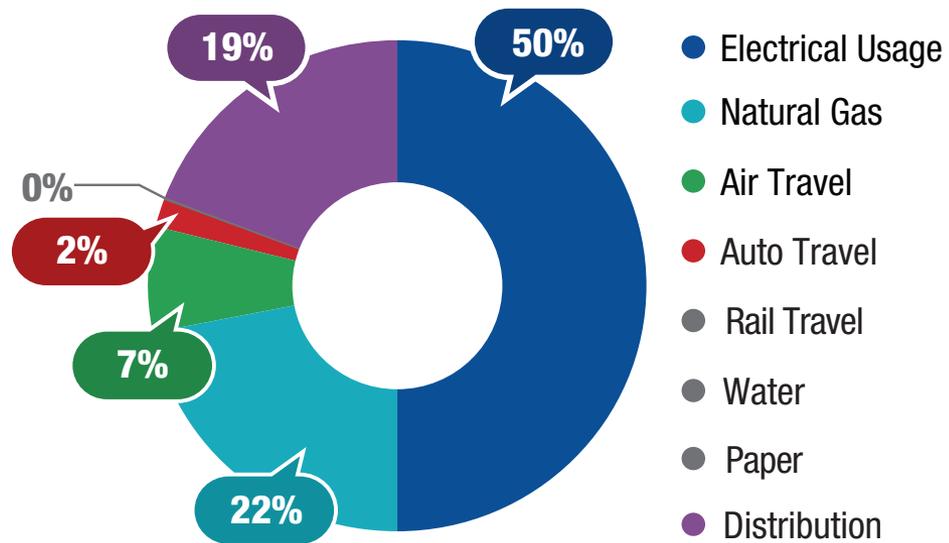


Figure 3. Key contributors to the Promega carbon footprint.

