



2018 Corporate Responsibility Report: Performance Data

Employees and Communities

Workforce Statistics		2015	2016	2017
Workforce		7,140	7,296	7,656
Gender	Male	3,292	3,387	3,611
	Female	3,848	3,910	4,045
Region	Americas*	4,297	4,274	4,566
	Europe	2,296	2,393	2,507
	APAC	318	330	194
	Japan	229	300	389
Type	Full-Time	6,971	7,132	7,496
	Part-Time	169	165	160
Hires		1,268	1,143	1,364
Hires by Region	Americas*	653	527	771
	Europe	511	411	436
	Asia	62	116	45
	Japan	42	89	112
Turnovers		589	997	997
Turnovers by Region	Americas*	299	556	480
	Europe	202	318	313
	Asia	67	100	182
	Japan	21	23	22

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	2015	2016	2017
Injury & Illness Rate	0.2	0.44	0.35
Lost Day Case Rate	0.03	0.15	0.1
Occupational Disease Rate	0	0	0
Fatalities	0	0	0

Detail on 2017 Safety Metrics

Total Injury and Illness Cases	First Aid Cases	Recordable Injury and Illness Cases	Fatalities	Total Cases with Lost Time
82	51	31	0	9
Total Lost Days	Total Working Hours	Total Recordable Case Rate	Lost Time Injury Rate	
104	1,782,000	0.35	0.1	

Environment

Total Energy Consumption and Energy Intensity (GJ)	2015	2016	2017
Total Energy Consumption	453,495	766,045	773,890
Consumption per Employee	99.6	154	156
Consumption per Square Foot of Facility Area	0.147	0.237	0.0232
Renewable Electricity Purchasing (MWh)	2015	2016	2017

Absolute quantity	28,217	71,630	74,966
Per square foot of facility area	0.00924	0.02218	0.02254

Fuel Consumption (GJ)		2015	2016	2017
Non- Renewable Fuels	Natural Gas	194,556	376,626	382,232
	Diesel	4,414	2,379	1,086
	Gasoline	335	253	236
	Propane	2	19	0
	Steam	542	512	521
	Kerosene	385	6,513	3,279
Wood Pellets (Biomass)		11,689	11,997	12,118
Total Fuel Consumption		211,923	398,299	399,472

Emissions (Metric Tons CO ₂ e)		2015	2016	2017
Total Scope 1 Emissions		10,390	18,715	22,222
Total Scope 2 Emissions		14,557	13,361	10,169
Total Scope 1 and 2 GHG Emissions		24,947	32,076	32,391
Emission Intensity Ratios (metric tons CO ₂ e per unit)	Employee Headcount	5.5	6.5	6.5
	Facility Area (sq. ft.)	0.008	0.01	0.01
	Company Revenue (x10 ⁶)	2.62	2.86	2.49

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

Indirect GHG Emissions (Metric Tons CO ₂ e)		2015	2016	2017
From Waste				
Solid Waste Incineration		952	927	790
Solid Waste Landfill		461	517	463
Total		1,413	1,444	1,253
From Employee Commuting				
Passenger Cars		10,456	15,671	16,313
Light-Duty Trucks		1,953	3,515	3,579
Motorcycles		44	36	44
Commuter Rail		690	635	766
Bus		18	24	28
Total		13,162	19,882	20,729
From Business Travel				
Airline Short-Haul		23	24	27
Airline Medium-Haul		1,441	1,198	1,251
Airline Long-Haul		10,564	9,897	10,779
Total		12,028	11,120	12,056
Total		26,603	32,446	34,038
Transmission and Distribution Losses		N/A	N/A	2,178
Total (with Transmission and Distribution Losses)		N/A	N/A	36,218

Solid Waste (Tons)		2015	2016	2017
Absolute quantity		1,358	1,371	1,198
Per Square Foot of Facility Area		0.0004447257	0.0004247393	0.0003602471

Regulated Waste (Tons)		2015	2016	2017
Regulated Waste (United States)		379	309	392
Regulated Waste (Rest of the World)		N/A	N/A	709

Transport (Miles)		2015	2016	2017
Air Travel		63,777,935	67,000,000	72,667,030

Employee Commuting	44,445,408	55,000,000	57,823,567
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Water Withdrawal by Source (m ³)	2015	2016	2017
Municipal Water Suppliers and Utilities	395,355	531,950	480,456
Rainwater Consumption	1,240	2,187	1,121
External Wastewater	0	19,590	19,591
Total Water Withdrawal	396,595	534,130	497,409

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)	2015	2016	2017
Sanitary Wastewater	309,810	428,460	343,959

Business with Integrity

% of Suppliers in the Small Business Administration Program (Celgene U.S.)

Hub Zone	1
Women Owned	13
Small Business	73
Veteran Owned	5
Service-Disabled Veteran Owned	1
Small Disadvantaged Business	7