

biotechne®

**EPIC** Tools  
*for* **EPIC** Science

# Environmental Sustainability

Through both its operations and its innovative product lines, Bio-Techne seeks to minimize its own negative impacts on the environment and make the healthcare and life sciences fields cleaner and healthier while simultaneously providing leading researchers the innovative tools they need most. Bio-Techne takes management of its environmental footprint seriously and strives to make a positive impact on the environment and on the community.



## ISO 14001 Site Certifications

- Bio-Techne is a proud member of the International Organization for Standardization (“ISO”), a global leader in environmental and organizational standardization and accountability.

**SPOTLIGHT:** *In pursuit of creating a more sustainable and environmentally conscious business, Bio-Techne is currently pursuing ISO 14001 certification under the ISO’s Environmental Management System for the entirety of its global headquarters by early 2019 and its European headquarters by the end of 2019.*

## Green Product Lines

- In addition to taking a proactive approach to ensuring the sustainability of its own operations, Bio-Techne is committed to providing EPIC scientific tools to allow its customers to more responsibly manage their own environmental footprint.

**SPOTLIGHT:** *Bio-Techne technology development is changing many traditional laboratory processes leading to significant improvements in results whilst delivering substantial waste reduction for our customers. An example is the novel approach to automate Western Blotting using the revolutionary WES platform which reduces waste by over 99%! (See Attachment A)*

## Energy Reduction

- Bio-Techne’s commitment to decrease the use of energy, natural resources and hazardous materials.

**SPOTLIGHT ON LIGHTING:** *Bio-Techne’s focus on energy usage from lighting within the global organization, has resulted in the replacement of 18,525 fluorescent light bulbs with LED lighting resulting in 635,000 Kilowatt hours saved. Additionally, Bio-Techne’s standard for any new construction over the past 10 years, has been to install motion detectors which control lighting by turning off lights in unused hallways, meeting rooms and offices further reducing energy consumption.*

**SPOTLIGHT ON WATER:** *Bio-Techne instituted a change in the filtered water systems throughout our largest global manufacturing site in Minneapolis, Minnesota. By restricting the output of recirculating water in our filtered water systems, we reduced the amount of water waste by 4 million gallons per year. This results not only in the reduction in annual water usage but decreases the amount of wastewater needing treatment and reduces energy costs at the city wastewater treatment plant.*

## Recycling and Reduction of Materials

- Bio-Techne is committed to using recyclable materials and have a robust day-to-day recycling program in place for plastic, glass, aluminum, cardboard, paper, batteries and styrofoam.

**SPOTLIGHT:** *Use of 100% Sustainable Forestry Initiative certified paper for all copiers and printers.*

**SPOTLIGHT** *Electronics Recycling: Electronics Recycling has resulted in diverting 13,714 pounds of material from the landfill over the past two years.*

**SPOTLIGHT:** *The use of glass mugs provided to all employees in community rooms reducing the use of styrofoam cups by 64,000 cups per year.*

## Hazardous Chemical Usage Reduction

- Bio-Techne strives to reduce the amount of hazardous chemicals used in our final products, and in our manufacturing and testing laboratories.

**SPOTLIGHT ON RADIOACTIVE CHEMICALS:** *Bio-Techne has reduced its use of radioactive materials by 99% over the past decade. This effort results in fewer radioactive chemicals being purchased and eliminates the radioactive waste stream.*

**SPOTLIGHT ON CHEMICAL:** *Bio-Techne has undergone a program to remove virtually all Mercury-containing chemicals replacing 99.6% of the products in which mercury was previously used. Antimicrobial agents have been reduced to less than 0.1% in more than 10,000 products.*

# Employee Support and Corporate Culture

Our commitment to becoming a world’s most admired company means investing in ongoing opportunities for employee development and engagement in a diverse and inclusive environment. We have grown from approximately 700 to over 2,100 employees in five years. Building a common culture around core values is key to our success.

