Valpak
by Reconomy

Thermo Fisher Scientific: Illkirch

Zero Waste Certification 2026



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2 Introduction

2.1 Background

This report outlines the findings of a Thermo Fisher Scientific Zero Waste Requirement Certification audit conducted by Valpak Limited (Valpak) on behalf of Thermo Fisher Scientific Inc. (Thermo Fisher) at the company's site in Illkirch, France.

The audit took place during September/October 2026 and included a review of documentation/data to confirm waste streams and treatment processes. The audit was conducted with Meredith Daley, Andrew D Sonstroem, and Florian Fatahir (Thermo Fisher Scientific).

This audit was conducted to validate the site's conformance with the latest Thermo Fisher Scientific definition of zero waste, which was introduced in 2022. This audit represents a recertification as the site was previously certified in 2023.

2.2 Scope of the Audit

The audit covered the following site:

Thermo Fisher Scientific

700 & 1200 Bd Sebastien Brant BP 50111

F-67403 Illkirch Cedex

France

The audit covers the data period of Q3 2025 – Q2 2026.

2.3 Definition – Zero Waste Requirement

The Thermo Fisher Zero Waste requirements are aligned with global industry standards and state that each site shall achieve at least a 90% diversion from landfill and waste to energy for at least one year.

The sites must achieve at least 90% diversion from landfill and waste to energy for at least 1 year:

- 90% of the waste must be recycled, composted, reused, or avoided for non-hazardous waste.
- Allowance of no more than 10% of landfill, waste to energy, and incineration combined.
- Maintained an average 90% or greater diversion for at least 12 months for non-hazardous waste.

- Certified sites must be recertified every 3 years to maintain certification.
- Diversion rate criteria and recertification requirements are aligned with global industry standards for:
- Underwriters Laboratories, Inc (UL) Standard 2799.
- Total Resource Use and Efficiency (TRUE) Certification by GBCI who also oversees LEED certifications.
    - Zero Waste International Alliance (ZWIA).

Actions taken to achieve the 90% diversion rate should include:

- Eliminate all recyclables from waste streams.
- If the waste hauler handles recycling off site, the site needs to audit to confirm waste diversion rate.
- Consistently recycle materials at highest possible use.
- Partner with the business functions to optimise supply, production, and distribution systems to reduce waste.

3 Background

3.1 The Company

Thermo Fisher Scientific Inc. (NYSE: TMO) is the world leader in serving science, with annual revenue over $40 billion. Their mission is to enable our customers to make the world healthier, cleaner, and safer. Whether their customers are accelerating life sciences research, solving complex analytical challenges, increasing productivity in their laboratories, improving patient health through diagnostics or the development and manufacture of life-changing therapies, they aim to support them. Their global team delivers a combination of innovative technologies, purchasing convenience and pharmaceutical services through our industry-leading brands, including Thermo Scientific, Applied Biosystems, Invitrogen, Fisher Scientific, Unity Lab Services, Patheon and PPD[1].

Thermo Fisher was audited during September/October2026 by Valpak Ltd to provide external verification of the Thermo Fisher Scientific Illkirch site against the Zero Waste Requirement.

The requirement establishes a culture of conservation leadership at Thermo Fisher Scientific. It also aims to establish the standards, practices, and tools necessary to operate as a zero-waste site in a manner that leads to a more sustainable future through the elimination, reduction, and recycling of wastes.

4 Waste Management

4.1 Waste Management on Site

To reduce waste and achieve conformity with the Zero Waste Requirement, Thermo Fisher Scientific has implemented several initiatives on site, these include:

- Raising staff awareness of waste management/recycling policies and procedures on site. This is done using:
    - Signage
    - Noticeboard
    - Internal communications such as intranet
    - Internal committee meetings
- Recycling bins are provided in offices and rest areas.
- Using ECOLOGIC for WEEE recycling of products returned by customers or damaged during transport.
- Changing labels on bins to make it clearer how to sort items into the correct bins.

[1] http://corporate.thermofisher.com/en/about-us.html

- Started an awareness-raising initiative with the concierge service provider, La Minuterie, to encourage colleagues to buy in bulk, reduce waste, and donate toys and office equipment.

A selection of these waste management initiatives can be seen in the figures below.

