



New England Biolabs, Inc

Disclosure Report

Date Submitted: April 16th, 2025



Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.



Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fossil fuels Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input type="checkbox"/>	<input checked="" type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input checked="" type="checkbox"/>	<input type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Chemical Intensive Industries

Topic	Chemical Intensive Industries
Summary of Issue	<p>NEB manufactures and sells high-quality enzymes and other reagents to enable the life science industry. The company's products are mostly created through biological processes rather than chemical formulations, and the active ingredients of their products are biochemical proteins (enzymes), which, when used with reagents, cause chemical reactions. Generally, the products the company sells contain the following materials:</p> <ul style="list-style-type: none">• Water• Glycerin• Protein (enzyme)• Buffering agents• Salt (NaCl, MgCl₂, ammonium sulfate, etc.) <p>A limited number of NEB products contain Substances of Very High Concern (SVHCs). The specific SVHCs used are: Arylamide, Formamide, Triton X, and Igepal CA 360.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>In the previous fiscal year, 98% of the company's revenue was derived from the sale of enzymes/reagents. Less than 6% of the products in the company's catalog contain SVHCs chemicals. Only 4 SVHC chemicals are in use; most products contain SVHCs at concentrations less than or equal to 1%, the majority of which contain concentrations under 0.5%.</p>
Impact on Stakeholders	<p>As a chemical-intensive industry, enzyme and other reagent production poses risks to the environment, such as pollution of air, land, and water, as well as potential human health risks to those exposed to harmful chemicals.</p>
Implemented Management Practices	<p>NEB has implemented the following to manage its chemical intensity:</p> <ul style="list-style-type: none">• Use of chemical inventory management to reduce the risk of chemical wastage;• Approvals for certain classes of hazardous materials;• Re-engineering of processes to reduce chemical use and wastage;

	<ul style="list-style-type: none"> • Close adherence to environmental compliance obligations for hazardous chemicals; • Robust Environmental Health and Safety program to ensure chemical disposal is done safely and with the least environmental impact. <p>NEB has a specific chemical reduction target for SVHCs. NEB intends to reduce the use of SVHC chemicals in products by 90% within 10 years (reduction from the baseline year of 2023). Additionally, NEB proposes to evaluate five significant hazardous waste streams over five years in order to identify opportunities for reduction.</p> <p>The company compares its use of chemicals to similar companies in its industry to compare their claims versus SVHCs, PFAs, and other chemicals of concern, and balances this information and its own SVHC commitments against the needs of its customers. NEB considers that its efforts are in line with other companies in the industry.</p> <p>NEB partners with Triumvirate Environmental Services, Inc. (see link below) for full-time, on-site, expert support in the collection, management, consolidation, and disposal of hazardous chemical wastes to prevent impact to the environment or community.</p> <p>With regards to the implemented management practices to reduce impact on water sources and reduce wastewater, NEB has the following in place:</p> <ul style="list-style-type: none"> • Careful segregation of hazardous or regulated chemicals from wastewater; • On-site treatment of wastewater at Ipswich headquarters in a solar aquatic system that returns properly treated water to the local watershed, and where wastewater cannot be returned to the watershed, ensuring beneficial secondary use of wastewater.
Report	Triumvirate Environmental Sciences Inc



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Energy Intensive Industries

Topic	Energy Intensive Industries
Summary of Issue	<p>New England Biolabs (NEB) is a life science company that offers the largest selection of recombinant and native enzymes for genomic research, as well as manufacturing and selling products related to PCR, gene expression, sample preparation for next-generation sequencing, synthetic biology, glycobiology, epigenetics, and RNA analysis. Additionally, we are also focused on strengthening alliances that enable new technologies to reach key market sectors, including molecular diagnostics development and nucleic acid vaccines.</p> <p>As a company in the life science industry, NEB operates in an industry that is recognized as energy-intensive industry due to its manufacturing processes.</p> <p>The scope of the company's operations includes:</p> <ul style="list-style-type: none">• NEB Ipswich headquarters: manufacturing, administrative offices, basic and applied research, warehousing, and distribution• 1 Rowley manufacturing center• 1 Rowley Packaging Center• 1 Research and Development center (Organic Synthesis in Beverly, MA)• 1 Research and Development center (Beverly Research and Development in Beverly, MA). <p>The main contributors to the company's energy intensity are derived from the heating and cooling systems of their facilities and offices, as well as the fuels and electricity used by cooling towers, boilers, and freezers required in research and to manufacture and store materials used in their production processes. The company's Scope 1, 2, and 3 emissions are derived from the following activities:</p> <p>Scope 1 Emissions – the largest proportion of scope 1 emissions is from the combustion of natural gas for heating buildings and product manufacturing, hot water, and kitchen operations;</p>

