

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



2017 Corporate Responsibility Report: Performance Data

Employees and Communities

Workforce Statistics		2014	2015	2016
Workforce		6,366	7,140	7,296
Gender	Male	2,944	3,292	3,387
	Female	3,422	3,848	3,910
Region	Americas	3,904	4,297	4,274
	Europe	1,950	2,296	2,393
	APAC	304	318	330
	Japan	208	229	300
Type	Full-Time	6,123	6,971	7,132
	Part-Time	243	169	165
Hires		1,327	1,268	1,143
Region	Americas	765	653	527
	Europe	450	511	411
	APAC	74	62	116
	Japan	38	42	89
Turnovers		377	589	997
Region	Americas	177	299	556
	Europe	137	202	318
	APAC	56	67	100
	Japan	7	21	23

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 site.

Global Safety Metrics		2014	2015	2016
Injury & Illness Rate		0.56	0.2	0.44
Lost Day Case Rate		0.14	0.03	0.15
Occupational Disease Rate		0.02	0	0
Fatalities		0	0	0

Environment

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

Total Energy Consumption and Energy Intensity (GJ)	2014	2015	2016
Total Energy Consumption	395,742	453,495	766,045
Consumption per Employee	83	99.6	154
Consumption per Square Foot of Facility Area	0.204	0.147	0.237

Electricity Consumption (GJ)	2014	2015	2016
Non-Renewable Electricity	140,078	140,381	116,391
Renewable Electricity	74,764	101,571	257,848

Fuel Consumption (GJ)	2014	2015	2016	
Non-Renewable Fuels	Natural Gas	166,785	194,556	376,626
	Diesel	203	4,414	2,379
	Gasoline	191	335	253
	Propane	3	2	19
	Steam	1,302	542	512
	Kerosene	–	385	6,513
Wood Pellets (Biomass)	11,716	11,689	11,997	
Total Fuel Consumption	180,200	211,923	398,300	

Emissions (Metric Tons CO ₂ e)	2014	2015	2016	
Total Scope 1 Emissions	8,831	10,390	18,715	
Total Scope 2 Emissions	14,939	14,557	13,361	
Total Scope 1 and 2 GHG Emissions	23,770	24,947	32,076	
Emission Intensity Ratios (metric tons CO ₂ e per unit)	Employee Headcount	5.0	5.5	6.5
	Facility Area (sq. ft.)	0.011	0.008	0.01
	Company Revenue (x10 ⁶)	3.10	2.62	2.86

Note: Employee headcount intensity ratio is based on both employee and contractor populations.

Indirect GHG Emissions (Metric Tons CO ₂ e)	2014	2015	2016
From Waste			
Solid Waste Incineration	879	952	927
Solid Waste Landfill	452	461	517
Total	1,331	1,413	1,444

From Employee Commuting

Passenger Cars	17,423	10,456	15,671
Light-Duty Trucks	4,390	1,953	3,515
Motorcycles	34	44	36
Commuter Rail	1,018	690	635
Bus	44	18	24
Total	22,909	13,162	19,882

From Business Travel

Airline Short-Haul	9	23	24
Airline Medium-Haul	648	1,441	1,198
Airline Long-Haul	13,629	10,564	9,897
Total	14,286	12,028	11,120
Total	38,526	26,602	32,445

Solid Waste and Recycling (Tons)	2014	2015	2016
Solid Waste	1,285	1,372	1386
Recycling	831	888	959
Per Square Foot of Facility Area	0.00062	0.00045	0.00043

Regulated Waste (Metric Tons)	2014	2015	2016
Other Regulated Waste	101	115	98
Haz-Waste	253	264	211

Transport (Miles)	2014	2015	2016
Air Travel	74,775,080	63,777,935	67,000,000
Employee Commuting	62,185,246	44,445,408	55,000,000

Water Withdrawal by Source (m ³)	2014	2015	2016
Municipal Water Suppliers and Utilities	390,356	395,355	531,950
Rainwater Consumption	1,187	1,240	2,187
External Wastewater	0	0	19,590
Total Water Withdrawal	391,543	396,595	534,130

Note: 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)	2014	2015	2016
Sanitary Wastewater	321,969	309,810	428,460

Business with Integrity

% of Suppliers in the Small Business Administration Program (Celgene US)*

Hub Zone	3
Minority Owned	8
Women Owned	21
Small Business	61
Veteran Owned	3
Service-disabled Veteran Owned	1
Small Disadvantaged Business	2
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Total number of SBA suppliers	271

**Percentages may not total 100 due to rounding*