



DEVENS

ECO-EFFICIENCY CENTER

Helping firms protect resources

Green Team Roundtable

September 16, 2026



AGENDA

- 8:00-8:10: Networking, Coffee/Snacks
- 8:10-8:15: Welcome and Introductions
- 8:15-8:25 Did you know Devens is an Eco-Industrial Park?
- 8:25 – 8:30 Building Community
- 8:30 – 8:35 Supporting Sustainable Business Practices DEEC, partnerships, waste exchanges, service sharing, RT learning
- 8:35 – 8:55 Bio-Techne's Sustainability Journey
- 8:55 – 9:25 Open roundtable - sustainability strategies, challenges, goals
- 9:25 – 9:30 Wrap up, future topics





Do you know what an Eco-Industrial Park is?



Did you know Devens is an Eco-Industrial Park?

What is an Eco-Industrial Park?

- Ecological Systems Approach – no waste ecosystem (System of Industries – Circular Economy)



Devens Eco-Industrial Park

- ▶ Light Industrial Model of Industrial Ecology
- ▶ Closed loop system approach (circular economy)
- ▶ Physical exchange of materials, energy, water and/or by-products
- ▶ The Devens Difference: Information exchange - shared use of assets, logistics and expertise.
- ▶ Value Added for businesses and organizations locating to Devens





- Devens Eco-Efficiency Center - non-profit organization connecting and assisting businesses in Devens region
- Facilitated eco-industrial cluster (DEEC as the “special sauce” 😊)
- Waste Reduction, Reuse and collaboration programs
- Devens recognized internationally as an Eco-Industrial Park



The Result:

Devens Eco-Industrial Development

Turning Waste into Opportunity | One Firm's Waste is Another Firm's Raw Material



ENVIRONMENTAL STEWARDSHIP

Reduced waste
and lower emissions



ECONOMIC DEVELOPMENT

Lower input costs
and new business
opportunities



STRONGER COMMUNITY

Local jobs and
long-term resilience



A SUSTAINABLE DEVENS

Smart growth.
Lasting impact.

- ▶ Concept to achieve original reuse plan objectives

Environmental Stewardship & Team Building Opportunities

- MVP 2.0 continues to support Massachusetts communities in building resilience to climate change.



Community Connections and Engagement

Announcing the Devens Farmers Market Dates

Every other Tuesday, 11:30am – 1:30pm

Corner of Elm and Jackson Streets (across from the Fire Station)

Every other Tuesday,
11:30am – 1:30pm

Devens
Farmers
Market



DEVENS
MASSACHUSETTS



2026 Dates:

June: 16 & 30

July: 14 & 28

August: 11 & 25

September: 8 & 22

October: 6 & 20



Seasonal Share Option!

Pre-order a large bag of seasonal fresh locally grown produce from [Dick's Market Gardens](#) every two weeks. Bags to be picked up at Devens Farmers Markets. Sign up for the whole season or week by week.

Community Connections and Engagement

**DEVENS
FARMERS
MARKET**

**Tues.,
Sept. 22th
11:30AM-1:30PM**



Featured FOOD TRUCK:



Belgian waffles, sandwiches, & cold drinks

Corner of Elm and Jackson, Devens, MA

More info: devensec.com/news.html



Community Connections and Engagement

Devens Farmers Market & CSA

Community Supported Agriculture
Every Other Tuesday Starting
June 16 - Oct. 20
11:30 am- 1:30 pm


DICK'S
Market Garden

What are the details?
Produce share delivery occurs every other Tuesday, starting June 16th and ending October 20th for a total of 10 distributions. The cost is \$42 per distribution if you sign up for the season and \$45 if you order individual weeks.

@ Corner of Elm and Jackson Roads

WHAT IS CSA?
Community Supported Agriculture or a seasonal produce share is a partnership with a local farm to subscribe to receive fresh, local, in-season produce while supporting a local farm. The Dick's Market Garden Farm in Lunenburg sells at the Devens Farmers Market and grows a diverse selection of fruits, veggies, and herbs all season long.

Businesses which sign up for the season save and receive free delivery*. *Min. order required.

DELIVERY OPITON: If 15 people from your workplace sign up, the Farm will deliver to your workplace for \$500!