	<p>Scope 2 Emissions - electricity used throughout operations - process machines, lighting, ventilation, pumps, freezers and fridges, etc..</p> <p>Scope 3 Emissions - the largest proportion of scope 3 emissions is from purchased goods and services and capital goods, followed by upstream transportation and distribution.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>In the previous fiscal year, 98% of NEB's revenue was earned from the sale of energy and intensive products.</p> <p>New England Biolabs 2023 greenhouse gas footprint includes: Scope 1: 3,841 MTCO₂E Scope 2: 4,054 MTCO₂E Scope 3: 38,070 MTCO₂E Scope 3 emissions were largely from three categories: Category 1: Purchased Goods and Services (17,429 MTCO₂E), Category 2: Capital Goods (9,621 MTCO₂E), and Category 4: Upstream Transportation (6,055 MTCO₂E). Emissions calculations have not yet been independently verified.</p>
Impact on Stakeholders	<p>Energy-intensive activities, such as the manufacturing of biotechnology products, pose an environmental risk due to the related emissions derived from energy use.</p> <p>The extent of environmental impact is dependent on the energy sources utilized and the management practices in place to manage energy use.</p> <p>NEB's facilities are serviced by the local energy systems/grids and not by independent power generation facilities. Their primary energy sources are natural gas and electricity, which are serviced by the local municipality or utility service provider. Providers include:</p> <ul style="list-style-type: none"> • Natural Gas (all sites): National Grid; • Electricity: Ipswich Electric Light Department, Rowley Municipal Lighting Plant, and National Grid. <p>Natural gas and emissions from purchased electricity are the main sources of NEB's Scope 1 and 2 greenhouse gas emissions.</p>
Implemented Management Practices	<p>NEB has invested in projects and programs to reduce energy use, improve operational efficiency, and reduce greenhouse gas</p>

	<p>emissions. Some of the efforts made by the company to manage energy use include:</p> <ul style="list-style-type: none">• Installation of three solar PV arrays on their Ipswich property that generate more than 1 million kilowatt hours annually. This project reduced the demand on the local municipal grid and increased regional renewable energy generation.• LEED certification on all recent construction (see link below on LEED Certification, as well as the company's Social and Environmental Sustainability Brochure). LEED certification verifies that buildings are designed with sustainability principles and are highly energy and water-efficient.• Programming building systems to conserve energy whenever possible, including implementing turn-down programs to reduce energy use at night and on weekends, when the buildings are largely unoccupied;• Installation of occupancy sensors to eliminate lighting demand in unoccupied spaces.• Investment in highly insulated building envelopes, triple-pane windows, and heat recovery systems to minimize energy loss from their conditioned spaces.• Inclusion of energy efficiency improvements in renovation projects, such as transitioning to LED lighting and improving HVAC performance.• Implementation of a new freezer management program to ensure all ULT freezers are maintained for optimal energy performance while conducting a regular review of inventory to ensure only critical material is stored, which also ensures freezer space is used efficiently;• Designed buildings to maximize access to daylight, which limits artificial lighting needs;• Routine energy tracking across sites to identify energy anomalies and perform corrective action when needed.• Conducting annual greenhouse gas emissions inventories to identify priority projects to reduce GHG emissions and track the effectiveness of recently implemented programs. <p>NEB has also partnered on reforestation projects to capture carbon and support biodiversity. NEB partnered to restore 200 hectares of farmland in Costa Rica by designing and</p>

	<p>implementing a highly diverse reforestation strategy. This project has been shown to increase the total amount of carbon sequestered per hectare while also increasing biodiversity when compared to conventional reforestation strategies. NEB has also partnered on a Polylepis tree planting project that will also provide habitat for three endangered bird species in the Peruvian Andes.</p> <p>More information on NEB's Environmental commitments and actions to manage their impact can be found in the company's Social and Environmental Responsibility Brochure (link below).</p>
Report	<p>LEED Certification</p> <p>Social and Environmental Responsibility at New England Biolabs Brochure</p> <p>New England Biolabs Environmental Commitment</p>
Management Comments	<p>NEB's greenhouse gas footprint is low when compared to other life science companies, however, we still feel a deep sense of responsibility to monitor and reduce our emissions whenever possible.</p>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries - Water Intensive Industries

