

BIOSPECTRA

Annual Corporate Sustainability Report
2024

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Introduction

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

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

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

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

By the 2029 reporting year, renewable energy will be 100% implemented at all BioSpectra facilities.

Platforms and Memberships



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



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



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



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



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

Our Carbon Disclosure Project (CDP) Scorecard

CDP Disclosing Organization Number	Disclosing Organization	Category	Environmental Issue	Score
2024130	BioSpectra, Inc.	Overall Score	Climate	B
CDP Disclosing Organization Number	Disclosing Organization	Category	Environmental Issue	Score
2024130	BioSpectra, Inc.	Opportunity Disclosure	Climate	B
2024130	BioSpectra, Inc.	Emissions Reduction Initiatives and Low Carbon Products	Climate	B
2024130	BioSpectra, Inc.	Value Chain Engagement	Climate	B
2024130	BioSpectra, Inc.	Energy	Climate	B
2024130	BioSpectra, Inc.	Business Strategy	Climate	B
2024130	BioSpectra, Inc.	Targets	Climate	C
2024130	BioSpectra, Inc.	Governance	Climate	B
2024130	BioSpectra, Inc.	Environmental Policies	Climate	B
2024130	BioSpectra, Inc.	Risk Disclosure	Climate	B
2024130	BioSpectra, Inc.	Scope 1 & 2 Emissions	Climate	B
2024130	BioSpectra, Inc.	Verification (Incl. Emissions)	Climate	B
2024130	BioSpectra, Inc.	Dependencies, Impacts, Risks and Opportunities Process	Climate	B
2024130	BioSpectra, Inc.	Context	Climate	B

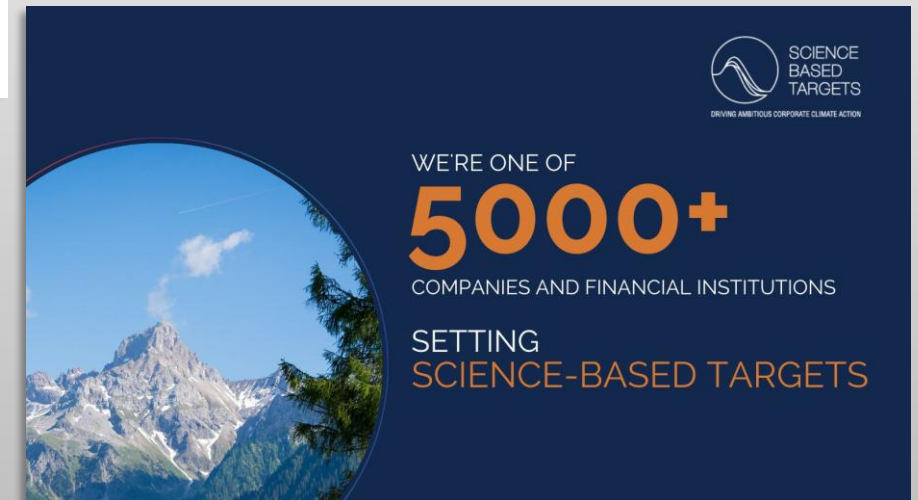


Our Targets Set with Science Based Target Initiative (SBTi)



<https://sciencebasedtargets.org/target-dashboard>

Enter BioSpectra in the search field



2024 Highlights...



Secured Renewable Energy Credits (RECs) for BioSpectra facilities



Secured Carbon Offsets for our natural gas consumption at BioSpectra facilities



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



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



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

BioSpectra's Materiality Assessment



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

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

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

Our EcoVadis Score is assessed on the following topics:



Environment

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



Labor & Human Rights

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



Ethics

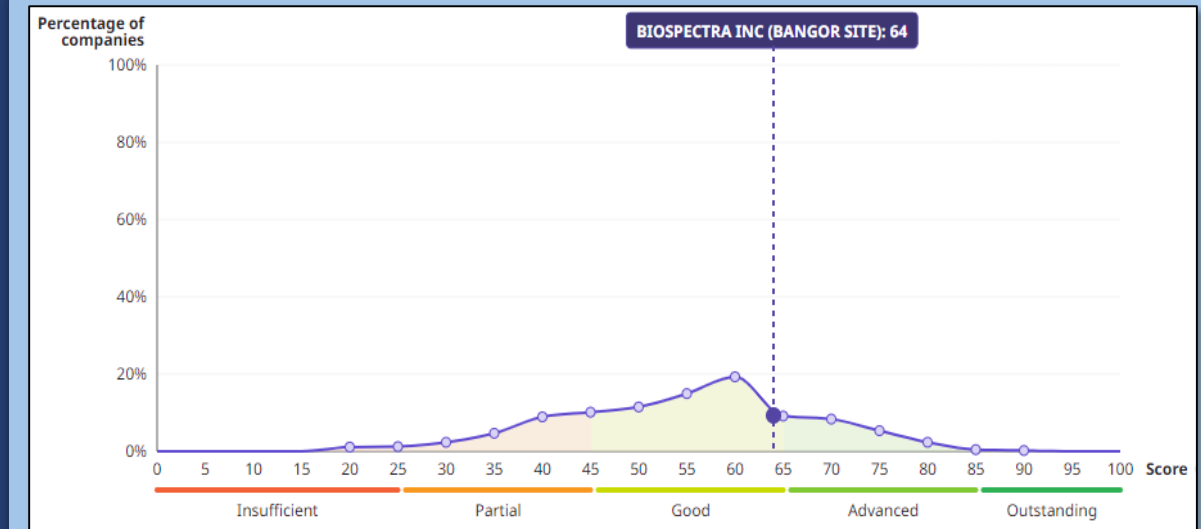
- Ethics Policy and Reporting
- Whistleblowing
- Anti-Corruption
- Information Security



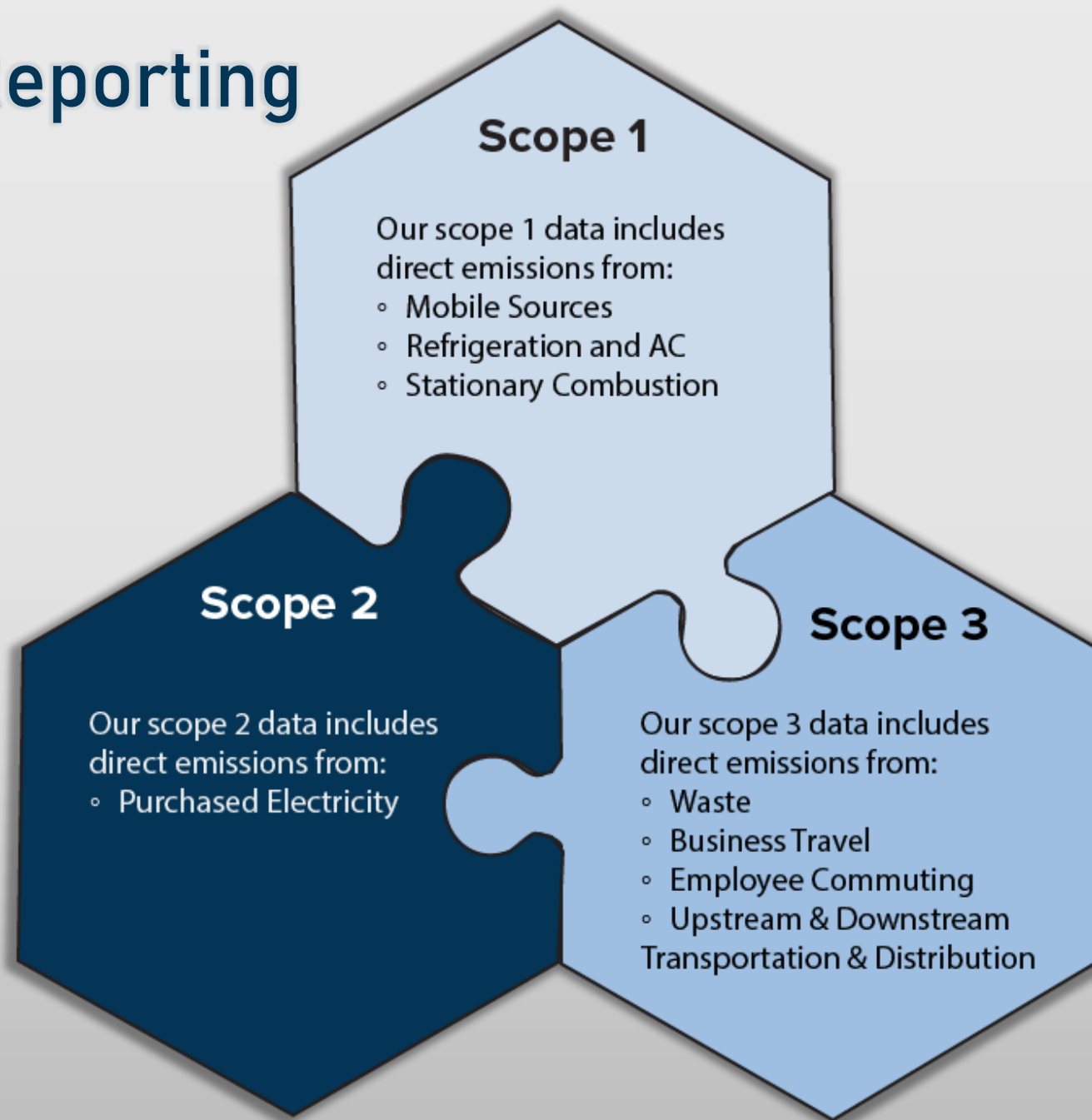
Sustainable Procurement

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

August 2024 Scorecard Results



Our Scope of Reporting



Our Corporate Carbon Footprint– Majestic

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

Scope 1 Emissions

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

Summary

Gross	3,192 CO ₂ -e (metric tons)
Offsets	-
Net	3,192 CO ₂ -e (metric tons)

Scope 2 Emissions

Location-Based Scope 2 Emissions

Purchased and Consumed Electricity	1,024 CO ₂ -e (metric tons)
Purchased and Consumed Steam	0 CO ₂ -e (metric tons)

Market-Based Scope 2 Emissions

Purchased and Consumed Electricity	1,024 CO ₂ -e (metric tons)
Purchased and Consumed Steam	0 CO ₂ -e (metric tons)

Summary

Gross	1,024 CO ₂ -e (metric tons)
Offsets	46.08 CO ₂ -e (metric tons)
Net	977.92 CO ₂ -e (metric tons)

Scope 3 Emissions

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

Summary

Gross	751 CO ₂ -e (metric tons)
Offsets	-
Net	751 CO ₂ -e (metric tons)

Our Corporate Carbon Footprint- Rockdale

Scope 1 Emissions

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

Summary

Gross	1,542 CO ₂ -e (metric tons)
Offsets	-
Net	1,542 CO ₂ -e (metric tons)

Scope 2 Emissions

Location-Based Scope 2 Emissions

Purchased and Consumed Electricity	596 CO ₂ -e (metric tons)
Purchased and Consumed Steam	0 CO ₂ -e (metric tons)

Market-Based Scope 2 Emissions

Purchased and Consumed Electricity	0 CO ₂ -e (metric tons)
Purchased and Consumed Steam	0 CO ₂ -e (metric tons)

Summary

Gross	596 CO ₂ -e (metric tons)
Offsets	46.08 CO ₂ -e (metric tons)
Net	549.92 CO ₂ -e (metric tons)

Scope 3 Emissions

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

Summary

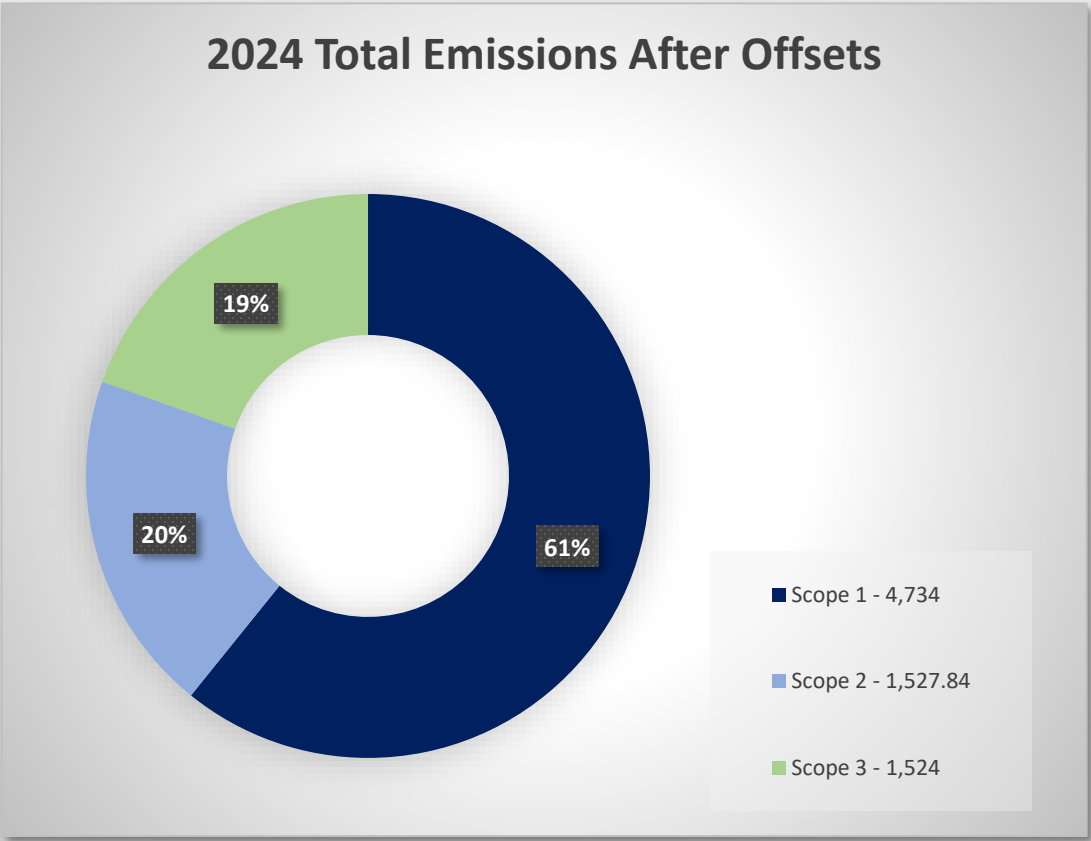
Gross	773 CO ₂ -e (metric tons)
Offsets	-
Net	773 CO ₂ -e (metric tons)

