

NOTE: if you would like a copy of this document in Excel format for the purposes of research and analysis, please contact us at responsibility@celgene.com



2016 Corporate Responsibility Report: Performance Data

Employees and Communities

Workforce Statistics		2013	2014	2015
Workforce		5,319	6,366	7,140
Gender	Male	2,517	2,944	3,292
	Female	2,802	3,422	3,848
Region	Americas	3,271	3,904	4,297
	Europe	1,589	1,950	2,296
	APAC	282	304	318
	Japan	177	208	229
Type	Full-Time	5,214	6,123	6,971
	Part-Time	105	243	169
Hires		870	1,327	1,268
Region	Americas	505	765	653
	Europe	261	450	511
	APAC	89	74	62
	Japan	15	38	42
Turnovers		403	377	589
Region	Americas	201	177	299
	Europe	154	137	202
	APAC	35	56	67
	Japan	13	7	21

Americas does not include field based employees in US or Canada, nor employees at Basking Ridge site, Chicago site, Seattle site, Brazil or Mexico

Europe includes only Boudry, Zofingen, Madrid, Seville, Paris, London, Munich and Milan sites

Global Safety Metrics	2013	2014	2015	Industry Rate
Injury & Illness Rate	0.62	0.56	0.2	2.0
Lost Day Case Rate	0.1	0.14	0.03	0.7
Occupational Disease Rate	0.11	0.02	0	N/A
Fatalities	0	0	0	N/A

Environment

Target Area	2020 Target	2015 Quantity	Units
Direct + Indirect Greenhouse Gas Emissions	Reduce emissions from our facilities and emissions from purchased electricity by 20%	24,947	Metric Tons CO ₂ e
Purchasing of Renewable Electricity	Increase purchasing of electricity derived from certified renewable energy sources by 15%	28,847	MWh
Total Water Withdrawal	Decrease water withdrawal by 10%	396,590	m ³
Solid Waste Generation	Decrease solid waste (non-hazardous trash) generation by 10%	1,351	Tons

Total Energy Consumption and Energy Intensity (GJ)	2012	2013	2014	2015
Total Energy Consumption	389,478	382,671	389,236	454,101
Consumption per Employee	117.00	86.3	81.7	99.75
Consumption per Square Foot of Facility Area	0.203	0.198	0.185	0.148

Electricity Consumption (GJ)	2012	2013	2014	2015
Non-Renewable Electricity	202,777	134,712	140,554	140,393
Renewable Electricity	151	72,905	70,972	103,401

Fuel Consumption (GJ)		2012	2013	2014	2015
Non- Renewable Fuels	Natural Gas	164,868	165,127	166,412	194,727
	Diesel	1,085	304	219	4,762
	Gasoline	145	158	182	320
	Propane	11	8	3	2
	Steam	–	–	1,303	542
	Kerosene	–	–	–	385
Wood Pellets (Biomass)		9,316	9,456	9,592	9,569
Total Fuel Consumption		175,424	175,054	177,710	210,307

Emissions (Metric Tons CO ₂ e)		2012	2013	2014	2015
Total Scope 1 Emissions		15,385	9,495	8,831	10,390
Total Scope 2 Emissions		23,874	15,340	14,939	14,557
Total Scope 1 and 2 GHG Emissions		39,259	24,835	23,770	24,947
Emission Intensity Ratios (metric tons CO ₂ e per unit)	Employee Headcount ¹	12.1	5.6	5.0	5.5
	Facility Area (sq. ft.)	0.021	0.013	0.011	0.008
	Company Revenue (x10 ⁻⁶)	7.13	3.82	3.10	2.62

¹ Employee headcount intensity ratio is based on both employee and contractor populations

Indirect GHG Emissions (Metric Tons CO ₂ e)	2013	2014	2015
From Waste			
Solid Waste Incineration	917	879	952
Solid Waste Landfill	423	452	461
Total	1,340	1,331	1,413
From Employee Commuting			
Passenger Cars	16,335	17,423	10,456
Light-Duty Trucks	4,106	4,390	1,953
Motorcycles	25	34	44
Commuter Rail	687	1,018	690
Bus	26	44	18
Total	21,178	22,909	13,162
From Business Travel			
Passenger Cars	0	0	0
Light-Duty Trucks	52	47	47
Airline Short-Haul	39	9	23
Airline Medium-Haul	1,921	648	1,441
Airline Long-Haul	8,325	13,629	10,564
Total	10,336	14,334	12,076
Total	32,855	38,574	26,651

Waste (Tons)	2012	2013	2014	2015
Incineration	721	994	952	1031
Landfill	240	312	333	340
Recycling	533	871	787	850
Organic	0	47	44	38
Waste Diversion Rate	35.73%	28.19%	36.82%	36.67%

Regulated Waste (Metric Tons)	2013	2014	2015
Other Regulated Waste	88	101	115
Haz-Waste	224	253	264

Transport (Miles)	2012	2013	2014	2015
Air Travel	47,674,119	55,163,102	74,775,080	63,777,935
Employee Commuting	41,955,919	58,050,380	62,185,246	44,445,408

Water Withdrawal by Source (m ³)	2012	2013	2014	2015
Municipal Water Suppliers and Utilities ¹	392,988	531,286	390,356	395,355
Rainwater Consumption	1,370	565	1,187	1,240
External Wastewater	25,576	-	-	-
Total Water Withdrawal	419,935	531,851	391,543	396,595

¹ Some withdrawal quantities are based on estimates from US EPA and AQUASTAT data for average water withdrawal rate per person per day.

Water Discharge (m ³)	2012	2013	2014*	2015*
Sanitary Wastewater ¹	274,661	414,865	321,969	309,810

¹ Some withdrawal quantities are based on estimates from US EPA and AQUASTAT data for average water withdrawal rate per person per day.

* These quantities include 1,510 m³ of water that was reused at the San Francisco facility.

Business with Integrity

% of Suppliers in the Small

Business Administration Program **2015 (%)** (Celgene US)

Hub Zone	2%
Minority Owned	9%
Women Owned	22%
Small Business	62%
Veteran Owned	3%
Service-disabled Veteran Owned	1%
Small Disadvantaged Business	1%
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Total SBA suppliers	246

Spend on Local Suppliers (Within 50 Miles of the Facilities They Serve)

In the US	21%
Outside the US	77%