Figure 1 – Recycling Bins in Office and Rest Areas



Figure 2 – Waste Containers and Compactor (Cardboard and PE Film) at Distribution Centre



Figure 3 – Water Dispensers



Figure 4 – Pallet Reuse

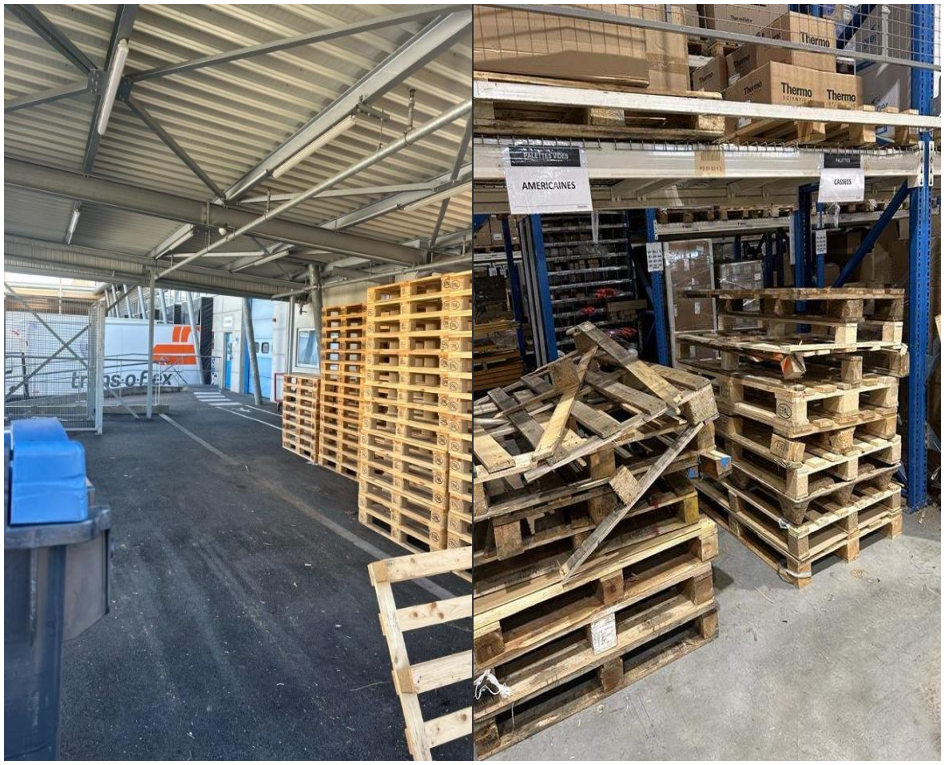


Figure 5 – IT/Electronics Recycling



Figure 6 – Compost Bins



Figure 7 – Toner Cartridge Collection



Figure 8 – Refillable Bottles

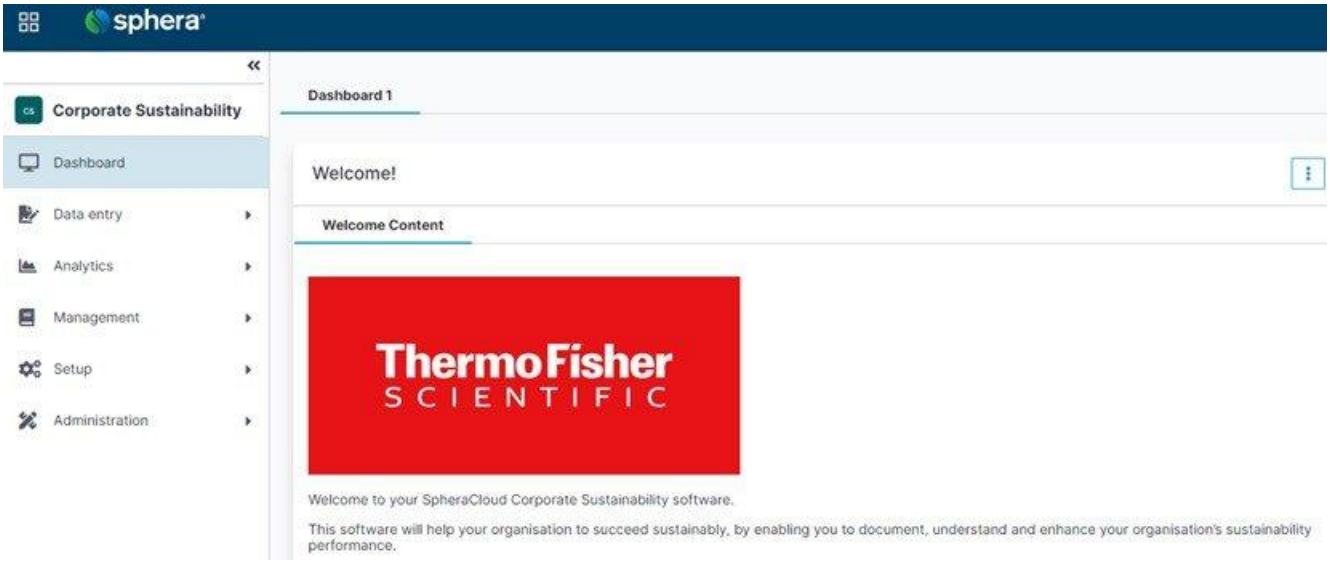


4.2 Documentation

Data is stored centrally for Thermo Fisher Scientific. The site submits data quarterly to Sphera where it is monitored and analysed to determine performance at an enterprise-level. Data recorded includes:

- Waste data categorized by waste streams and disposal/treatment method used by each waste management company.
- Reuse of material.
- Copies of invoices.