Our Corporate Carbon Footprint– Majestic & Rockdale

Scope 1, 2 & 3 Combined Emissions

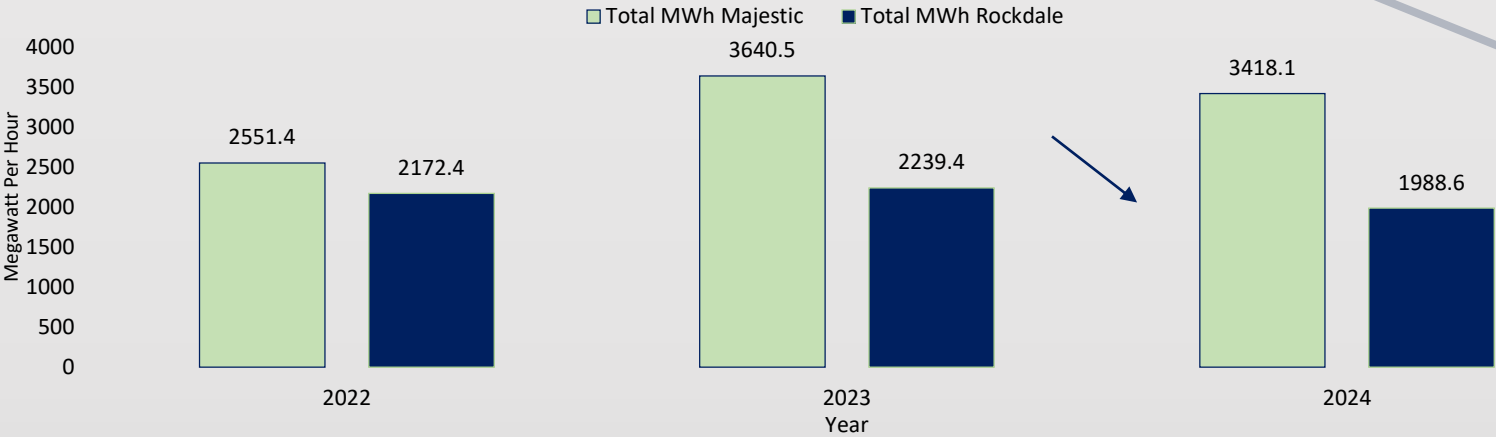
Scope 1	4,734 CO ₂ -e (metric tons)
Scope 2	1,620 CO ₂ -e (metric tons)
Scope 3	1,524 CO ₂ -e (metric tons)
Summary	
Gross	7,878 CO ₂ -e (metric tons)
Offsets (Scope 2)	92.16 CO ₂ -e (metric tons)
Net	7,785.84 CO ₂ -e (metric tons)

2024 Total Emissions After Offsets

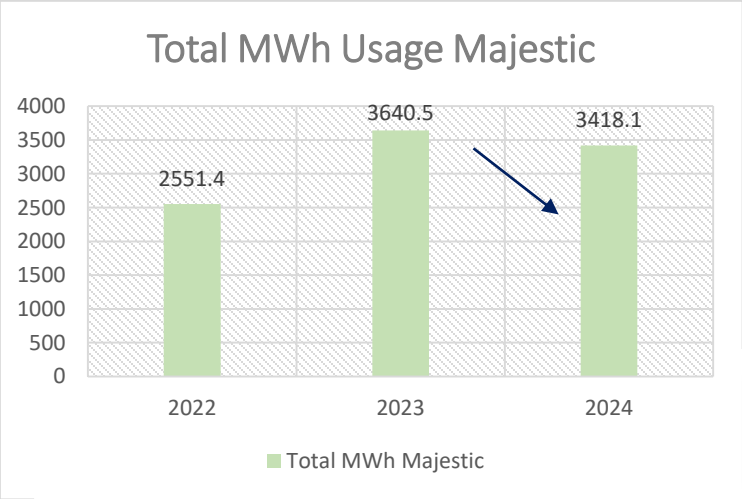


Environment: Energy Metrics, Electricity

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

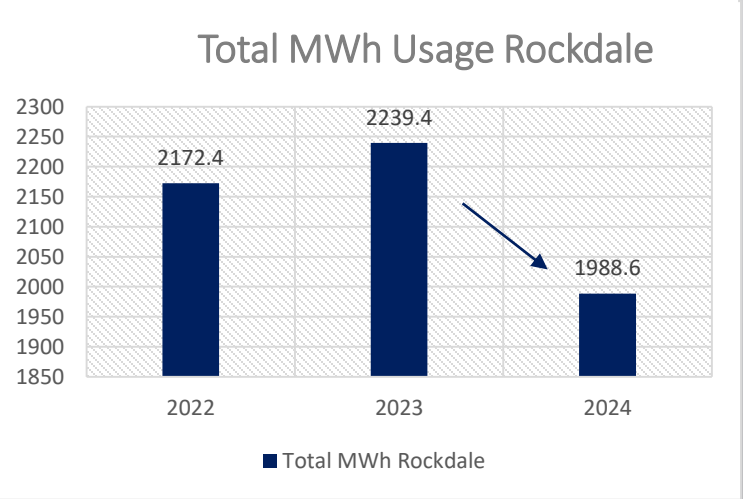


From 2023 to 2024, our total MWh usage decreased by roughly 8%.



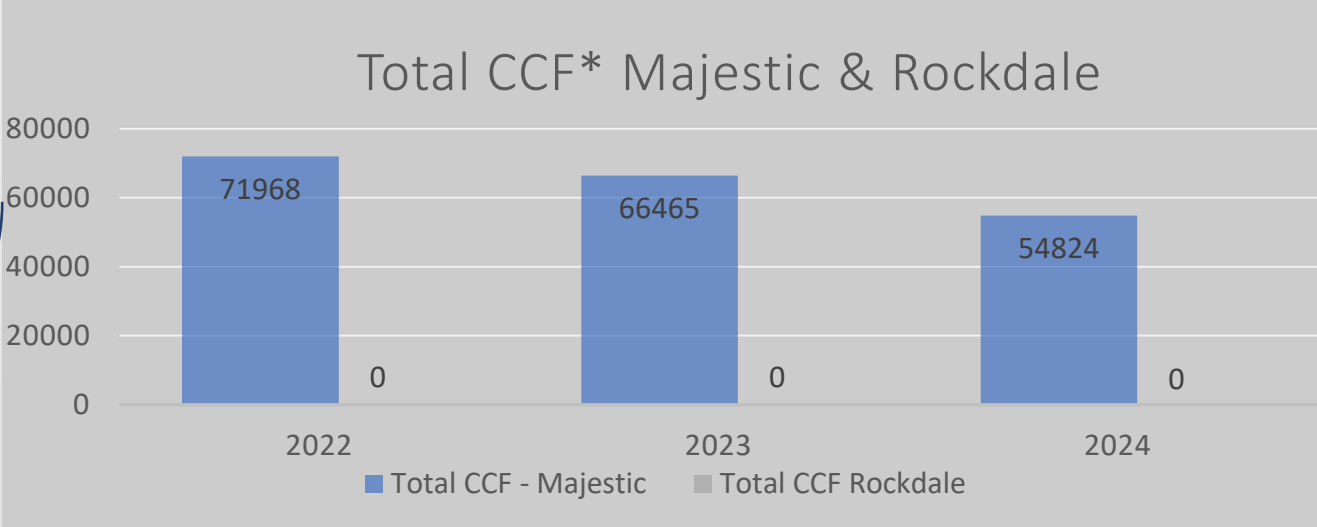
From 2023 to 2024, our MWh usage at the Rockdale facility **decreased by roughly 11%.**

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

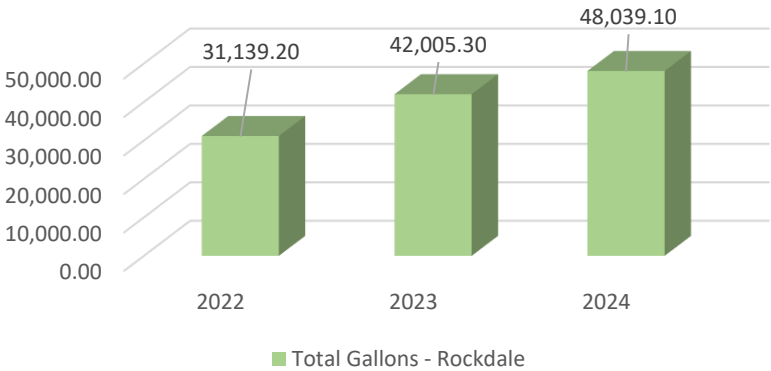


Environment: Energy Metrics, Purchased Gas

From 2022 to 2024, our total CCF usage decreased by roughly 24%.



Total Propane Consumption in Gallons - Rockdale

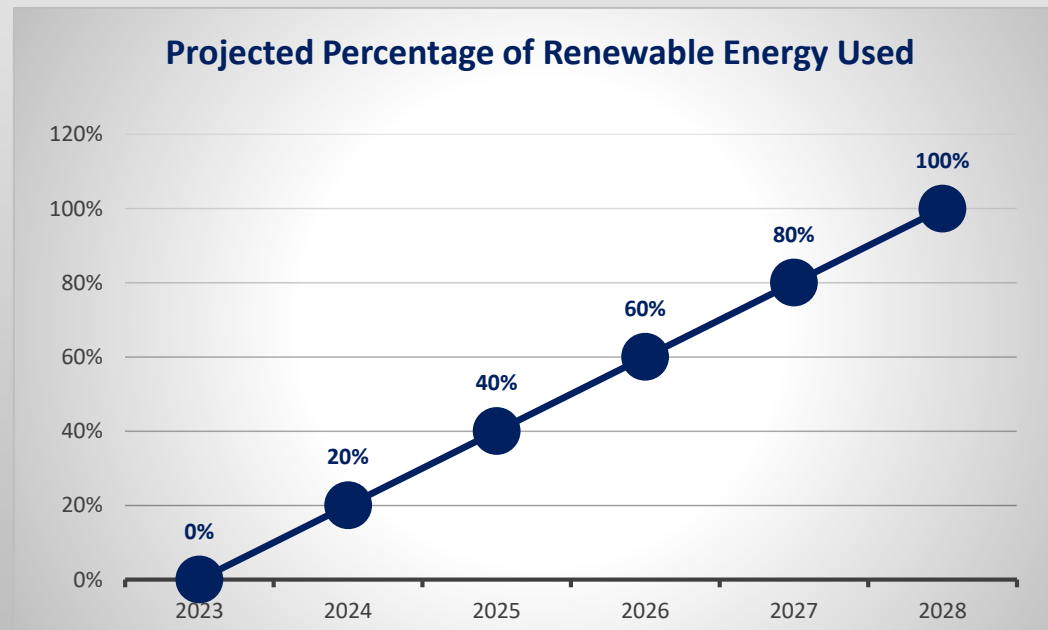


From 2022 to 2024 our usage of propane at the Rockdale facility increased by roughly 50%.

*CCF = Centum Cubic Feet (unit of volume equal to 100 cubic feet)

Environment: Carbon Offsets & Renewable Energy

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



Environment: Renewable Energy, Certificate of Retirement 2024



North American Renewables Registry Certificate of Retirement

APX, Inc., in its capacity as operator and administrator of the North American Renewables Registry (NAR), hereby confirms that the following Renewable Energy Certificates (“RECs”) have been retired in NAR on behalf of:

BIOSPECTRA, Inc.

Total RECs Retired: 1,537

Retiring NAR Account Holder: Interstate Gas Supply, LLC
Retirement Reason Details: Voluntary Green Retirement for BIOSPECTRA, Inc. 2025 Electric Consumption.
Retirement Date: July 03, 2024

NAR ID	Project Name	Project Type	NAR Serial Numbers	Quantity
IMP3146	Cabinet Gorge HED - Cabinet Gorge Unit 4	Hydroelectric Water	IMP-WREGIS-REC-3146-ID-06 -2019-96820-769 to 2305	1,537

The North American Renewables Registry is an online platform to issue, serialize and track REC. NAR meets RE100 best practices guidelines and CDP standards for procuring and reporting purchases of renewable energy. The Registry is developed and managed by APX, leveraging more than 15 years of experience in environmental markets. For more information: www.apx.com



Environment: Renewable Energy, Carbon Offsets

AGREEMENT FOR THE PURCHASE AND SALE OF CARBON OFFSETS

Seller: Interstate Gas Supply, LLC ("IGS"), 6100 Emerald Parkway, Dublin, OH 43016
Buyer: BIOSPECTRA, INC., 100 Majestic Way, Bangor, PA 18013
Effective Date: 6/19/2024

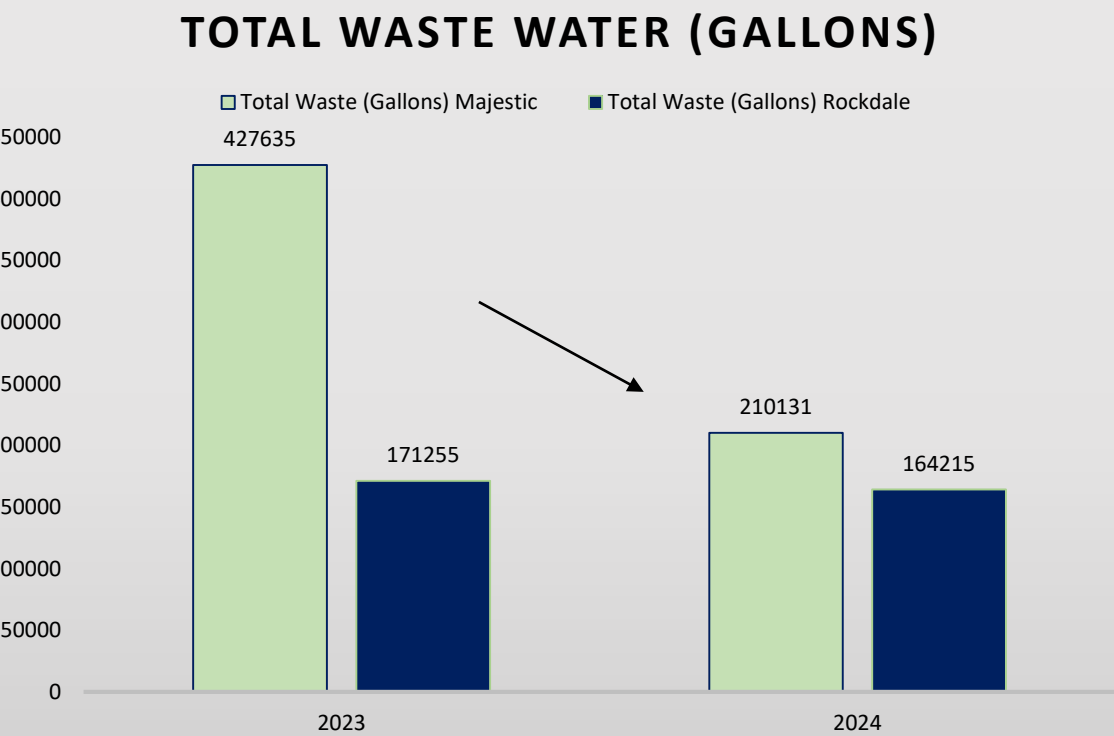
BACKGROUND

Seller desires to sell and Buyer desires to purchase the Product (hereinafter defined), which is to be retired on behalf of Buyer, pursuant to the Commercial Terms and the Terms and Conditions set forth below.