Environmental Stewardship & Team Building Opportunities





JOIN US!

Be a Forest Care Taker

Learn how to care for our
Pocket Forests

September 19, 2026

9:30 AM - 11:30 AM

At the Ayer Shirley Middle School, Shirley

September 21, 2026

3:00 PM - 5:00 PM

Ayer Shirley High School, Ayer

Join us for two volunteer opportunities
to help our pocket forest. We will be
weeding, planting and mulching.

For more information Please contact: Heather Hampson,
at 978-772-8220 ext. 143 or at concom@ayer.ma.us



DEVENS

ECO-EFFICIENCY CENTER

Helping firms protect resources

Dedicated to helping enterprises operate with minimal waste and a shared stewardship of natural, material and capital resources

Sustainability Services

- Educational roundtables and networking events to build community
- The Great Exchange to prevent waste, promote reuse, provide savings
- Partnerships for resource and service sharing
- Assistance for sustainability optimization
- Sponsorship and volunteer opportunities



DEVENS

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Helping firms protect resources



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Bio-Techne's Sustainability Journey

Steve Hjelm, Operations Manager

biotechne®

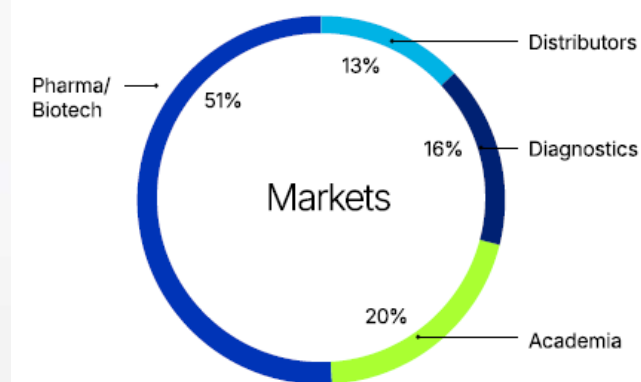
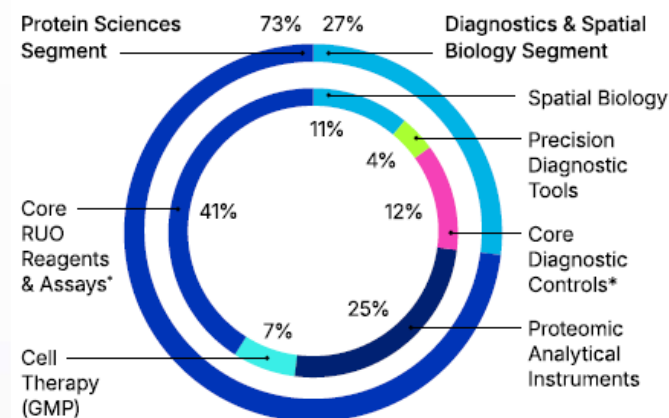
Sustainability at Bio-Techne

2025



Bio-Techne Overview

Segments and Product End Markets



Bio-Techne – Devens Facility – Diagnostics Division

- 7 Jackson Road, Devens, MA
- Occupied since 2001
- 71K square feet completed expansion in Oct 2020
- 86 employees
- Glucose, Blood Gas, and Coagulation controls
- Formulation, filling, QC Testing, packaging & distribution



Priority assessment summary

What:

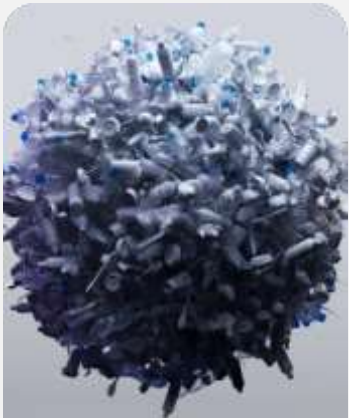
To identify the impacts, risks, and opportunities that inform our business and sustainability strategy.

Why:

To ensure our business impact on our planet and society is continuously improving.