EPIC stands for our core values, every aspect of our business from our leadership, to our employees to our cutting-edge product lines:



## EMPOWERMENT

Providing the right tools and development opportunities to each and every employee so they have what they need to reach their full potential.

*“That I’m trusted to make decisions, I’m not being over managed or micro managed” Matt E.*



## PASSION

Being fiercely committed to work that matters to our employees and customers alike.

*“Knowing the importance of your work and how it relates to the big picture” Choe O.*



## INNOVATION

Instead of remaining comfortable in the status quo, always imagining the possibilities, taking bold risks, and working hard to turn vision into reality.

*“It doesn’t have to be this grand idea. It’s just any little thing that makes your day or your job or someone else’s job easier, faster, better in some way or another” Amy M.*



## COLLABORATION

Reaching across conventional boundaries to build positive relationships and mutually beneficial partnerships with our partners, our customers, our community, and across the entire, global Bio-Techne organization.

*“Realizing no department is an island, no one person is an island that there are things we can learn from each other, there are ways we can work together and actually get things done faster ” Jerry W.*

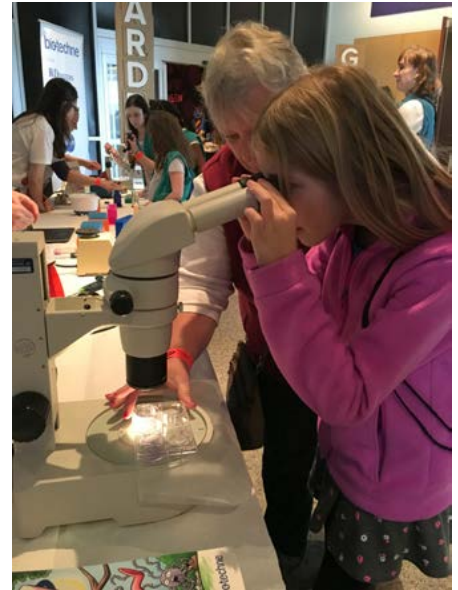
# Philanthropy & Community Involvement

The company's EPIC values also extend beyond its doors. Bio-Techne supports and actively contributes to each and every one of the many diverse communities in which it is involved around the globe and partners with educational establishments all over the world in support of education in the sciences.

In addition, Bio-Techne employees are encouraged each year to take a day of their working time to join activities in support of goods causes. That's up to 2100 working hours of community giving each year.

**SPOTLIGHT ON SCIENCE MUSEUM:** *Bio-Techne is a supporter and has partnered with the Science Museum of Minnesota located in St. Paul to bring science events to local schools and the community. Employees have volunteered for a variety of events, including but not limited to:*

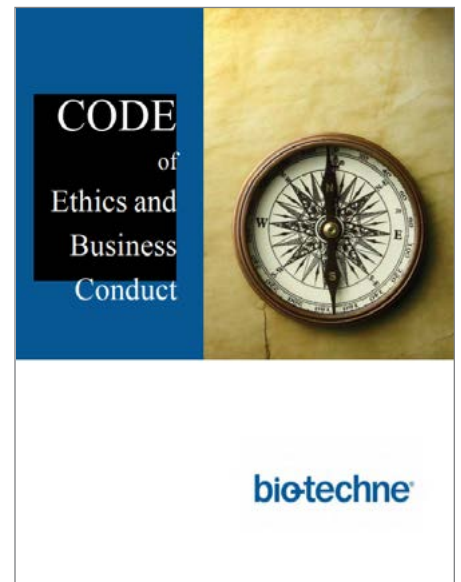
- Annual Sponsor of Girls, Science & Technology Event
- Play, Tinker, Make Event



# Bio-Techne as an Employer

Bio-Techne is an equal opportunity employer and believes employees should be treated solely based on merit.

- Bio-Techne's Code of Ethics and Business Conduct



## Third Parties & Sourcing Supplies and Materials Ethically

Bio-Techne has made a strong and practical commitment to proactively ensure that its suppliers and distributors act lawfully and responsibly.