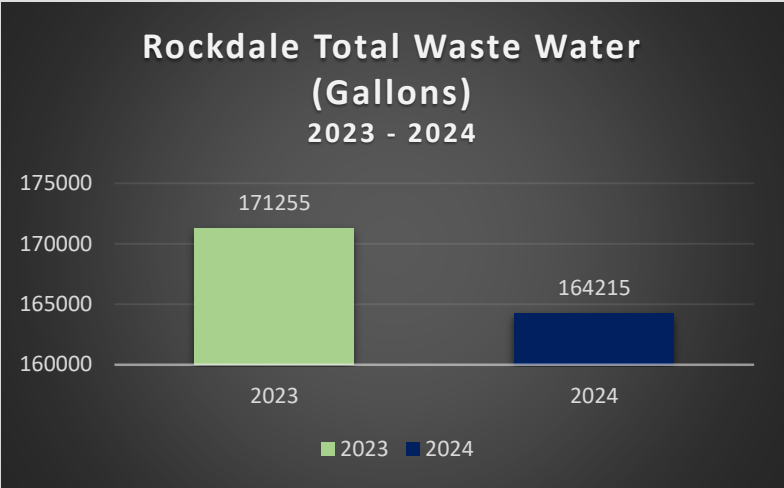
COMMERCIAL TERMS

Product	VER – Verified Emission Reduction
Product Price	\$5.83 per VER
Total Amount	\$6,730.53
Product Quantity	2024-77 2025-154 2026-231 2027-308 2028-385 Total -1155
Product Vintage	2022
Retirement Date	Seller will retire on Buyer's behalf annually and each subsequent year as follows
Registry for Product Retirement	ACR
Invoice to Buyer should be sent to:	Accountspayable@biospectra.us

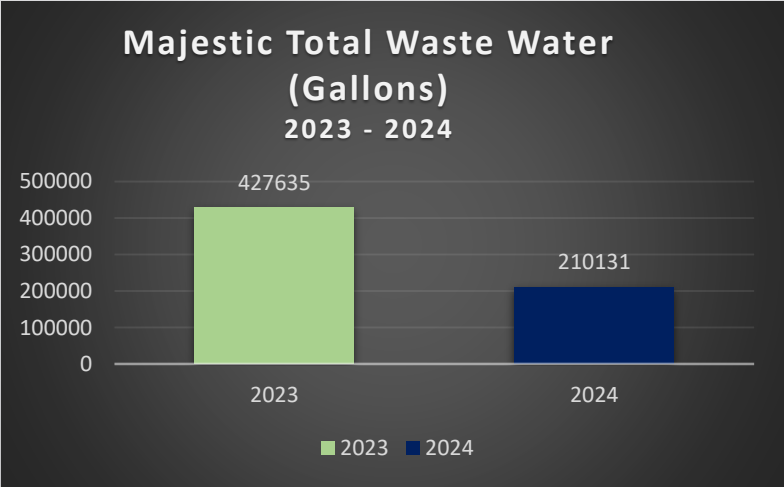
Environment: Waste Water Metrics



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

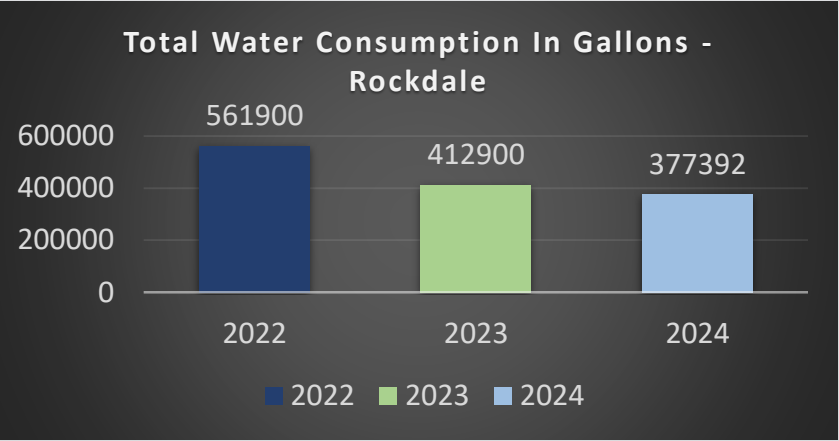
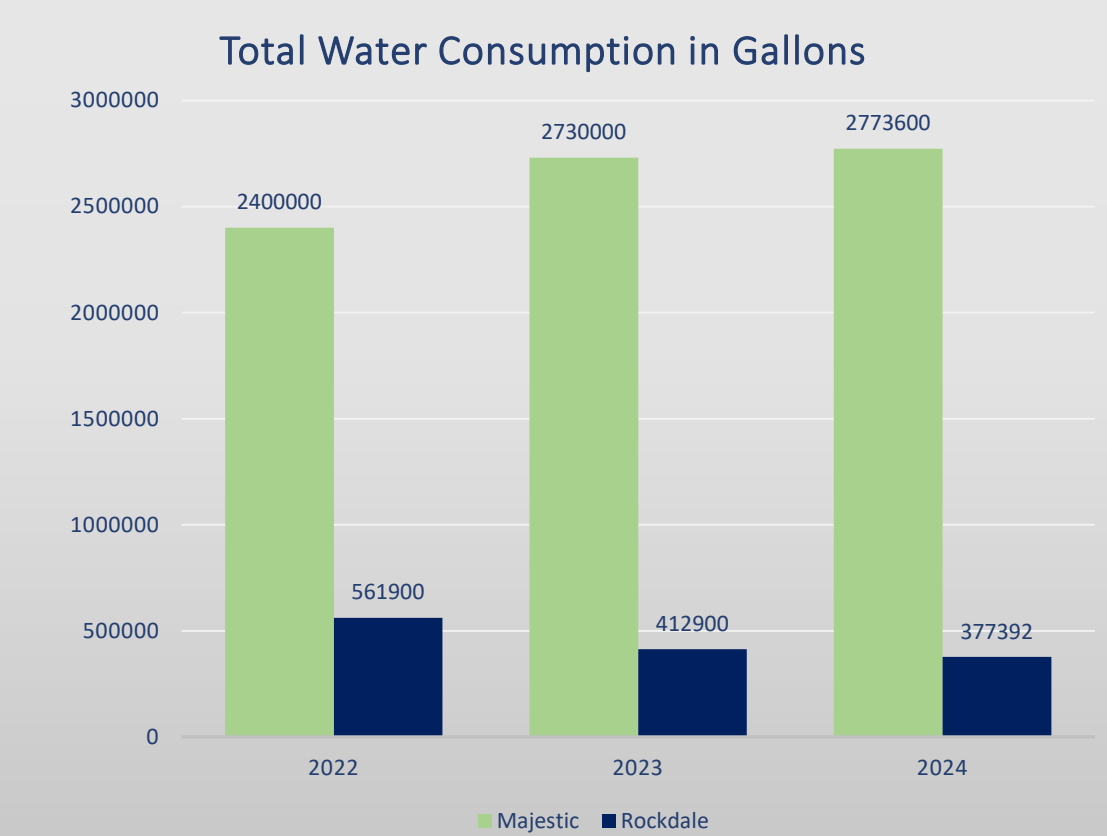


From 2023 to 2024, waste water from the Rockdale facility decreased by approximately **5%.**

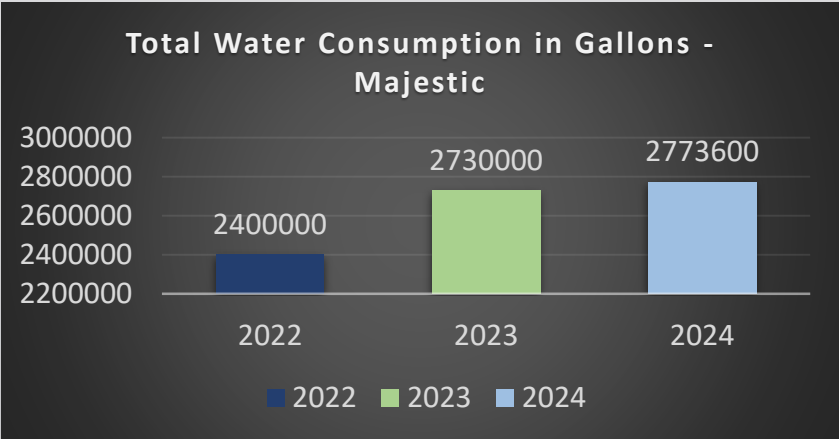


From 2023 to 2024, waste water from the Majestic facility decreased by approximately **51%.**

Environment: Water Consumption Metrics



From 2022 to 2024, water consumption at the Rockdale facility decreased by approximately **33%**

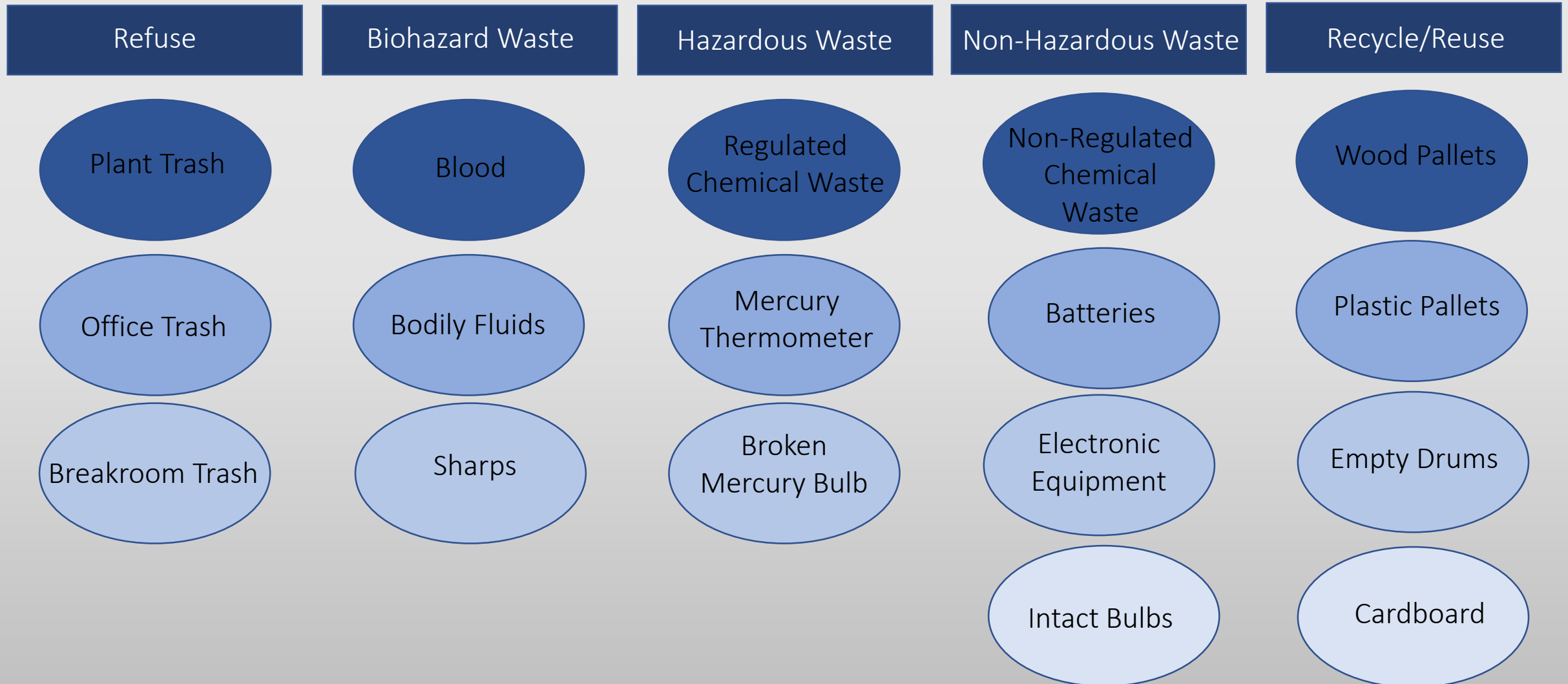


From 2022 to 2024, water consumption at the Majestic facility increased by approximately **16%**.

Environment: Waste Reduction Efforts

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

Environment: Mapping of Waste Streams



Environment: REACH Registration

Our REACH Registered Products

Product	Registration Number	EC
Guanidine HCl	01-2119977063-35-0009	200-002-3
HEPES	01-2120054645-54-0011	230-907-9
MES	01-2120768754-40-0008	224-632-3
MOPS	01-2120747747-40-0007	214-478-5
NaOH	01-2119457892-27-0273	215-185-5
Tris	01-2119957659-16-0037	201-064-4
Tris HCl	01-2120301688-54-0009	214-684-5

Environment: Policies & SOPs

The following Standard Operating Procedures and Policies are established to support the effective functioning and operations of our organization:

- BSI-SOP-0079 – Compositing
- BSI-SOP-0610 – Contamination Prevention
- BSI-SOP-0162 – Disposal of Laboratory Chemical Waste
- BSI-SOP-0591 – Environmental Health and Safety Program
- BSI-SOP-0567 – Environmental Management Plan
- BSI-SOP-0310 – Environmental Monitoring Procedure
- BSI-SOP-0164 – Equipment Cleaning and Maintenance
- BSI-SOP-0585 – Laboratory Chemical Safety and Spill Management
- BSI-SOP-0319 – Material Reprocessing or Reworking Procedure
- BSI-SOP-0221 – Material Sampling Room and Packaging Room Cleaning
- BSI-SOP-0034 – Product Care
- BSI-SOP-0064 – Returned Goods Procedure
- BSI-SOP-0599 – Sustainability Program
- BSI-SOP-0161 – Waste Handling SOP

Labor & Human Rights: Working Conditions

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



Female Employees

60
34%



Male Employees

116
66%



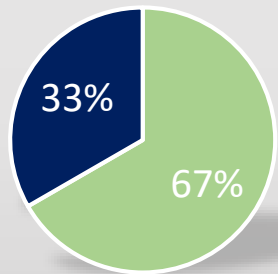
Total Employees

176
100%

Labor & Human Rights: Diversity, Equity & Inclusion

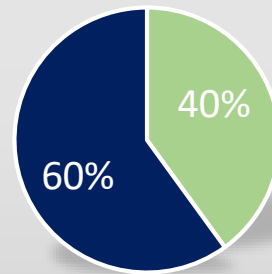
Women in Leadership Roles

Vice Presidents by Gender



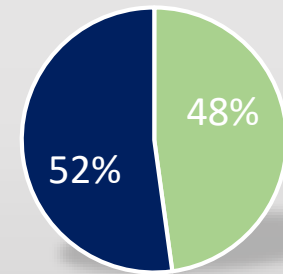
Men Women

Directors by Gender



Men Women

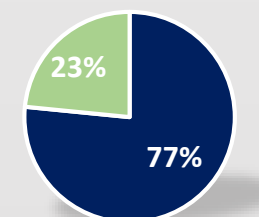
Managers by Gender



Men Women

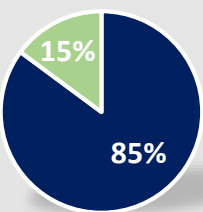
Labor & Human Rights: Employee Benefits

Employees Enrolled in Health Insurance
2024



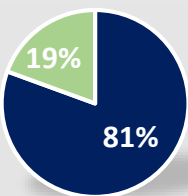
■ Enrolled ■ Unenrolled

Employee Dental Insurance Enrollment
2024



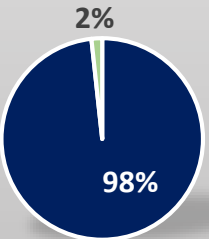
■ Enrolled ■ Unenrolled

Employee Vision Insurance Enrollment
2024



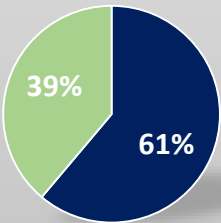
■ Enrolled ■ Unenrolled

Employee Life Insurance Enrollment
2024



■ Enrolled ■ Unenrolled

Employee 401K Enrollment 2024



■ Enrolled ■ Unenrolled

Labor & Human Rights: Employee Health & Safety

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

Labor & Human Rights: Safety Committee



BIOPECTRA MONTHLY SAFETY COMMITTEE AGENDA

- ❖ Call to Order
- ❖ Roll Call
- ❖ Read and Approve Minutes from Last Meeting
- ❖ Outstanding Safety Concerns:
 - Open Work Orders
 - Quarterly Facility Safety Inspections:
 - Previous meeting items
- ❖ Review VectorEHS Reported Incidences & Near Misses that occurred since last meeting
- ❖ Review VectorEHS Hazards that were reported since last meeting
- ❖ New Safety Concerns
- ❖ Adjournment