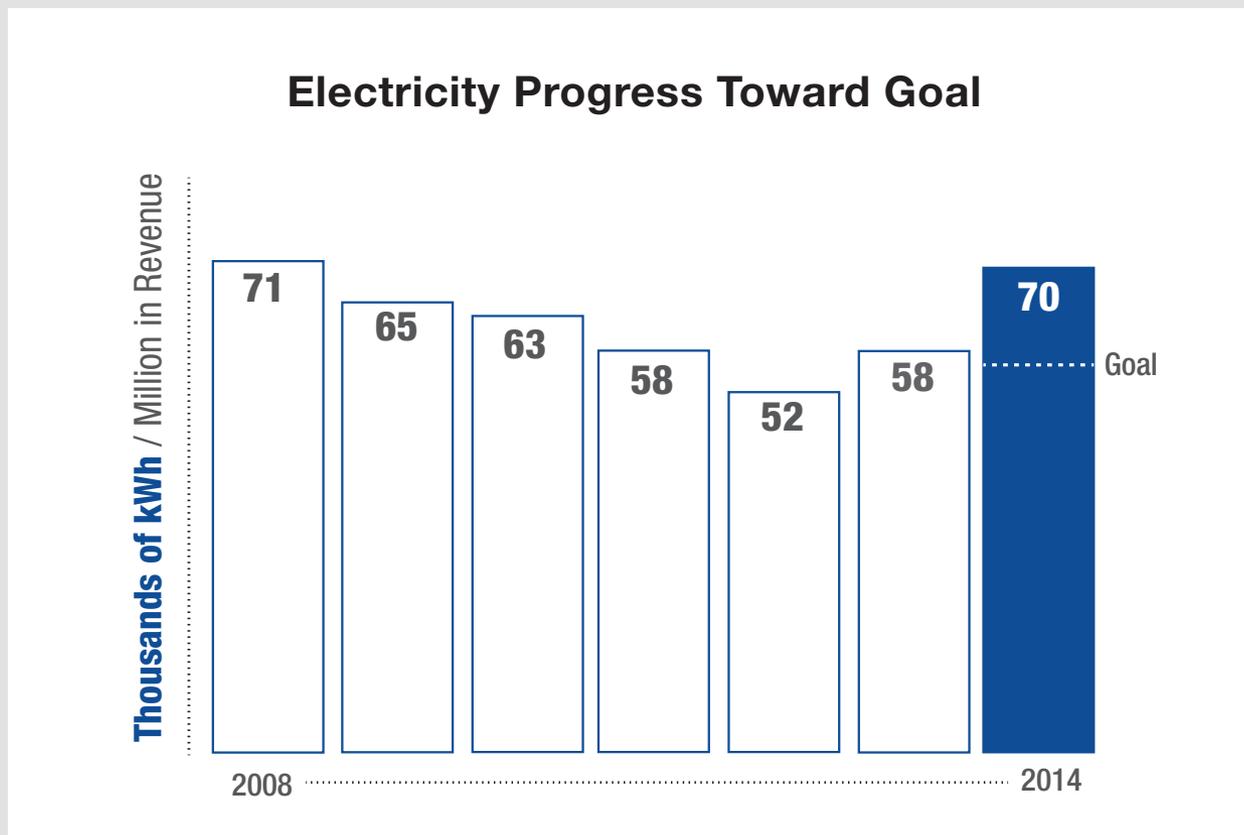


Figure 4. Status toward 2014 electricity goal.



### Natural Gas Progress Toward Goal

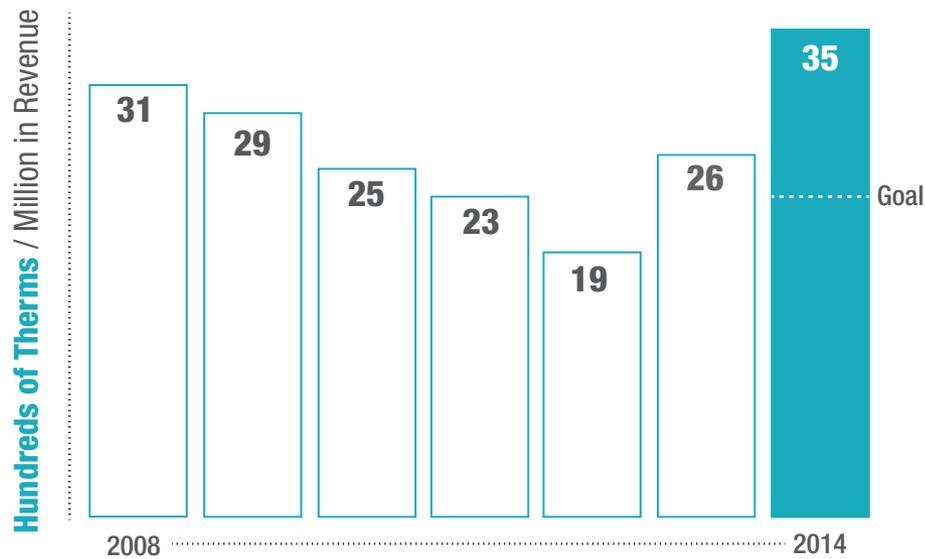


Figure 5. Natural gas usage as indexed to revenue compared to 2014 goal.



## Outgoing Product Distribution Emissions as Indexed to Revenue

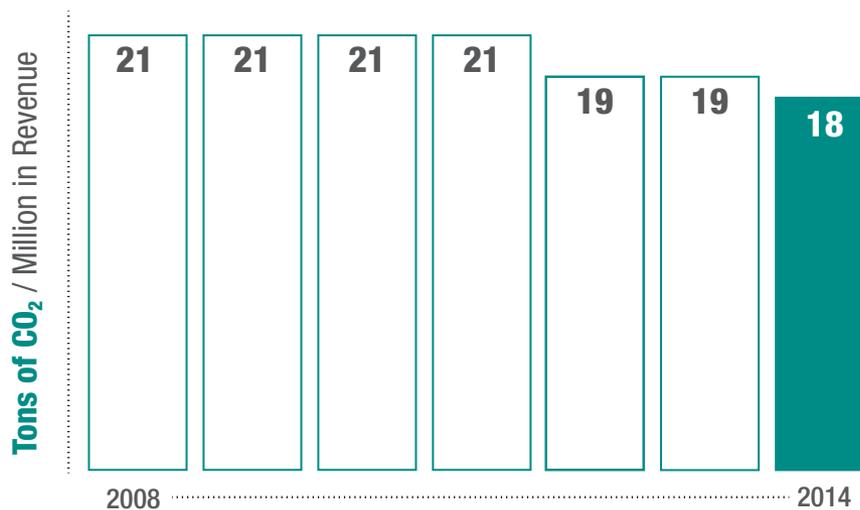


Figure 6. Emissions from product distribution to customers globally.