Our Topics Cover

 Environmental  Social  Governance



Climate Change



Consumers &
End Users



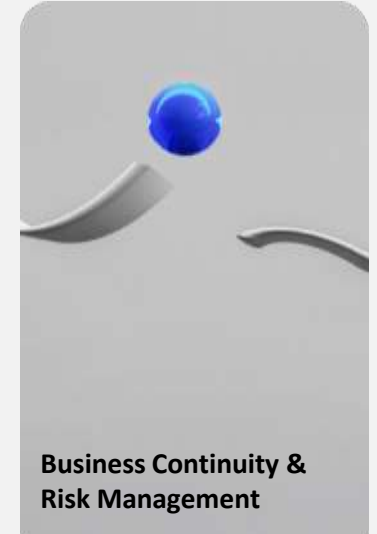
Own Workforce



Business Conduct



Innovation & Technology



Business Continuity &
Risk Management



Sustainability strategy

Vision

Together, we unlock the possibilities of science.

Mission

We improve the quality of life by catalyzing advances in science and medicine.

ESG Statement

We drive innovation by reducing our environmental impact, supporting our employees through a culture of belonging, integrating sustainability throughout our value chain, and operating with integrity.

Company Pillars

Develop people through a transformative culture

Lead the industry through innovation

Deliver best-in-class customer experience

ESG Pillars



Our People

Amplify inclusion and belonging
Foster employee and community engagement



Advancing Science

Reduce negative and increase positive impacts of our solutions



Governance & Operational Integrity

Mitigate risks and leverage opportunities related to climate trends

Engage stakeholders to join our sustainability journey



The Environment

Reduce our Scope 1, 2, and 3 Greenhouse Gas (GHG) emissions

Sustainability timeline

FY24	 Environmental Management Systems govern headquarters and select European sites	 Became signatory to UN Global Compact	 Science Based Target initiative (SBTi) validation of Scope 1, 2, 3 targets in 2026  Score of 66, six points above industry average
	 Score of 63, top 25% of assessed companies	 Issued inaugural private CDP report	 Regulatory reporting on Greenhouse Gas (GHG) footprint and climate risks

Sustainability pillar highlights



Review the Full
2025 CSR Report



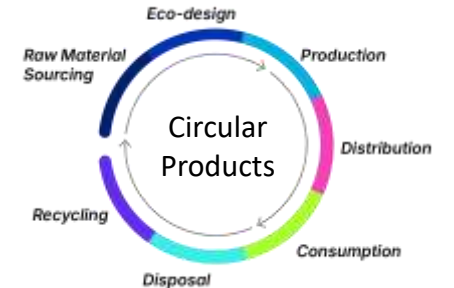
PILLAR ONE Our People



- 11 active Employee Resource Groups (ERGs)
- 300+ employees contributed 2,000 hours volunteer time
- 43% female global supervisor & above
- 380 internal promotions



PILLAR TWO Advancing Science



- 8% of revenue invested in R&D
- >1M products developed, ~500 new products in FY25
- Integration of sustainability considerations into product lifecycle



PILLAR THREE

Governance & Operational Integrity



Board of Directors

Top Level Oversight

Sustainability Oversight Council

General Counsel, CEO, Executive Team

Sustainability Working Group

Senior Leaders within Operations, Quality, Finance, Accounting, Human Resources, Investor Relations, & Legal

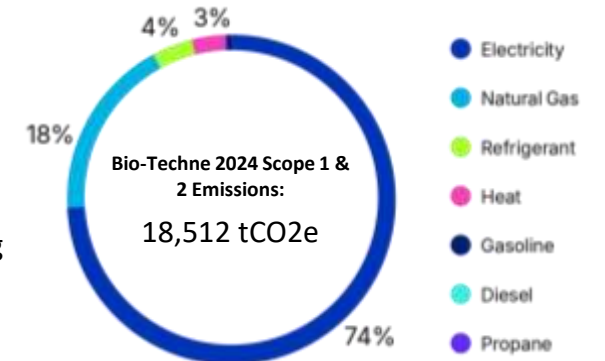
Reporting Frameworks:



PILLAR FOUR

The Environment

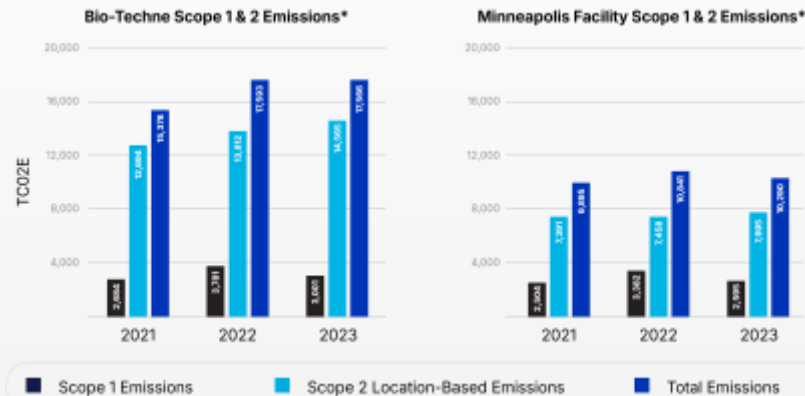
- Baseline Scope 3 GHG emissions for the first time
- 100% renewable electricity powers Minneapolis headquarters, reducing Company emissions by >40%





We aim to measure and reduce our environmental footprint

Our current Greenhouse Gas (GHG) emissions footprint



We are committed to setting Scope 1, 2 and 3 GHG emissions reduction targets validated through SBTi in 2026.



We adopted a carbon accounting platform to support our efforts.



*Trailblazer image is owned by Salesforce and used solely for identification or descriptive purposes.



Reducing our operational impact

Bio-Techne Headquarters

Minneapolis, MN., USA

- ISO 14001 certified



- ENERGY STAR certified freezers consume 55% less energy compared to conventional freezers



Renewable Electricity

- Sourcing 100% renewable electricity in Minneapolis



- Dublin, IE warehouse, ISO 14001 certified, operates on 30% renewable electricity and utilizes Hydrotreated Vegetable Oil (HVO) as a fuel source

My Green Lab Certification

- Certification for four labs:
- San Jose, CA Consumables and Chemistry Labs
 - Bristol, UK Quality Control and Chemistry Labs





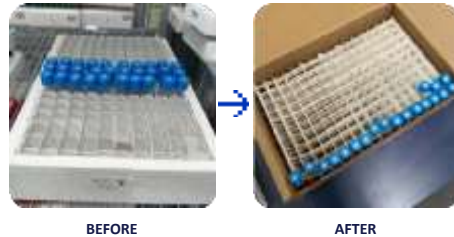
Focusing on sustainable packaging



Sustainable Redesign

Converting plastic tub to fully paperboard, an environmentally sustainable solution

- Redesigning 16 containers of the tub to convert plastic to paperboard with moisture resistant coating
- Estimated to reduce annual plastic use by 70,000 lbs / 32,000 kg.



Corrugated Upgrade

Conversion of EPS and Styrofoam with corrugated paperboard

- Replacing majority of EPS inside foam shipping trays with corrugated cardboard
- Eliminating an estimated 48,000 to 72,000 EPS trays per year



Responsible Sourcing

EMEA sourced packaging material from Forest Stewardship Council (FSC) suppliers which certifies:

- forest environments are managed responsibly; and
- meet the highest environmental and social standards

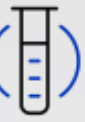


Eco Packaging

Recyclable kit packaging in Rennes, France

- Replacing polystyrene foam packaging
- Reducing an estimated 12,000 packaging pieces per year with cardboard





Improving the quality of life through sustainable solutions

Fisher Scientific Greener Choice products:

>35,000 Bio-Techne products qualify



ExoDX Prostate Test:

Designed to capture key molecular information to distinguish between patients at risk of low or high-grade prostate cancer. The at-home collection kit is accessible to those who are mobility impaired or reside in underserved areas.



ESR1 mutation monitoring assay:

Supports doctors in choosing the right treatment at the right time for women with breast cancer.



Instrument controls:

Essential to ensure the instruments testing everyday bloodwork such as blood glucose and cholesterol are working effectively.