Inspection Form: 9124

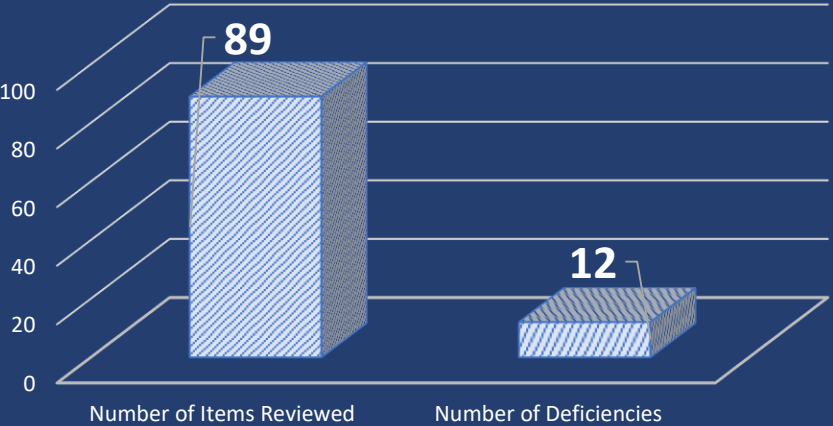
Basic Information

Category	Facility Safety Committee Inspections
Checklist	Rockdale Facility
Facility	Rockdale
Lead Inspector	Buffone, Richard
More than one inspector?	Yes
Inspector	Shana Geffken
Date	12/18/2024
Time	12:57 PM
Status	Complete
Number of Items Reviewed	77
Number of Deficiencies	5
% Compliant	93.51

- ❖ Applicable Standard Operating Procedure:
 - ❖ Safety Committee By-Laws
 - ❖ BSI-MEM-0014, Revision 3.4, Effective 02 Oct. 2024

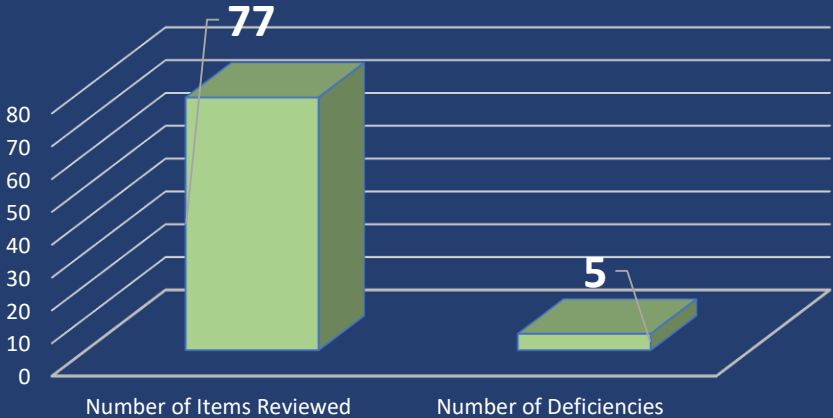
Labor & Human Rights: Safety Committee

**MAJESTIC SITE INSPECTION -
Q4 2024**



Compliance = 86.52%

**ROCKDALE SITE INSPECTION –
Q4 2024**



Compliance = 93.51%

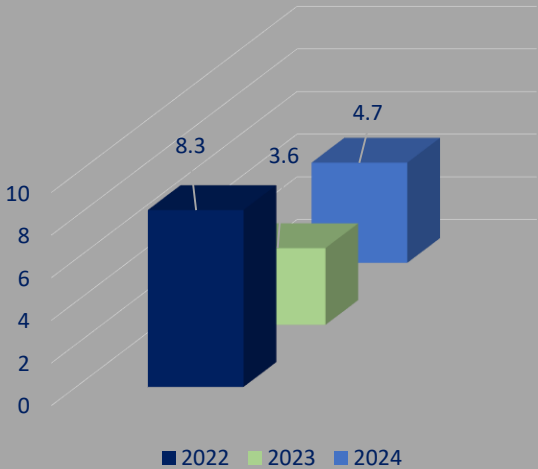
*Data retrieved from:



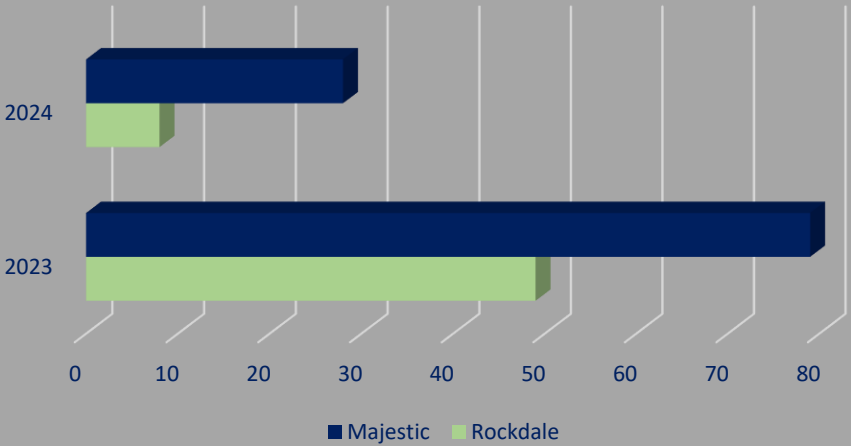
Labor & Human Rights: Incident Metrics

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

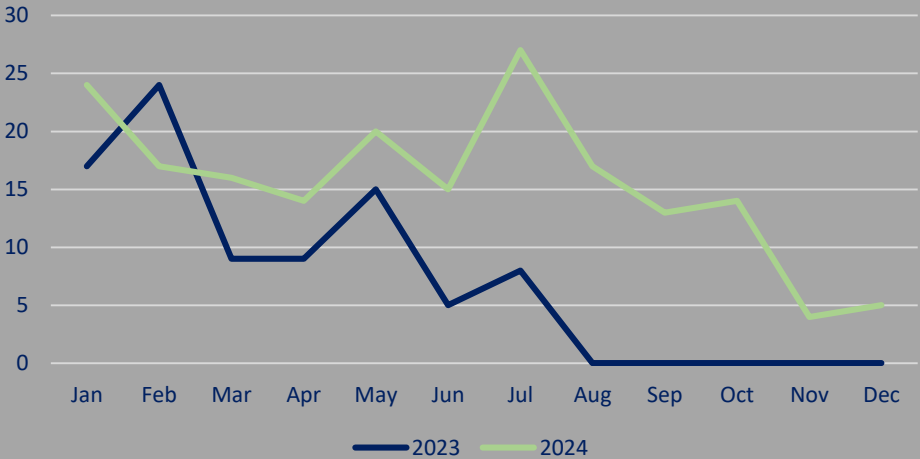
Total Recordable Injury Rate - Majestic



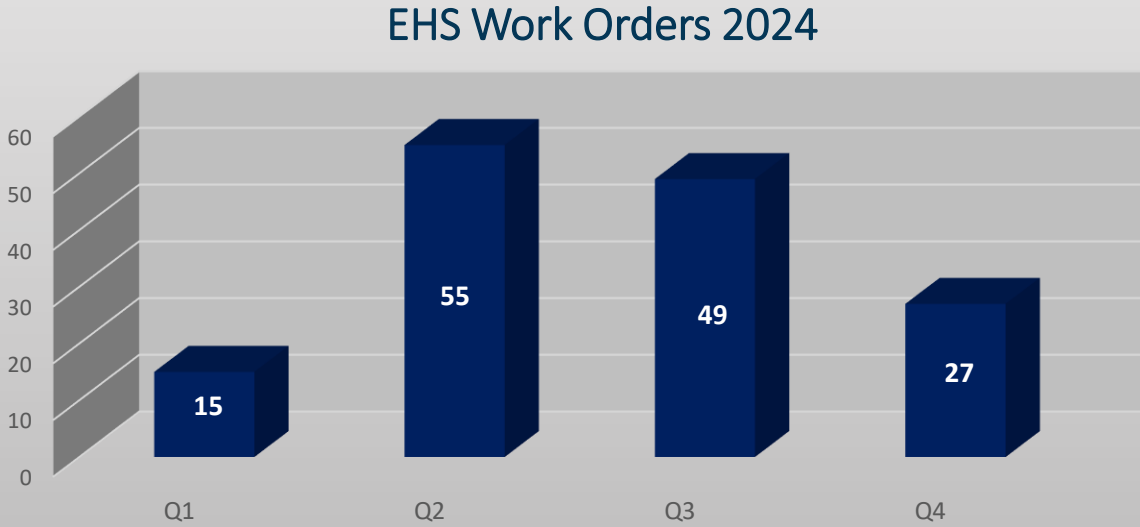
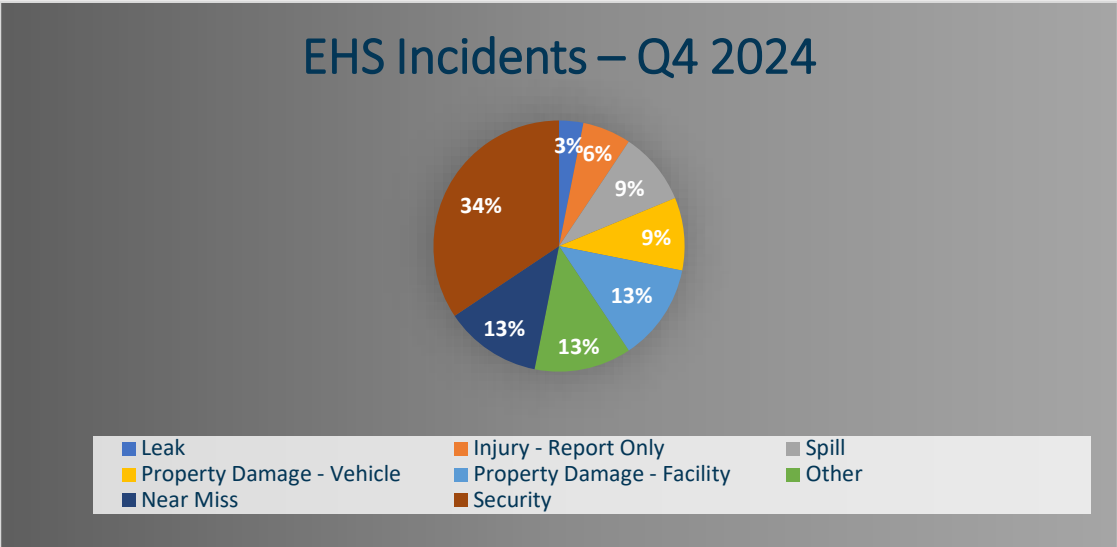
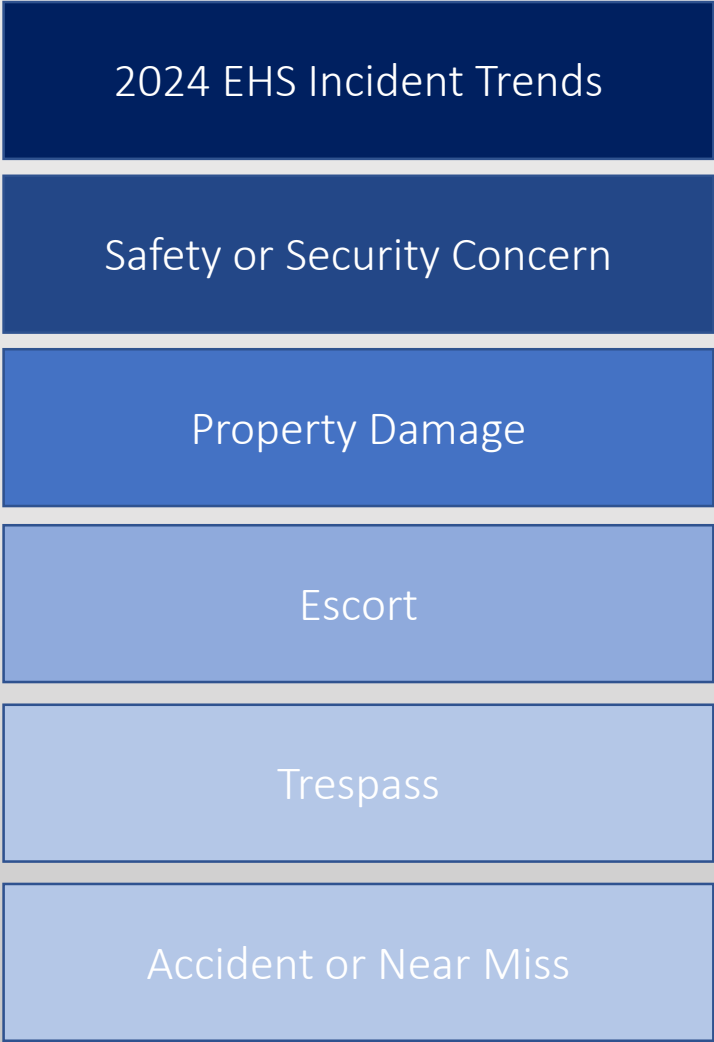
Incidents by Manufacturing Facility



Total Incidents by Month



Environmental, Health and Safety



Environmental, Health and Safety

Average Total Number of Hours Worked in 2024 per (1) Employee

Category	Hours	Notes
Total Possible Work Hours	2,080 hrs	40 hrs/week × 52 weeks
Less: Public Holidays	−88 hrs	11 days × 8 hrs
Less: PTO, Sick, Personal Time	−120 hrs	Average 3 weeks (15 days × 8 hrs)
Total Average Hours Worked	1,872 hrs	2,080 − 88 − 120