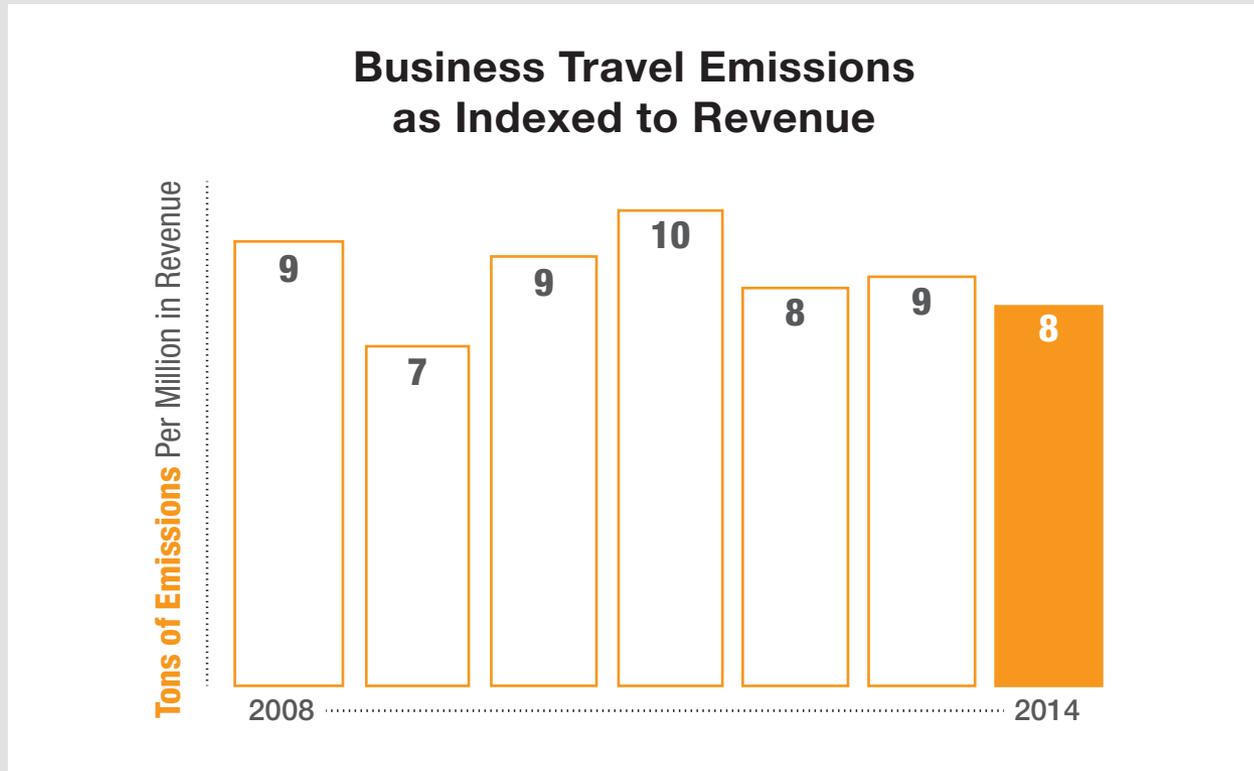


Figure 7. Business travel emissions from air, automobile, and rail as indexed to revenue.