Bio-Techne requires all of its suppliers to comply with all applicable laws and regulations and to abide by its Code of Ethics and Business Conduct:

- Bio-Techne's Code of Ethics and Business Conduct
- Bio-Techne Supplier Code of Conduct
- Bio-Techne's Statement on Modern Slavery & Human Trafficking
- Bio-Techne's Latest Conflict Minerals Report

Bio-Techne also proudly maintains a 24/7 Ethics Hotline, in cooperation with industry leader, **EthicsPoint**, which can be used to report any violations of the company's Code of Conduct.

Chief Compliance Officer:

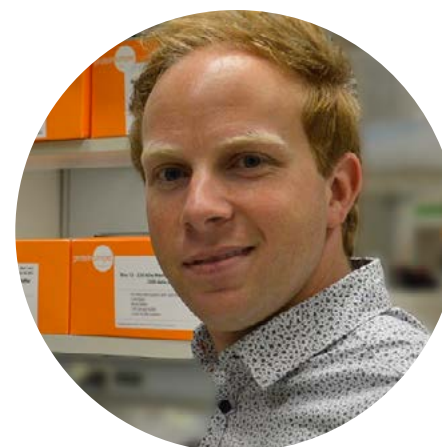
Brenda Furlow

[brenda.furlow@bio-techne.com](mailto:brenda.furlow@bio-techne.com)

## Wes is Keeping Things Green at the University of Alberta

*“The traditional blotting method can use up to 300 pieces of plastic and Wes uses two. What’s even better is that Wes can run up to 40 proteins in three days. It would take about a week to run 40 proteins using Western blotting.”*

— Jamie Boisvenue, Cardiovascular Research Technician  
Department of Pediatrics, University of Alberta Faculty of Medicine & Dentistry



### Setting the pulse for green research

Jamie Boisvenue is a Cardiovascular Research Technician in Jason Dyck’s heart research lab in the Faculty of Medicine & Dentistry’s Department of Pediatrics at the University of Alberta. The lab studies molecular mechanisms regulating cardiac energy metabolism and how they affect diseases like atherosclerosis, diabetes, and obesity. And they do this with a strong commitment to green research, joining the University of Alberta’s Office of Sustainability’s Green Labs Program in 2013 that encourages labs across campus to be more environmentally friendly. The Dyck lab was the first medical research lab to receive the program’s Gold Green Spaces certification in 2014, and they won the Campus Sustainability Leadership Award in 2015 for their continued work. All due to a desire to develop sustainable practices that provide for current research needs without compromising the needs for future generations.

### Wasteful Westerns

The Dyck lab is always looking for ways to be greener, especially when it comes to protein analysis research. Traditional Western blots provided some of the highest benefit for their proteomic research, but also accumulated a lot of waste. The team went through 75 liters of water each week and generated carcinogenic and teratogenic waste. Plus, traditional Western blots were consuming another precious resource — time. Each blot took at least 24 hours to complete and came with a lot of hands-on time. More hands on meant more sources for error, leading to repeated experiments that led to even more waste.

### Greener and faster with Wes

Jaime set out to find a greener alternative to traditional Western blots, found Wes® and got him in their lab thanks to support from the Sustainability Enhancement Fund (SEF) sponsored by University of Alberta’s Office of Sustainability.

To run 40 proteins, traditional Westerns can use up to 300 pieces of plastic and Wes only uses two! What’s even better is that Wes runs those 40 proteins in three days — it would take about a week to do that using Westerns. And, the microliter volumes needed to run assays are contained in the capillary cartridge, so there’s virtually no liquid waste with Wes. Wes gives them all of this along with the same high quality results they’d get with traditional Westerns and then some!

### Starting the new green age for protein analysis

The Dyck lab hopes Wes will increase collaboration between labs and researchers and will be the start of a huge technical and green change in labs moving forward since it’s the first instrument of its kind both at the University of Alberta and in Alberta as a whole. Wes helped Jamie and his colleagues fulfill their commitment to sustainable solutions, but the research benefits will last long into the future.



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