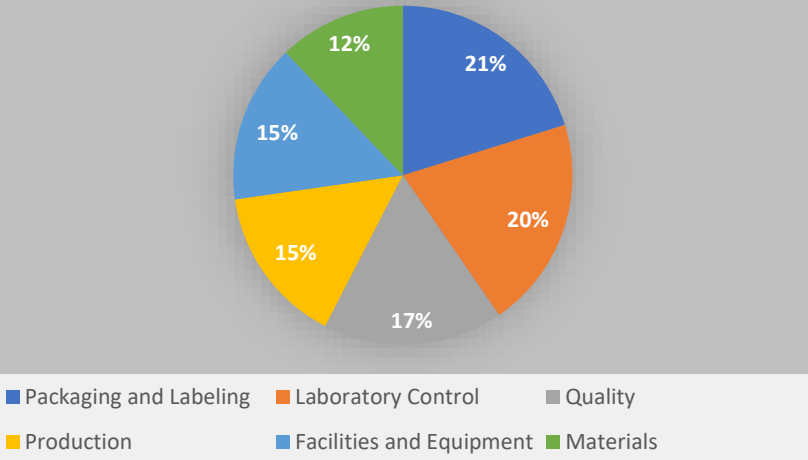
Total Number of Days Lost to Ill Health in 2024

Category	Hours	Days
Majestic	1,912 hrs	1,912 hrs / 24 hrs = 79.7 days
Rockdale	842 hrs	842 hrs / 24 hrs = 35.08 days
Total Number of Days Lost	2,752 hrs	114.78 days

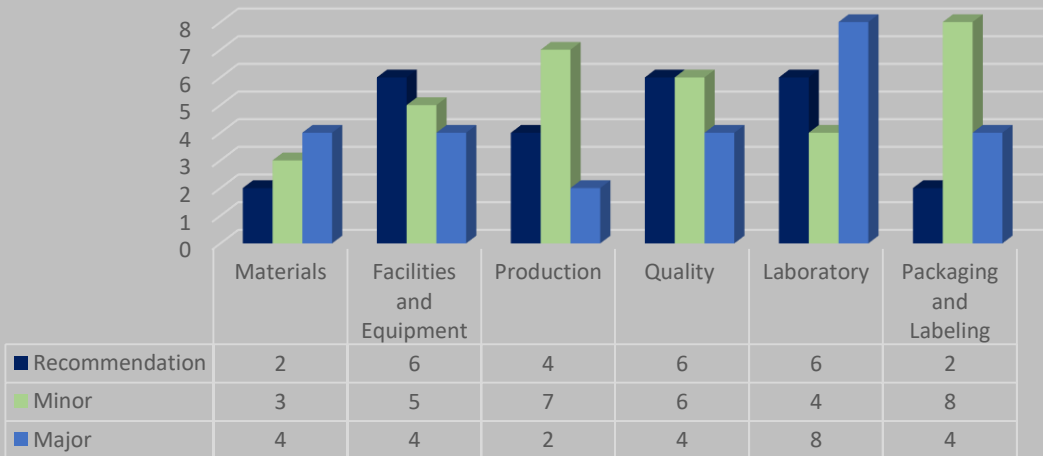
2024 Internal Audits

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

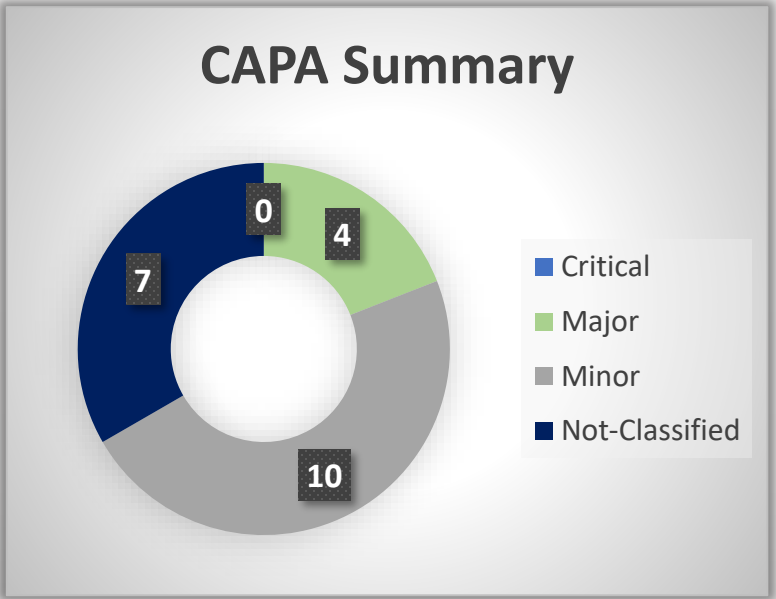
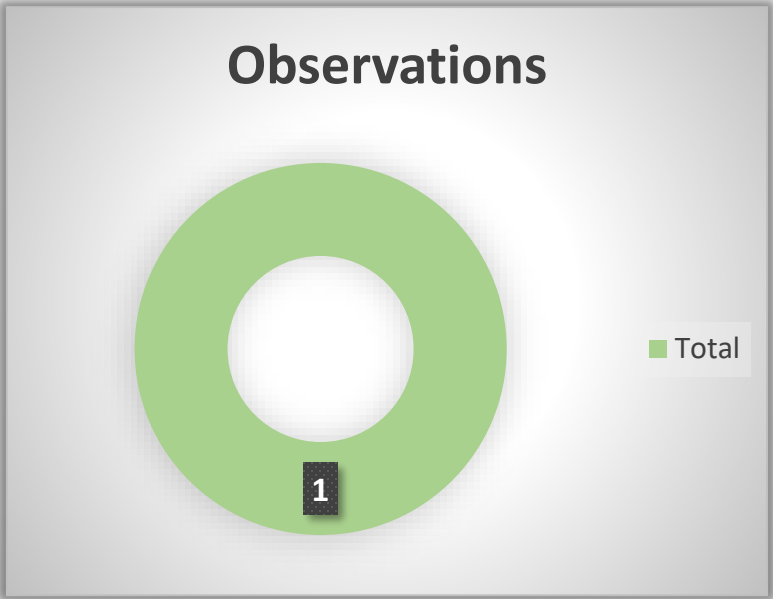
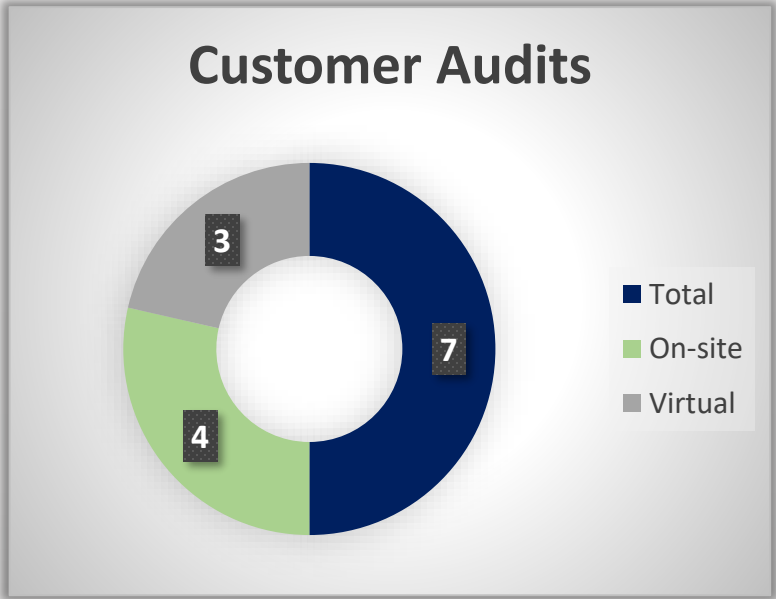
Non-Compliant Observations



2024 Internal Audits



2024 Customer and Regulatory Agency Audits



Observation Trends
Contamination Control
Material Segregation
Risk Assessments
Mock Recall

US FDA Registration & 2024 EIR Report



October 9th, 2024
Revision 3

US FDA REGISTRATION STATEMENT

BioSpectra is registered with the US FDA at the following locations, with registration renewed on an annual basis.

Firm Name	FDA Establishment Identifier	DUNS	Business Operations	Address	Registration Expiration Date
BioSpectra Inc.	3003380159	957030729	ANALYSIS; MANUFACTURE	1474 Rockdale Lane, Stroudsburg, Pennsylvania (PA) 18360, United States (USA)	12/31/2025
BioSpectra Inc.	3010476065	042724830	ANALYSIS; API MANUFACTURE;	100 Majestic Way, Bangor, Pennsylvania (PA) 18013, United States (USA)	12/31/2025

For further information, please contact info@biospectra.us

Sincerely,

Cassie Baun
Senior Compliance Specialist

Establishment Inspection Report

BioSpectra, Inc.
Bangor, PA 180132860

FEI: 3010476065
EI Start: 1/29/2024
EI End: 2/2/2024

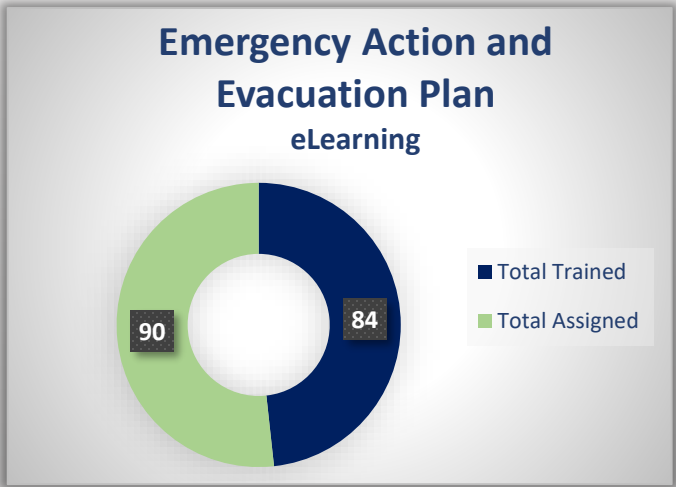
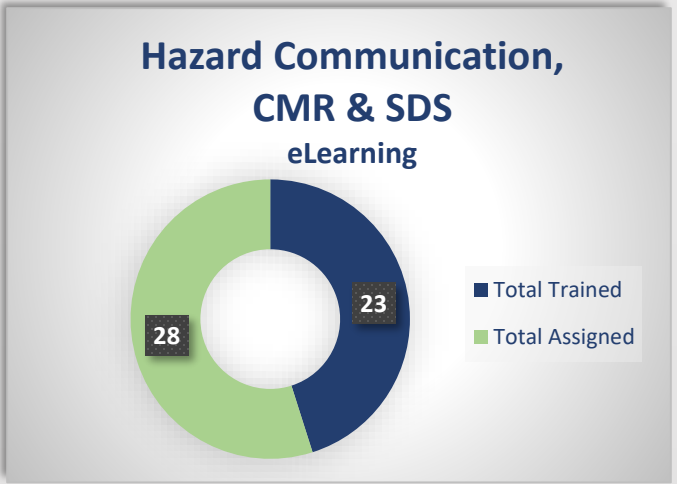
The current inspection revealed that the firm's continues to be a manufacturer of APIs. This CGMP inspection covered firm's Quality, Facilities and Equipment, Materials, Production, Packaging and Labeling and Laboratory Control Systems. The corrective actions to the previous verbal observations were reviewed and found to be adequate. No FDA-483, Inspectional Observations was issued, [REDACTED]

[REDACTED] The firm's registration is current to December 2024. No samples were collected, and no refusals were encountered.

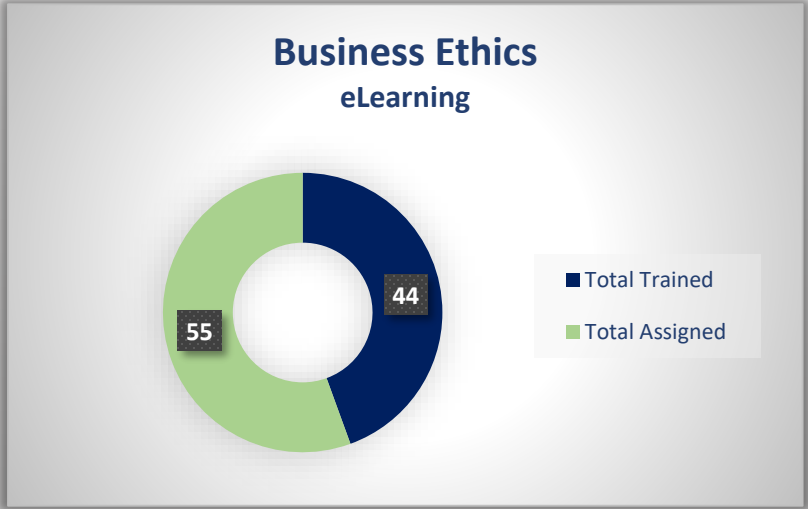
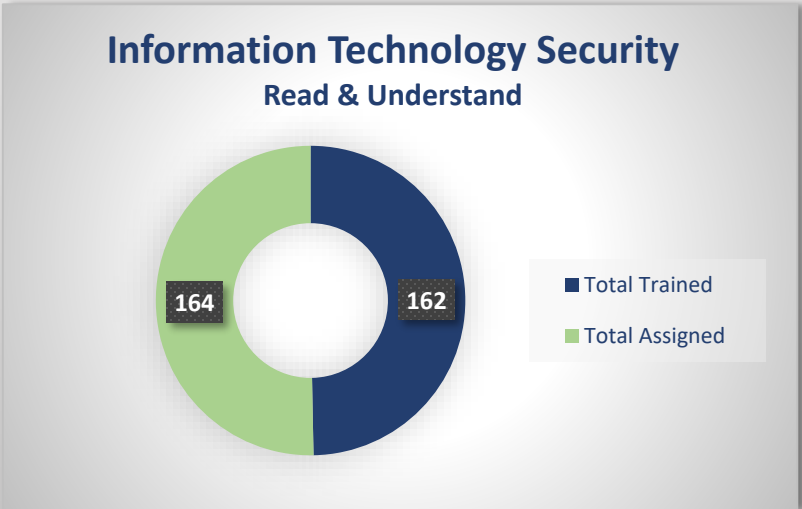
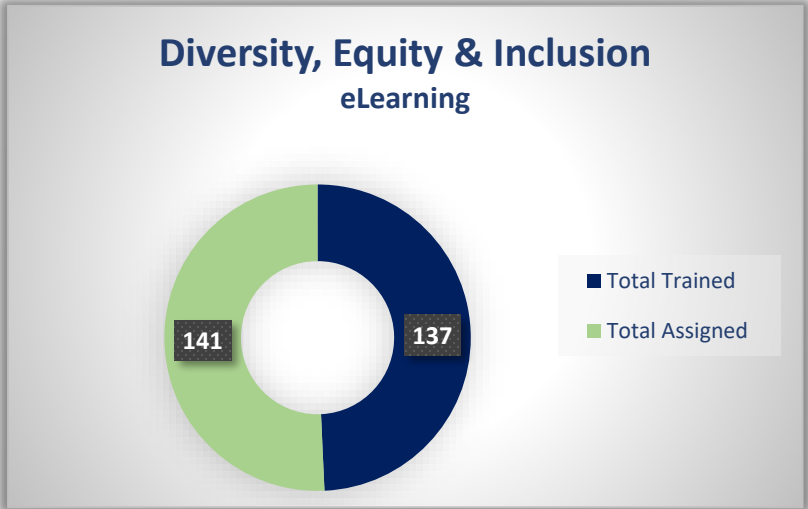
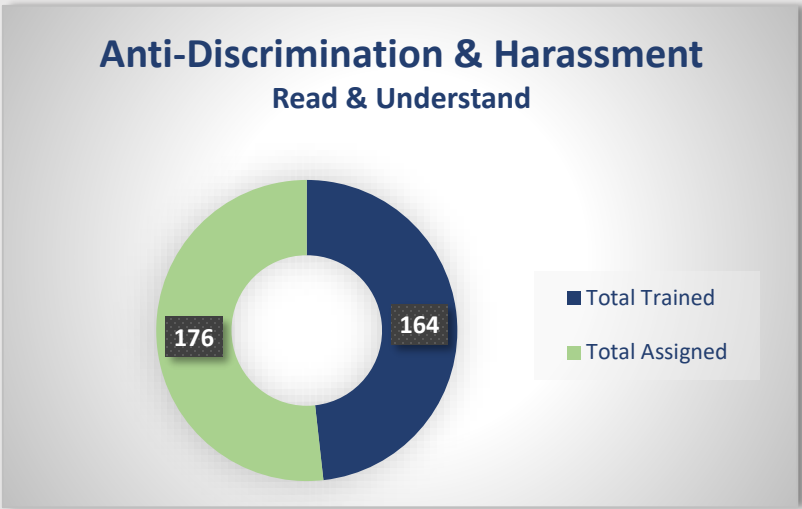
ADMINISTRATIVE DATA