Figure 9 – Sphera



Up-to-date copies of all relevant waste carriers and waste management licenses are collected by facilities or logistics departments.

4.3 Waste Arising on Site

From Q3 2025-Q2 2026, Thermo Fisher Scientific Illkirch produced approximately 1,521 tonnes of non-hazardous waste. Hazardous waste was not included within the audit.

Figure 10 provides details of the waste arisings on site and treatment methods.

It should be noted that the audit is conducted later than the data period to allow time for the data to be received from the contractor and checked by Thermo Fisher Scientific prior to the audit. The audit has also identified that there have been no changes to the way wastes are managed on site from the data period to the date of the audit, which allows for the certification period to start from the date of the audit.

Figure 10 – Waste Arisings at Thermo Fisher Scientific Illkirch in 2025/26

Waste / Recyclate	Annual Quantity (T)	Waste Management Company	Waste Treatment	Evidence
Wooden Pallets (Reused)	1,189.5	N/A	Reused	Calculated
Toner Cartridges	0.00	None collected in past year	Reused	Calculated
Confidential Paper and Labels	0.4	Elise & Schroll	Recycled	Supplier's invoices and waste statistics
Cardboard	54.7	Elise & Schroll	Recycled	Supplier's invoices and waste statistics
Wood / Pallets	197.5	INRR	Recycled	Calculated
Plastics	9.3	Elise & Schroll	Recycled	Supplier's invoices and waste statistics
Glass	0.1	Elise	Recycled	Supplier's invoices and waste statistics
Aluminium	0.03	Elise	Recycled	Supplier's invoices and waste statistics
IT Electronics	2.1	Ecologic	Recycled	Supplier's invoices and waste statistics
Batteries and Bulbs	0.1	Elise	Recycled	Supplier's invoices and waste statistics
General Waste (Food - Non-thermal energy recovery)	0.26	Elise	EfW	Supplier's invoices and waste statistics
General Waste	67.1	Schroll	EfW	Supplier's invoices and waste statistics
TOTAL	**1,521.0**			

4.4 Continuous Improvement

Thermo Fisher Scientific has an extensive Environmental, Health & Safety Achievement Program in place, which uses lean manufacturing, six sigma and KPIs etc. Thermo Fisher Scientific has several continuous improvement projects specifically aimed at the Illkirch site through EHS / Facilities / Sustainability Initiatives, these include:

- CSR committee formed to give employees the opportunity to work on various sustainability related projects and support change management objectives.
- Performing a periodical energy audit on each building of the site.
- Renovation of HVAC network with energy savings technologies, better insulation, and a Building Management System.
- Renovation of open space with energy savings technologies (relamping with led technology with both presence and brightness detections).
- Promotion of usage of electrical bike for commuting.
- Participation to commuting fees for employee using sustainable transportation modes.
- Deploy a process for collecting and managing customer's returns and transport breakages using the ECOLOGIC eco-organization.
- Volunteering one day per year to do litter picking on streets
- Distribution of non-disposable-kit to all employees to promote reusable materials (mug, glass bottle, metal cutlery and glass dishes for each employee on-boarding) and ban disposable packaging. Kits purchased contributed to trees planted through a program led by Green Ethiopia.
- Donation of second-hand materials (office supplies, chairs, furniture) to employees and associations when renovating open-plan spaces.
- Collection of toys and clothes from employee's families to give them a second life at dedicated associations (Red-Cross, 'Restaurants du Coeur').
- Donations of scientific instruments and consumables to local universities.
- Promote inter-company carpooling in the Illkirch Business Park area (Karos) - use mobile app.
- Numerous actions to promote Diversity, Inclusion, Well-Being, and CSR activities in the community (STEM education program).

Figure 11 – Continuous Improvement Examples





Bonjour à toutes et à tous,

Et si vos anciens appareils informatiques, bureautiques, télécom ou audio pouvaient encore être utiles ?

Votre Conciergerie s'associe à Ecologic, éco-organisme agréé par l'État, pour organiser une grande collecte de petits appareils électroniques usagés.

C'est l'occasion parfaite de faire un peu de tri dans vos tiroirs et placards... tout en participant à une initiative à la fois solidaire et écologique, dans le cadre des **Digital Cleanup Days**.