AmplideX Nanopore Carrier Plus Kit:

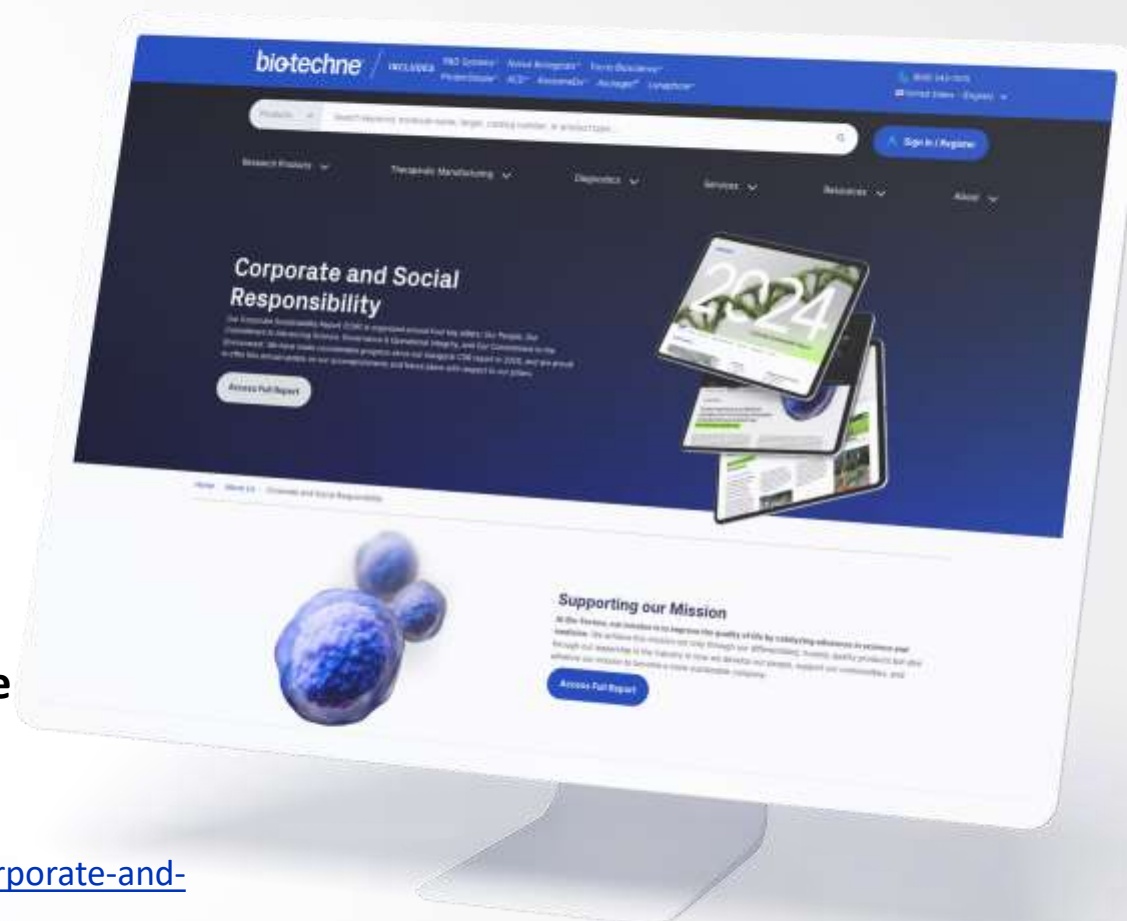
Effective pan-ethnic and inclusive coverage to test for more genetically inherited diseases, ensuring new parents have more comprehensive and early information.





**Find more about our corporate
& social responsibility here.**

<https://www.bio-techne.com/about/corporate-and-social-responsibility>



Questions for Participants

1. What are your takeaways from today's discussion?
 2. How is sustainability being addressed in your facility? (priorities, goals)
 3. How can DEEC, DEC, colleagues help your business incorporate more sustainable practices?
 4. How can we strengthen our eco-industrial park's tenants, services, benefits?
 5. What would your company like to offer / contribute to this EIP?
 6. Others?
-

Next Steps

- Opportunities for additional networking and collaboration
- Future Roundtable topics?
- Other suggestions?



Let's Connect!



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Let's take a
tour!



Questions for Speaker

1. What was the motivation, what were the drivers, to focus on sustainability
2. How did the transition to better practices start, what challenges were incurred
3. What steps were taken to build employee (and suppliers? customers?) engagement
4. What's been accomplished to date and what are future goals
5. How is performance, progress measured, tracked
6. How does the company use its commitment to CSR to their advantage (internally and externally)
7. What are lessons learned that can be transferred to other businesses