Inspected firm: BioSpectra, Inc.
Location: 100 Majestic Way
Roseto, PA 18013-2860
Phone: 610-599-3400
FAX: 610-610-599-3410
Mailing address: 100 Majestic Way
Bangor, PA 18013-2860
Email address: dmeissner@biospectra.us
Website: www.biospectra.us
Dates of inspection: 1/29/2024-2/2/2024
Days in the facility: Ankur C Patel, Investigator
Participants: Robin P Mathew, Investigator
Karishma G Gopaul, Investigator

2024 Employee Training Metrics – Environmental, Health & Safety



2024 Employee Training Metrics –Labor & Human Rights & Ethics



Labor & Human Rights: Policies & SOPs

The following Standard Operating Procedures and Policies are established to support the effective functioning and operations of our organization:

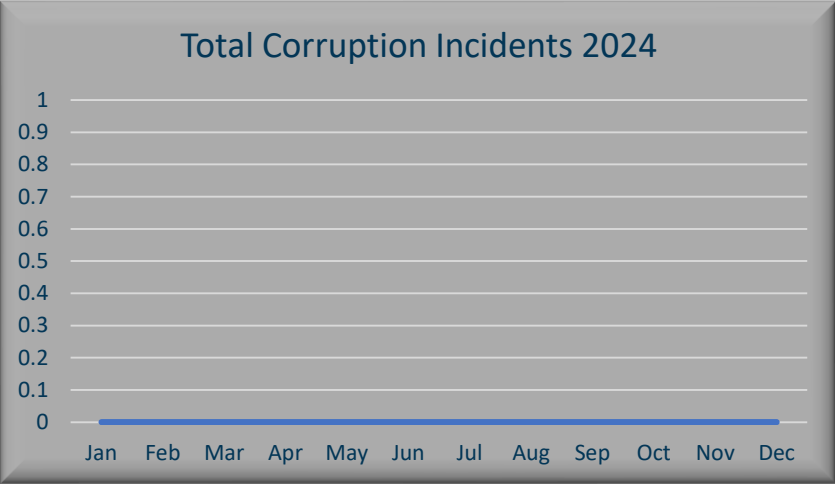
- BSI-SOP-0113 – Automated External Defibrillator (AED) Maintenance and SOP
- BSI-SOP-0109 – Blood Borne Pathogens Exposure Control Plan
- BSI-SOP-0150 – Building Access and Visitor Management SOP
- BSI-SOP-0111 – Chemical Hygiene Plan
- BSI-SOP-0157 – Confined Space Entry
- BSI-SOP-0550 – Corrective Action and Preventative Action Procedure
- BSI-SOP-0159 – Emergency Eye Flush and Eye Wash Shower Stations
- BSI-SOP-0338 – Emergency Light Inspection
- BSI-SOP-0392 – Employee Required Safety Training
- BSI-SOP-0154 – Fire Extinguisher Inspection SOP
- BSI-SOP-0107 – Fire Protection
- BSI-SOP-0106 – General Operations Safety Policy
- BSI-SOP-0487 – Gowning Master Plan
- BSI-SOP-0156 – Hazard Communication Plan
- BSI-SOP-0525 – Hazard Risk Assessment Procedure
- BSI-SOP-0618 – Hearing Conservation Program
- BSI-SOP-0110 – Hot Work Policy

- BSI-SOP-0108 – Incident/Injury Reporting
- BSI-SOP-0125 – Inspections by Government Regulatory and Environmental Agencies
- BSI-SOP-0515- Job Hazard Analysis Procedure
- BSI-SOP-0007 – Ladder Use and Handling SOP
- BSI-SOP-0306 – Loading Dock Procedure
- BSI-SOP-0155 – Lockout/Tagout Program
- BSI-SOP-0194 – Personal Protective Equipment SOP
- BSI-SOP-0401 – Power Outage/Company Shutdown Procedure
- BSI-SOP-0153 – Respirator Program
- BSI-SOP-0029 – Quality and EHS Policy Statements

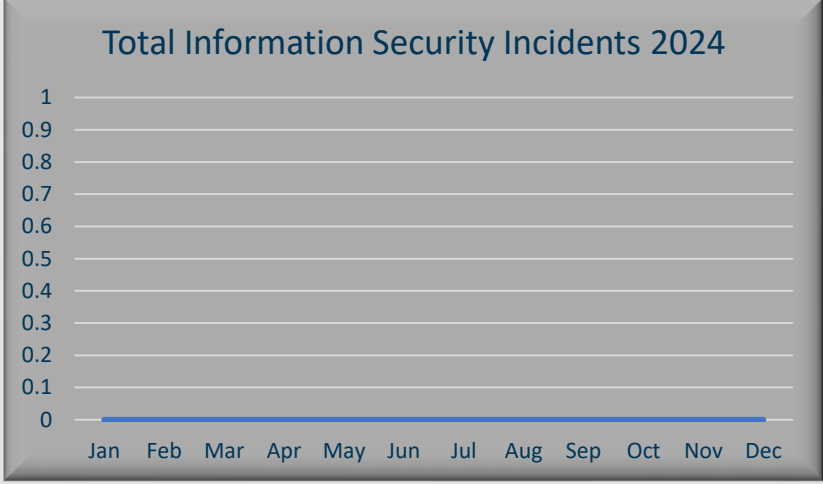
Ethics: Anti-Corruption Policy

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

Ethics: Anti-Corruption and Information Security Incidents

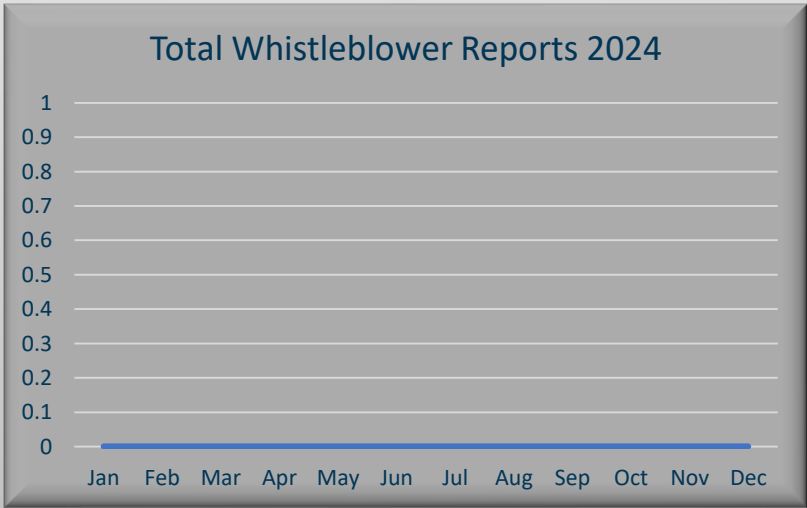


Total number of confirmed Corruption Incidents in 2024: 0



Total number of confirmed Information Security Incidents in 2024: 0

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



Total number of confirmed Whistleblower Reports in 2024: 0

Ethics: Policies & SOPs

The following Standard Operating Procedures and Policies are established to support the effective functioning and operations of our organization:

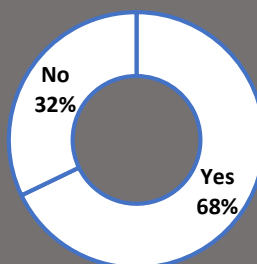
- BSI-SOP-0351 – Business Continuity Plan
- BSI-SOP-0377 – Data Integrity Procedure
- BSI-SOP-0036 – Information Technology Security
- BSI-SOP-0158 – Preparedness Prevention and Contingency Plan
- BSI-SOP-0620 – Regulatory Policy
- BSI-SOP-0617 – Risk Assessment Policy
- BSI-SOP-0524 – Risk Assessment Procedure
- BSI-SOP-0105 – Workplace Violence Policy
- BSI-SOP-0081 – Written and Verbal Complaints

Sustainable Procurement: Stakeholder Engagement

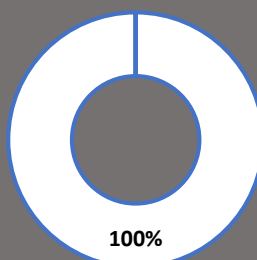
- ❖ In alignment with our commitment to Sustainable Procurement, we expect our business partners to uphold ethical practices that reflect internationally recognized standards of legal and social responsibility. These expectations are clearly outlined in both BioSpectra's Code of Ethics and Sustainable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

Sustainable Procurement: Supplier Code of Ethics

KEY SUPPLIERS WHO RESPONDED TO CODE OF ETHICS



KEY SUPPLIERS WHO RECEIVED CODE OF ETHICS



BIO SPECTRA

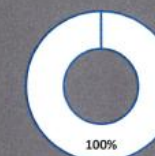
Bulk cGMP Fine Chemical Manufacturer

March 23, 2024

The following list highlights 28 of BioSpectra's key suppliers—defined as vendors from whom we purchase more than \$100,000 in goods or services annually. Our Supplier Code of Ethics has been provided to all of the companies listed below.

Supplier	Contact Date	Response
AirGas USA LLC	12/1/2023	Yes
CDW Direct	12/1/2023	No
Angus / Advancion	12/1/2023	Yes
Dival Safety and Equipment Inc.	12/2/2023	Yes
E.F. Possin er & Sons Inc.	12/2/2023	Yes
EMSL Analytical Inc.	12/2/2023	Yes
Evoqua Water Technologies	12/2/2023	Yes
Fleischer Brothers Inc.	12/2/2023	Yes
Full Frame Digital	12/3/2023	Yes
Global Experience Specialist	12/3/2023	Yes
Great Dane Trailers	12/3/2023	Yes
KeyedIn Solutions Inc.	12/4/2023	Yes
LabWare, Inc.	12/5/2023	Yes
MassFlow Solutions, Inc.	12/5/2023	Yes
MasterControl, Inc.	12/5/2023	Yes
Plab	12/21/2023	No
MF Inc.	12/6/2023	No
Stofanak Custom Cabinet	12/6/2023	No
Stonhard	12/6/2023	No
Super Heat	12/7/2023	Yes
Shanco	12/7/2023	No
Survival	12/7/2023	Yes
Trane U.S. Inc.	12/7/2023	Yes
TWG Security	12/8/2023	Yes
Uline	12/8/2023	No
Univar Solutions	12/8/2023	Yes
Wood Pecker's Firewood	12/8/2023	No
Yeager Inc.	12/8/2023	No

KEY SUPPLIERS WHO RECEIVED CODE OF ETHICS



KEY SUPPLIERS WHO RESPONDED TO CODE OF ETHICS



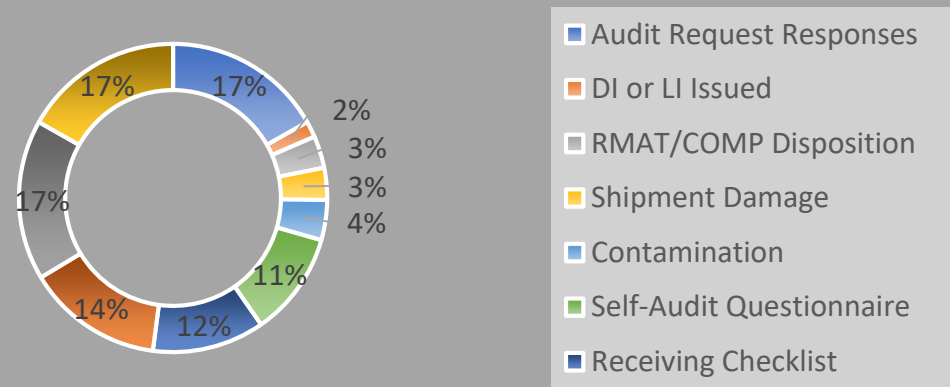
I, Darian McCollian, certify that to the best of my knowledge, the provided information is accurate.

Darian McCollian

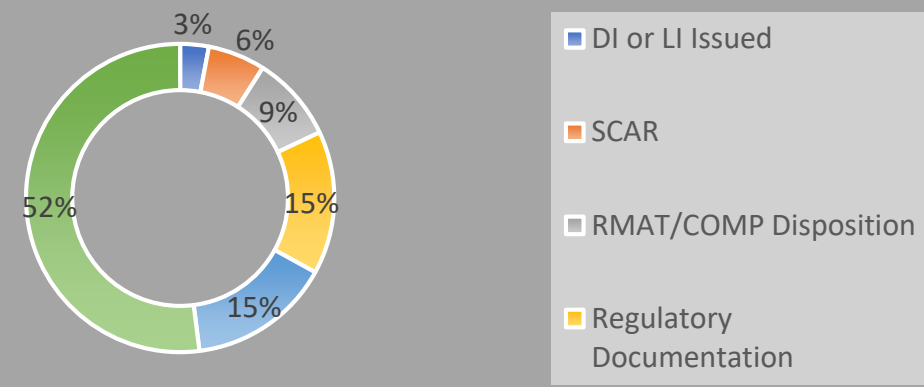
Darian McCollian

Sustainable Procurement: Annual Supplier Scorecards

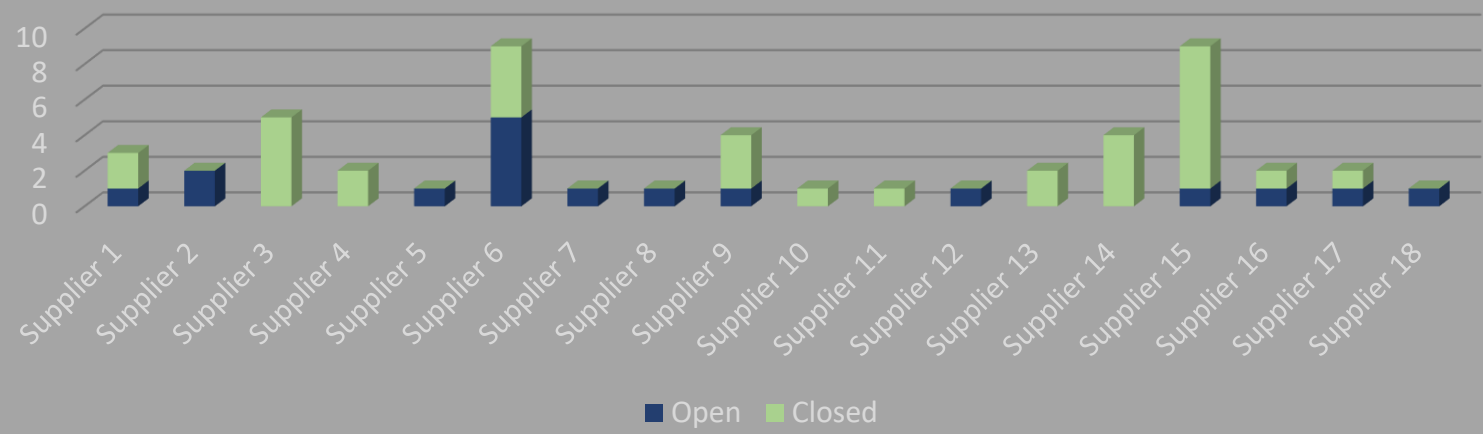
<A Received



F Received



54 Total SCARS Issued to Suppliers/Service Providers in 2024



Sustainable Procurement: Product Recalls


- ❖ Product Recall Status: There have been no recall investigations initiated at the Bangor, PA and Stroudsburg, PA facilities to date.
- ❖ Mock Recall Status: Quality Assurance at each facility are responsible for annual Mock Recalls and the Quality Unit is responsible for review board collaboration in the event of a discrepancy or compliant recall evaluation. The review board shall determine the need for any potential recall.
- ❖ Applicable Standard Operating Procedure:
 - ❖ BSI-SOP-0065, Revision 5.4 – Product Recall
 - ❖ Effective 04 Nov 2024

Sustainable Procurement: Customer Health and Safety


Product Safety Data Sheets are available to our Customers for all products on our website.