## Automobile Travel Carbon Footprint

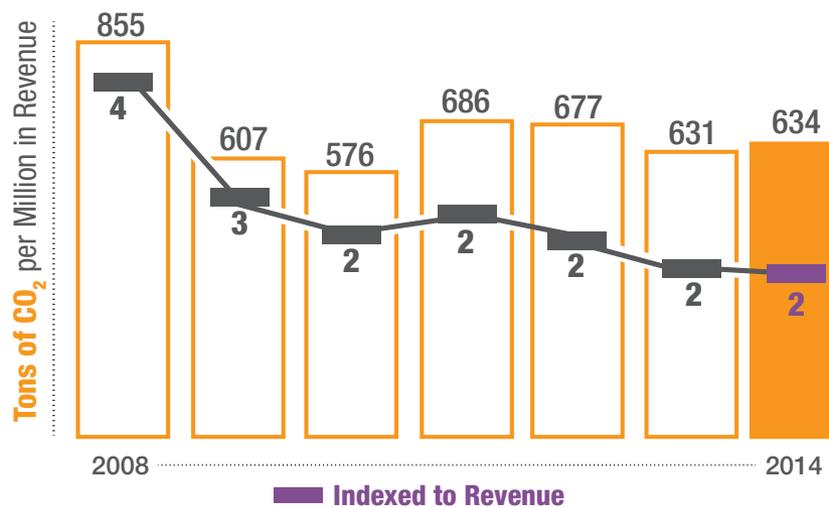


Figure 8. Net emissions from automobile travel and indexed to revenue.



BACK

### Non-Hazardous Waste Progress Toward Goal

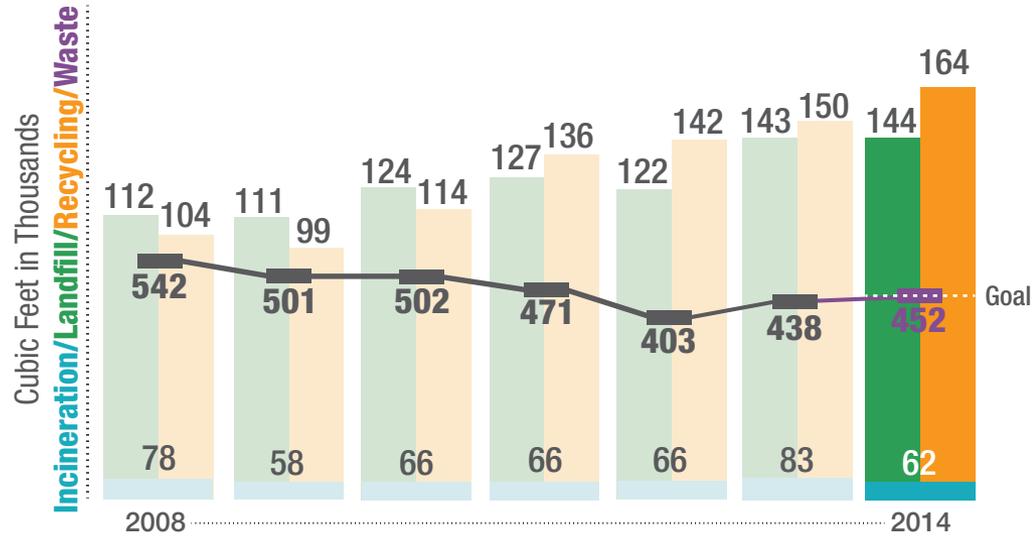


Figure 9. Composition of non-hazardous solid waste and progress toward 2014 goal.