Topic	Water Intensive Industries
Summary of Issue	<p>As a company in the life science industry, New England Biolabs (NEB) operates in an industry that is recognized as water-intensive industry due to its manufacturing processes. NEB is based in the USA and develops and manufactures biotechnology products and conducts basic and applied research.</p> <p>The scope of the company's operations includes:</p> <ul style="list-style-type: none">• NEB Ipswich headquarters: manufacturing, administrative offices, basic and applied research, warehousing, and distribution.• 1 Rowley manufacturing site,• 1 Rowley Kitting packaging center,• 1 Research and Development center (Organic Synthesis in Beverly, MA),• 1 Research and Development center (Beverly Research and Development in Beverly, MA). <p>The company's cooling towers are the most water-intensive component of their operation.</p> <p>Other areas of significant water consumption include:</p> <ul style="list-style-type: none">• Equipment cleaning• Flushing toilets• Water used in kitchens• RODI blowdown
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 98% of New England Biolabs' revenue was earned from the sale of manufactured biotechnology products that are considered water-intensive.
Impact on Stakeholders	As a water-intensive industry, the manufacturing of biotechnology products poses risks such as water stress or depletion of local water sources if water use is not appropriately managed.

	<p>NEB's manufacturing facilities are located in the northeastern United States, a region not recognized as a chronically water-stressed region. However, the immediate watershed the company depends on in the North Shore of Massachusetts experiences periods of drought and stress as water demand in the region increases.</p> <p>The company's primary water source is the local municipal water service. NEB also uses two groundwater wells at its Ipswich headquarters.</p> <p>The main stakeholders affected are other water users in the regions of operation, such as local water authorities and regulators, residents, other industrial plants, farmers, and the local biodiversity.</p>
<p>Implemented Management Practices</p>	<p>The company has not determined a specific water intensity on a unit of production basis; their products and services in research and production services do not have a standardized product unit.</p> <p>NEB has implemented practices to make efficient use of water in its processes, including investments in equipment to reduce water consumption, design decisions for water reuse and efficiency, and partnerships with local organizations that focus on watershed health and protection.</p> <p>More specifically, the company has:</p> <ul style="list-style-type: none"> • Installed water meters and alarms on many systems to monitor water consumption in real-time and be alerted to leaks or usage rates that are out of normal range so that repairs can be made quickly; • Installed low-flow and low-flush water fixtures in all their facilities to minimize water use; • Designed plumbing systems to use reverse osmosis reject water for toilet flushing rather than relying on potable water from the municipal water system. (This system will be activated once final permitting is received from the Commonwealth). • Designed its campus landscaping to reduce and eliminate the need for outdoor irrigation; • Partnered with the Ipswich River Watershed Association (IRWA, see link below), to support efforts to protect watershed health;

	<ul style="list-style-type: none"> • Reprogrammed cooling towers to improve their energy and water efficiency. <p>In addition to the above, NEB uses an onsite solar aquatic wastewater treatment facility that mimics the natural process of wetlands to treat wastewater to a high quality, where it can be returned to the ground for groundwater recharge, allowing the company to reduce its impact on the local water supply by returning water directly to the local aquifer and reducing stress on local hydrological systems.</p> <p>With regards to the company's targets, NEB aims to eliminate potable water use for all outdoor irrigation and continue to enhance submetering to better track and manage water use. NEB has not set specific targets in relation to its water consumption or management, but is in the process of setting the following objectives:</p> <ul style="list-style-type: none"> • Eliminating potable water use for irrigation on properties that they have control of non-leased sites; • Maximizing reverse osmosis reject water use for toilet flushing to reduce water use by obtaining all required state permitting. • Setting specific water reduction targets once they have fully deployed their water sub-meters, which will provide more granular data on water consumption at its source. <p>Cooling Towers - The company has adjusted the programming of its cooling towers to ensure they are running as efficiently as possible. They are replacing their cooling towers with more efficient models, which will reduce energy and water use. The cooling towers are cleaned through their routine blowdown process and receive regular preventative maintenance to ensure they are working efficiently.</p> <p>More information on NEB's environmental commitments and actions to manage its impact can be found in the company's Social and Environmental Responsibility Brochure (link below).</p>
Report	Ipswich River Watershed Association Social and Environmental Responsibility at New England Biolabs Brochure
Management Comments	<p>We are very sensitive to our water use and the health of our</p>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Facilities located in sensitive ecosystems