The applicable SDS is also sent with each product shipment.

<https://biospectra.us/sds/>



Premium Pharmaceutical Ingredients



Bis-Tris

Safety Data Sheet

According to Regulation (EC) 1272/2008

SECTION 1 - Chemical Product and Company Identification

1.1 Product Identifiers


Product Name:	: Bis-Tris
CAS #:	: 6976-37-0
EC #:	: 230-237-7
RTECS #:	: Not available
REACH Registration Number	: Not available

1.2 Recommended Use of the Chemical and Restrictions of Use

Chemical Manufacturing

1.3 Supplier Details

Supplier:	BioSpectra, Inc. 100 Majestic Way Bangor, PA 18013 T: 610.599.3400
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Premium Pharmaceutical Ingredients


Excipient
ICH-Q7 GMP Manufactured Product

Product Code: MOPS-3220-XX Previously: MP3220-XXXX

MOPS, Free Acid
GMP Excipient Grade

NET Wt: -
CAS No: 1132-61-2
LOT No: MOPS-XXXX-YYYYY
Molar Mass: 209.26
Molecular Formula: $C_7H_{15}NO_4S$
Manufacture Location: -
-
-

Signal Word: Warning



Intended for Excipient Use
or in pharmaceutical GMP manufacturing
Not intended for use as an Active Pharmaceutical Ingredient, Drug Product, or Household item.

www.biospectra.us 100 Majestic Way, Bangor, PA 18013
610-599-3400

Emergency Contact in the USA & Canada: 800.424.9300
Emergency Contact Outside the USA & Canada: 703.527.3687

Hazard Statements:
H315 - Causes skin irritation.
H319 - Causes serious eye irritation.
H335 - May cause respiratory irritation.

Precautionary Statements:
P261 - Avoid breathing dust/fume/gas/mist/vapors/spray. P264 - Wash skin thoroughly after handling. P271 - Use only outdoors or in a well-ventilated area. P280 - Wear protective gloves/protective clothing/eye protection/face protection. P302 + P352 - IF ON SKIN: Wash with plenty of soap and water. P304 + P340 - IF INHALED: Remove victim to fresh air and keep at rest in a position comfortable for breathing. P305 + P351 + P338 - IF IN EYES: Rinse cautiously with water for several minutes. Remove contact lenses, if present and easy to do. Continue rinsing. P312 - Call a POISON CENTER or doctor/physician if you feel unwell. P332 + P313 - If skin irritation occurs: Get medical advice/attention. P337 + P313 - If eye irritation persists: Get medical advice/attention. P321 - Specific Treatment (See supplemental first aid instructions on this SDS) P362 - Take off contaminated clothing and wash before reuse. P403 + P233 - Store in a well-ventilated place. Keep container tightly closed. P405 - Store locked up. P501 - Dispose of contents/container to an approved waste disposal plant.

Our product labels are printed with Hazard warnings, precautionary statements and intended use statements.

Labels are applied to all product packaging prior to shipments to customer.

Sustainable Procurement: Policies & SOPs

The following Standard Operating Procedures and Policies are established to support the effective functioning and operations of our organization:

- BSI-LST-0268 – Component Supplier and Manufacturer List
- BSI-SOP-0070 – Domestic and International Hazmat Shipment Labeling
- BSI-SOP-0028 – Finished Goods Packaging, Sealing and Labeling
- BSI-SOP-0056 – Materials Handling SOP
- BSI-LST-0270 – Raw Material Supplier and Manufacturer List
- BSI-LST-0269 – Service Provider List
- BSI-FRM-1229 – Supplier Code of Ethics

Scope 3 Emissions Tracking Methods

Our upstream Transportation and Distribution is divided into three areas:

Ground Transport
Sea Transport
Air Transport



Employee Commuting is categorized by:

Passenger Car
Light-duty Truck
Motorcycle



Waste Generation is categorized by:

Material
Disposal Method
Weight

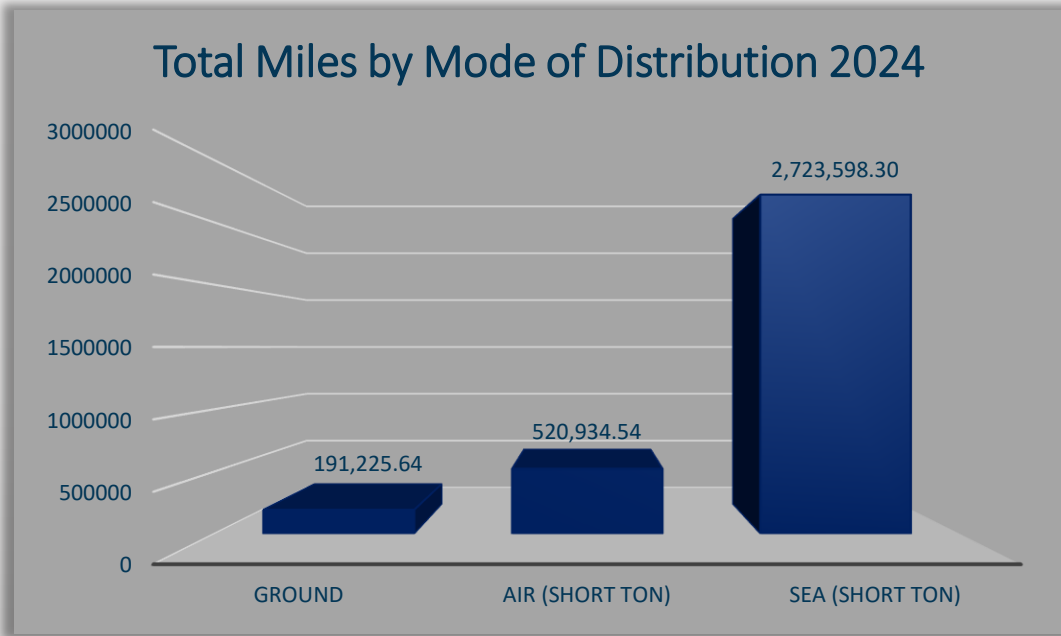


Business Travel is divided into three areas:

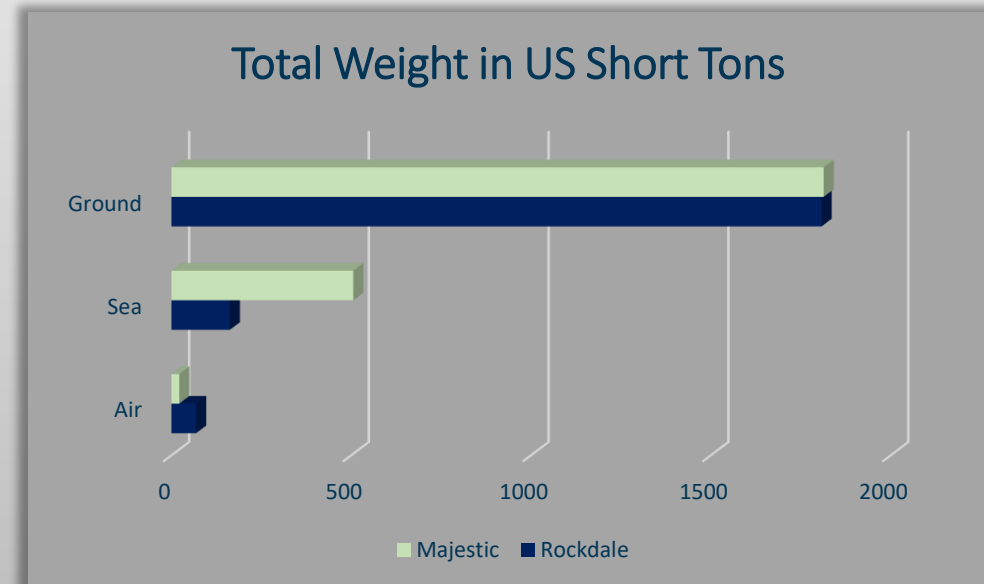
Vehicle Miles
Rail or Bus Passenger Miles
Air Passenger Miles



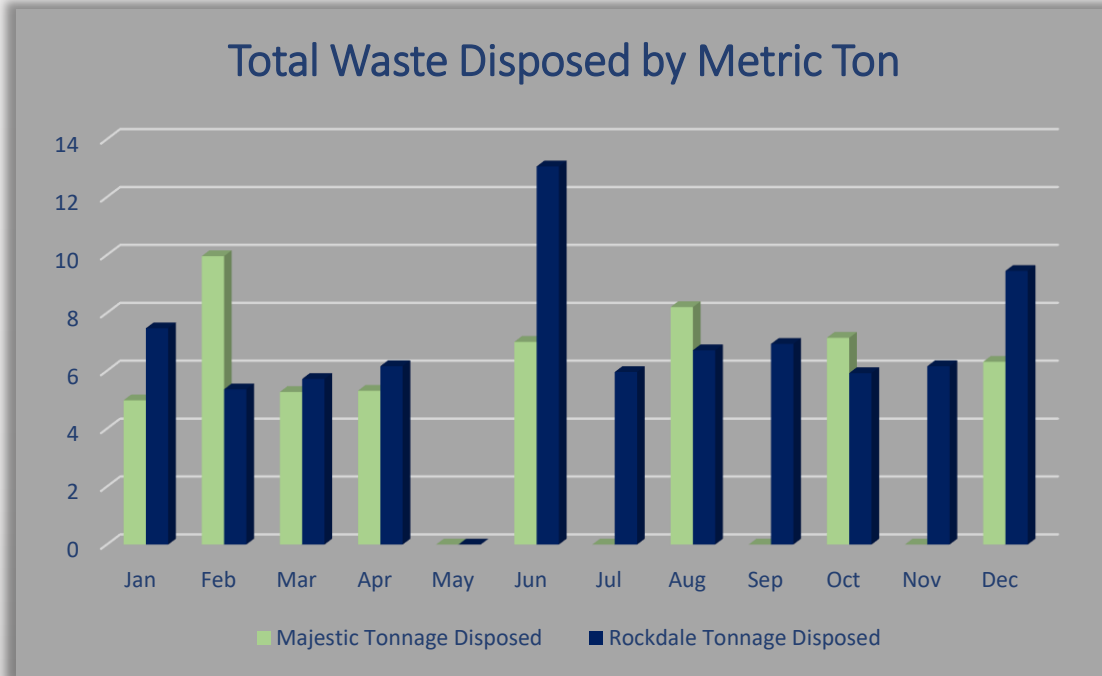
Transportation and Distribution



- ❖ Transportation and Distribution miles are calculated manually by using the approximate starting location to the approximate ending location.
- ❖ For Example, Ground miles are calculated from the BioSpectra location to the Customer location. Air miles are calculated from BioSpectra's "home" airport to the nearest airport to the customer.
- ❖ The amount of total short ton miles is used to calculate the total CO₂ emissions per mode of Distribution.

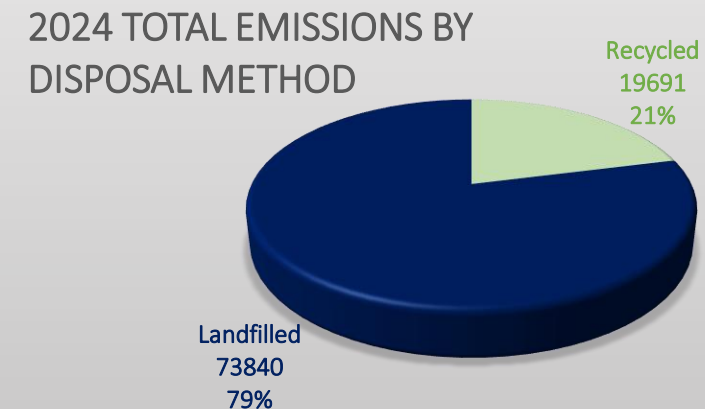
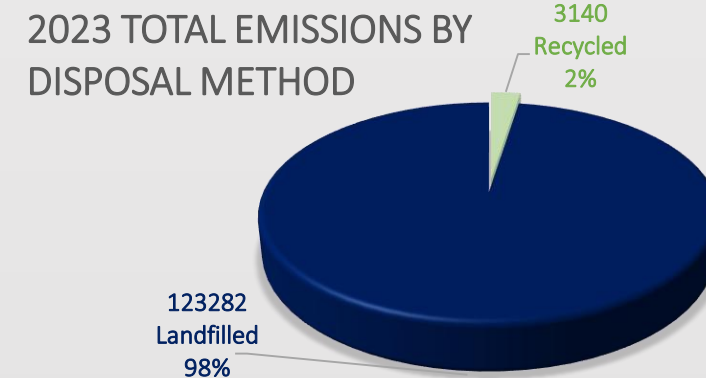