### Global Hazardous Waste per Revenue

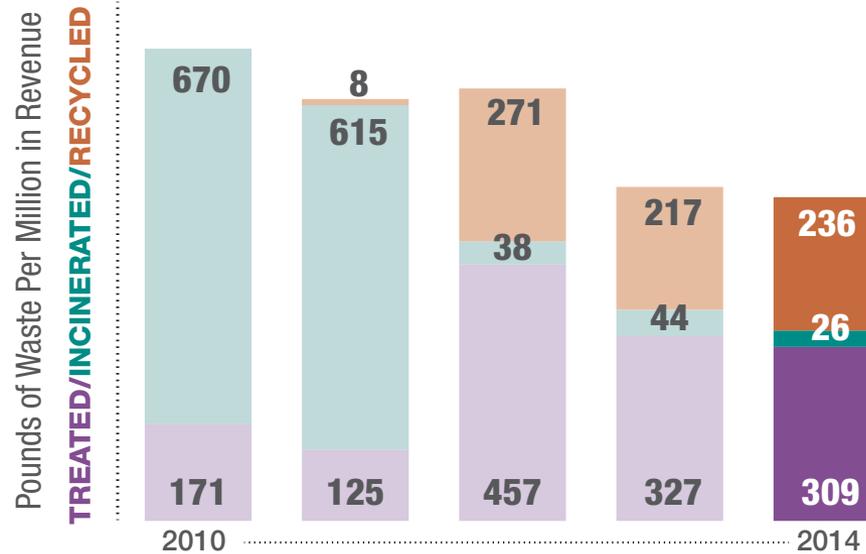


Figure 10. Hazardous wastes as indexed to revenue.



### Water Usage Progress Toward Goal

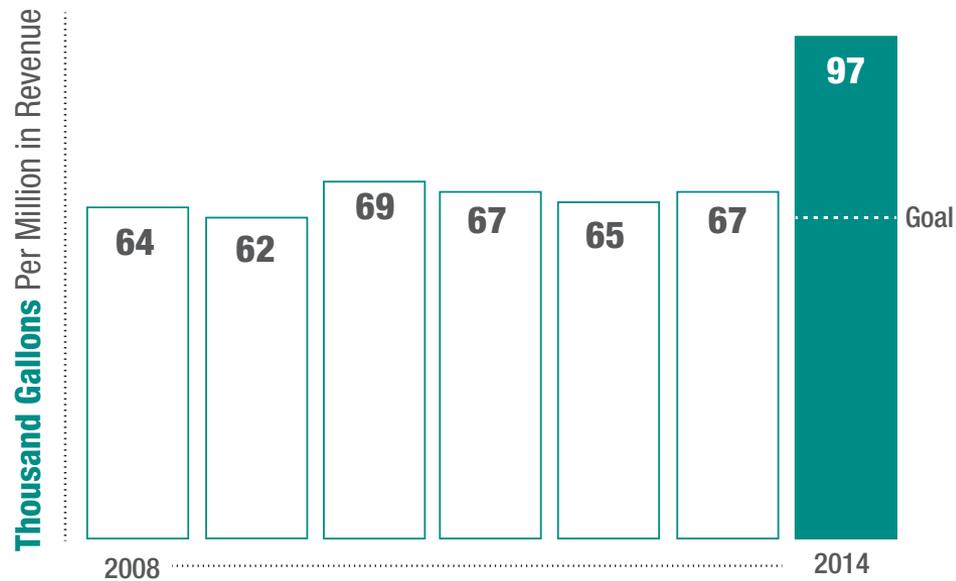


Figure 11. Water usage indexed to revenue and progress toward 2014 target.



## Paper Usage Progress Toward Goal

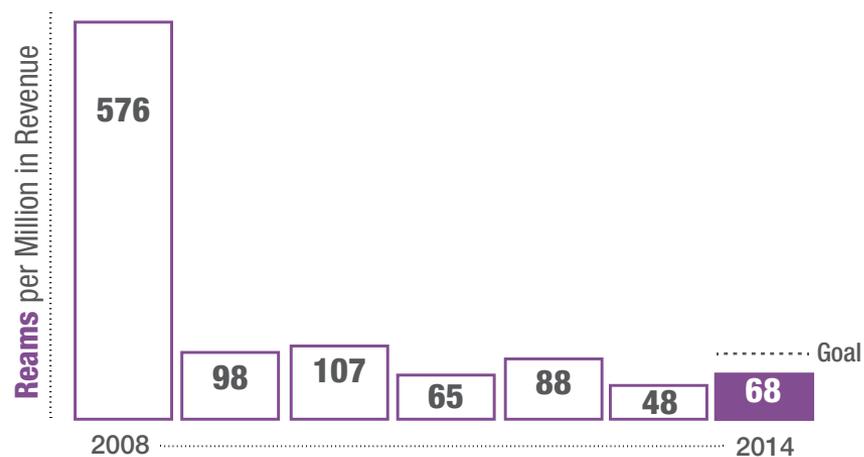


Figure 12. Global paper usage indexed to revenue since 2008.