Topic	The company's facilities are located adjacent to a river watershed
Summary of Issue	<p>New England Biolabs (NEB) specializes in the discovery and production of enzymes for molecular biology applications.</p> <p>NEB's main headquarters/campus in Ipswich, MA includes administrative offices, manufacturing, research labs, warehousing, shipping and distribution, and an on-site childcare center. This campus lies on 160 acres of mixed forest, wetlands, and agricultural land, with 101 acres under conservation restriction. NEB's Ipswich campus is located adjacent to the Ipswich River Watershed, the Ipswich River of which, according to the Ipswich River Watershed Association, is one the most endangered rivers in the US (see link below); a complex and sensitive ecosystem comprised of 45 tributary streams that covers 155 square miles and ultimately provides drinking water to 350,000 people in 14 communities (see more information from American Rivers organization below).</p> <p>According to the Ipswich River Watershed Association, the locality lists the following challenges for the region:</p> <ul style="list-style-type: none">• Water supply (see link below);• Pollution (see link below);• Biodiversity threats (see link below). <p>The Massachusetts Department of Conservation and Recreation recognizes the importance of conserving the Ipswich River Watershed and has developed a grant from the U.S. Environmental Protection Agency (EPA) to help restore flows in the Ipswich watershed (see more information in the link below).</p> <p>101 acres (of ~160 total acres) of NEB's Ipswich property is under conservation restriction, ensuring the land will be protected in perpetuity to protect wildlife, biodiversity, and water quality. This also ensures any future development at their headquarters is within the campus core rather than expanding into undeveloped land.</p>

Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The company's headquarters are located adjacent to the Ipswich River Watershed.
Impact on Stakeholders	Having facilities/operations near protected/sensitive ecosystems can potentially impact the flora, fauna, and quality of the ecosystem (e.g, noise and light pollution from the facilities, spills, and air/soil/water pollution owing to the company's operations). Also, there is a risk of negatively impacting the local communities.
Implemented Management Practices	<p>NEB has implemented the following measures to mitigate its impact on the Ipswich River water basin:</p> <ul style="list-style-type: none"> • NEB's laboratory facilities in Ipswich are LEED (Leadership in Energy and Environmental Design) certified (see link below), a certification of environmentally focused standards that include site sustainability, water efficiency, energy conservation and emissions reduction, sustainable building materials and resources, indoor environmental quality, and innovation; • NEB has received ISO 14001 certification, a quality standard for environmental management systems. • NEB partnered with an environmental engineering firm to design and implement a wastewater treatment system that is permitted to treat up to 27,500 gallons per day. • The treated effluent is used for groundwater recharge. <p>With the aim of conserving biodiversity, the company additionally has:</p> <ul style="list-style-type: none"> • An internal email alert system called "The Nature Network" allows employees to share sightings of the diverse wildlife present on their campus; • NEB Bird Box project – A network of nest boxes designed for attracting bluebirds and also other native nesting birds; - Adjusted mowing schedules of its meadows to protect ground-nesting birds; • Installed patterns on glass in certain areas to minimize bird strikes; • Installed several green roofs to support pollinators; • Supported NEBees, an employee club, that keeps an active beehive on site; • Managed many natural meadows to provide habitat and food sources for native species;

	<ul style="list-style-type: none"> • Send a yearly informational summary to employees regarding how to safely monitor or actively assist any turtle crossing the company's roads, and roadside signage informs visitors to take caution. • Encouraged employees to be a part of the NEBGreen volunteer group that continually assesses and helps prioritize NEB's sustainability initiative and activities. <p>More information on NEB's Environmental commitments and actions to manage their impact can be found in the company's Social and Environmental Responsibility Brochure (link below).</p>
Report	Ipswich River Watershed Endangerment Ipswich River Watershed Association and Water Supply challenges Ipswich River Watershed Association and Pollution Challenges Ipswich River Watershed Association and Biodiversity Threats US Environmental Protection Agency American Rivers Ipswich River Watershed Endangerment Massachusetts Department of Conservation and Recreation Ipswich Targeted Watershed Project Social and Environmental Responsibility at New England Biolabs Brochure LEED Certification and water efficiency ISO14001 Certification NEB Main lab building LEED Certification Garden Expansion Certification