Waste Disposal

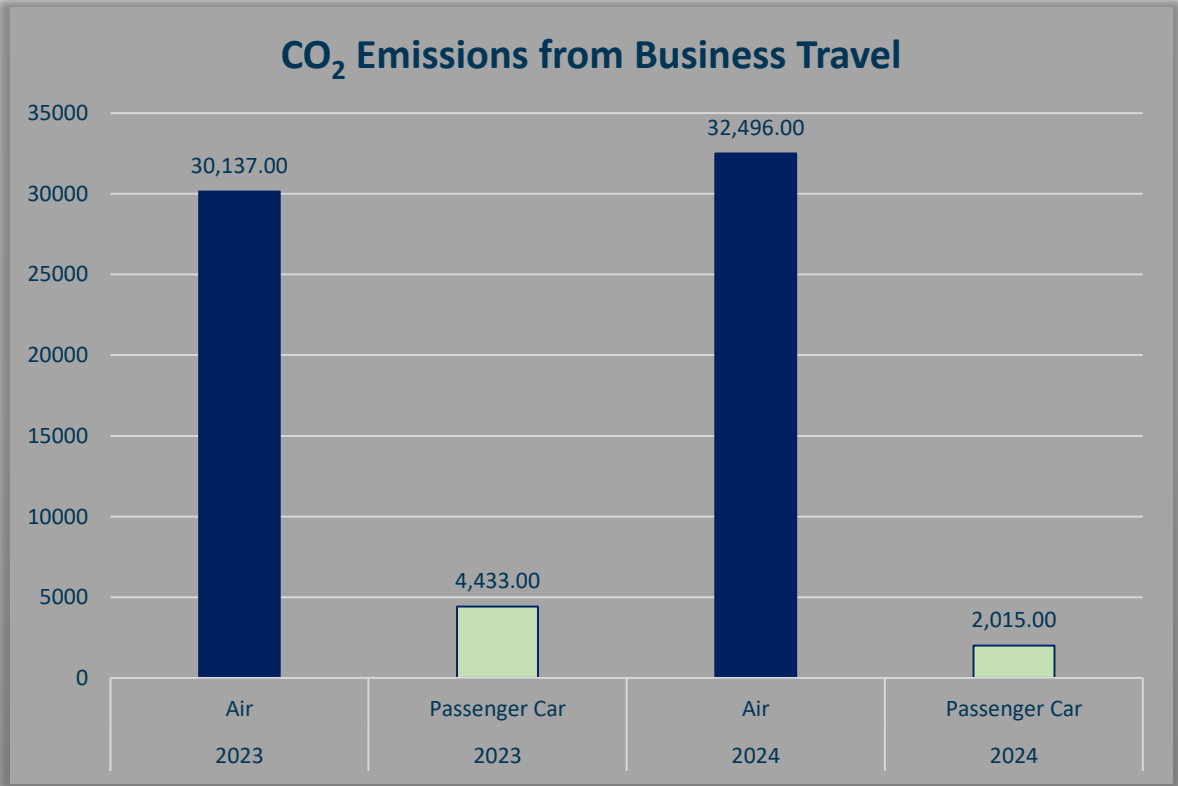
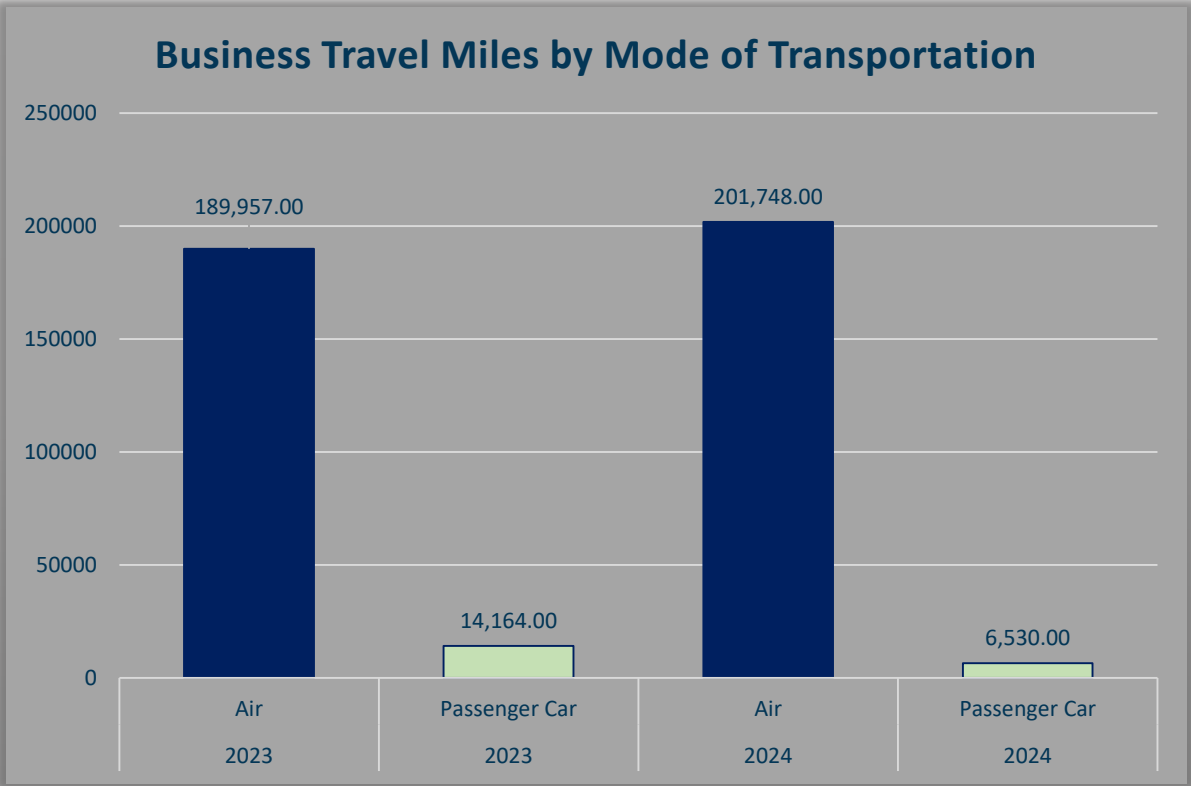


In 2024, emissions from landfilled waste were 73,840 units, a large decrease from 123,282 units in 2023. **This shows a reduction of 49,442 units, or a 40.1% decrease from 2023.**

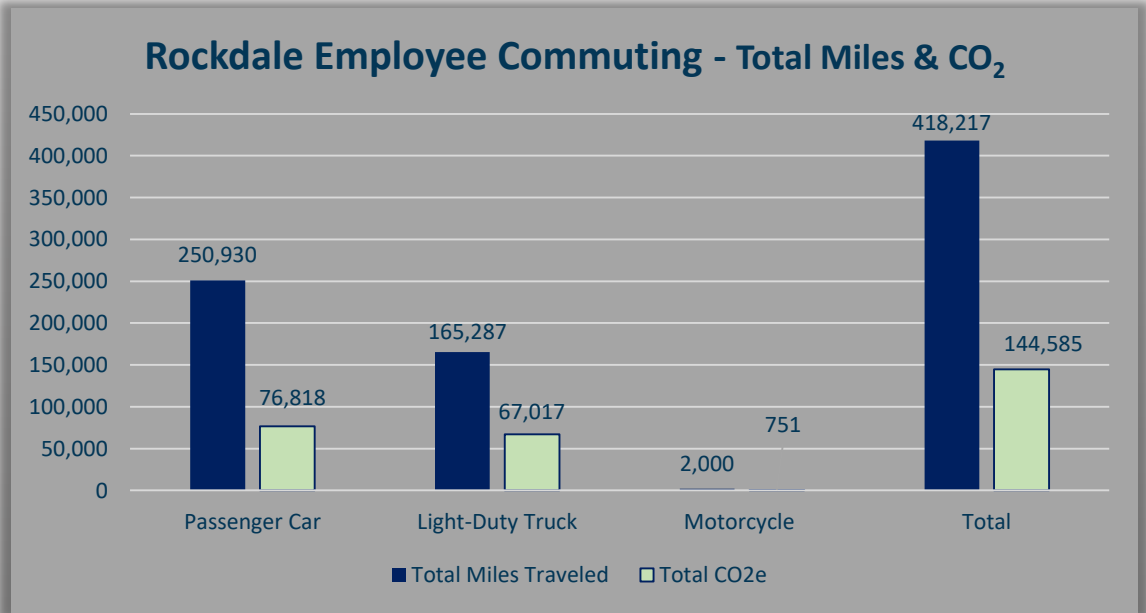
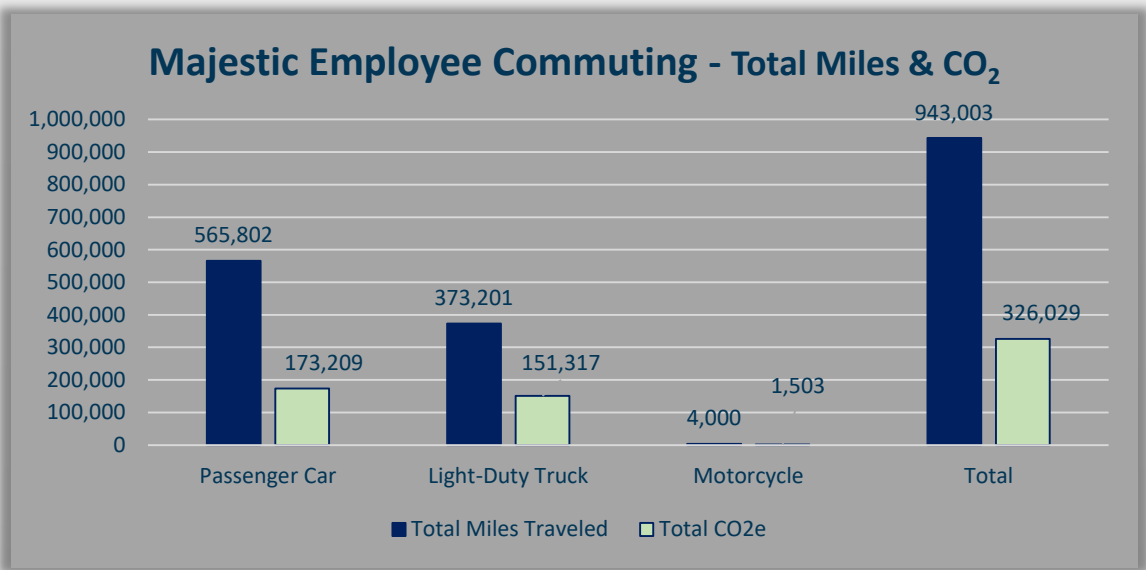
Emissions from recycled waste increased from 3,140 units in 2023 to 19,691 units in 2024, which is an increase of 16,551 units. **This large jump represents a 527% increase in recycled waste from the previous year.**



Business Travel



Employee Commuting



- ❖ The miles traveled for vehicles is tracked and converted into CO₂ emissions, measured in Kilograms.
- ❖ We report employee commuting vehicle miles which are converted to CO₂ emissions in Kilograms.
- ❖ Personal employee vehicles are the means of transportation for all employees due to the lack of public transportation resources in our geographical location.

Goals and Targets



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



Organizational goal of reducing our emissions by 50% by 2030



Complete a third-party Sustainability Audit in 2025



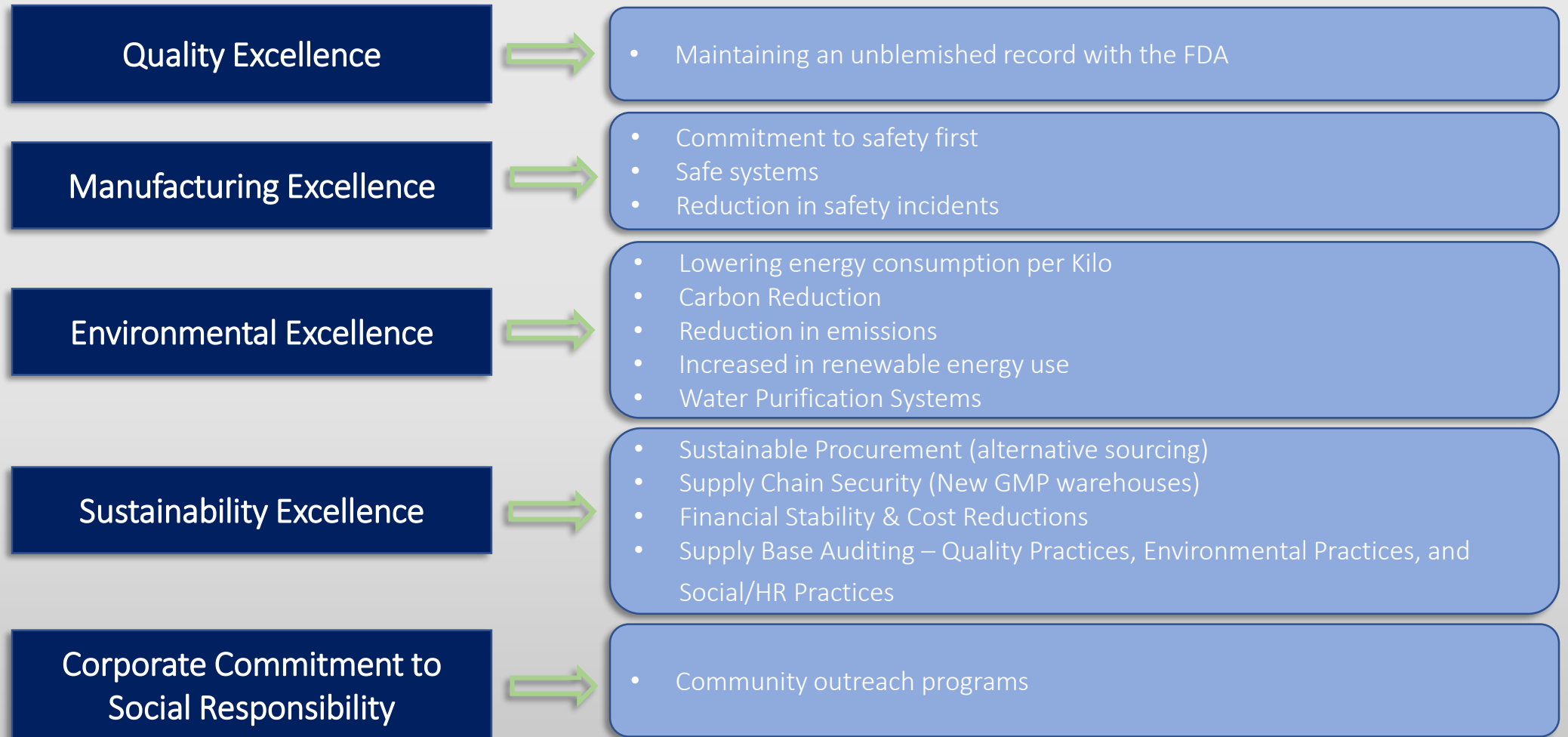
Begin tracking and reporting on Product Carbon Footprints for our top products in 2025

Strategic Sustainability Initiatives

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

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

Strategic Sustainability Initiatives



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

Environmental, Social and Governance Commitments

Environmental Commitments

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

Ethics Commitments

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

Sustainable Procurement Commitments

- Sustainable Procurement Policy

Labor & Human Rights Commitments

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

Methodology Report

Baseline Year

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



Process for Data Collection

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

Calculation System

Greenhouse Gas Emissions reporting includes full coverage of Scope 1 and 2 emissions, along with Scope 3 emissions. Biogenic CO₂ emissions are not accounted for at this time.



Continuous Improvement of Data Collection

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