Comment participer ?

- Déposez vos chargeurs, câbles, souris, écouteurs, téléphones**, télécommandes et autres petits appareils électroniques* **du 24 mars au 21 avril** à la Conciergerie
- Les objets collectés seront triés, réemployés ou recyclés
- Chaque geste compte : ensemble, faisons la différence !

***Bon à savoir :** les données des téléphones et tablettes collectés sont systématiquement détruites avant tout don ou recyclage des composants.*

La liste complète des objets acceptés est disponible à la Conciergerie.

Nous vous attendons nombreux !

Bien cordialement,

Best regards,

Nicola Cieciotkova



5 Audit for Zero Waste Requirement

5.1 Introduction

During September/October 2026 a zero waste requirement audit was conducted for the Thermo Fisher Scientific Illkirch site. This involved:

- Introductions and questionnaire.
- Remote audit to identify and observe the non-hazardous waste streams and waste management practices.
- Closing interview.

The table below provides information about the actions taken on the site to meet the Thermo Fisher Scientific Zero Waste Requirement standard.

5.2 Thermo Fisher Scientific: Zero Waste Requirement

	Requirement	Action Taken
4.1	**Has the site achieved at least 90% diversion from landfill and waste to energy for at least 1 year?**	Achieved. The site is achieving **95.6% diversion from landfill and energy from waste**. This material is treated by re-use, recycling, or composting.
4.1.1.	Incineration, if any, must be compliant with minimum guidelines – see reference documents.	Achieved. General Waste is sent for thermal treatment at an incineration centre run by EQIOM A CRH. Energy is used to replace carbon-intensive traditional fossil fuels in its cement plant kilns. Address: EQION A CRH Cimenterie d'Heming Route de Lorquin 57830 Heming Information regarding the EfW facility can be found at: https://www.eqiom.com/en

4.1.2.	Each site shall achieve at least 90% diversion from landfill and waste to energy for at least 1 year: 90% of the waste must be recycled, composted, reused, or avoided for non-hazardous waste. Allowance of no more than 10% of landfill, waste to energy, and incineration combined. Maintained an average 90% or greater diversion for at least 12 months for non-hazardous waste.	Achieved. Approximately 1,521 tonnes of non-hazardous waste arise on site, of which 1,454 tonnes is reused or recycled. The remaining 67 tonnes are treated by EfW/AD. **Waste Prevention, Reuse and Recycling Rate: 95.6%**
4.1.3.	Has the site received an audit with external validation?	Achieved. This report presents the findings from the external audit and validation for 2026.
4.1.4.	Following zero waste requirement certification has the site carried out internal annual audits?	Achieved. Waste and recycling data are collated on a quarterly basis and continually monitored against targets at the site and corporate level to ensure they are met.
4.1.5.	Following zero waste requirement certification the site must have an external certification every three (3) years.	Achieved. This report presents the findings from the external audit and validation for 2026.
4.1.6.	Has the site met waste minimization requirements I compliance level of achievement program.	See section below 'Waste Minimisation Requirement'.
4.2.2.	Has the site eliminated all in-house recyclables from waste	Achieved. Thermo Fisher Scientific Illkirch-Graffenstaden is achieving a high level of recycling and is working

	streams (or audited external waste hauler program)?	with SCHROLL, ELISE, and Ecologic to increase their recycling rate. Valpak is satisfied Thermo Fisher Scientific are taking all practicable steps to recycle as much as possible.
4.2.3.	Does the site consistently recycle materials at highest possible use?	Achieved. Thermo Fisher Scientific Illkirch continuously works with their waste contractors to reuse/recycle their material into the best possible end markets.
4.2.4.	Does the site partner with the business functions to optimize supply, production, and distribution systems to reduce waste?	Achieved. Thermo Fisher Scientific has several continuous improvement projects specifically aimed at the Illkirch site through EHS / Facilities / Sustainability Initiatives. A list of current initiatives with other business functions is provided above. These are good examples of knowledge sharing between business functions to optimize supply, production, and distribution systems to reduce waste.
5.1	Does the site demonstrate community thought and action leadership in reducing waste?	Achieved. Examples include: • Company-wide Business Resource Groups. • Ensuring outside landscaping and parking lots are free of debris. • One volunteer day is provided to staff each year to conduct initiatives such as litter picking. Other specific examples of how Thermo Fisher Scientific supports the local community include: • Encouraging the use of reusable water bottles. • Donations to local healthcare organizations.

5.2	Is there communication around site on promotion of recycling / awareness and zero waste projects?	Achieved. Thermo Fisher Scientific Illkirch has promoted segregation of waste in all departments with the help of the sustainability team. Communication methods include: • On iConnect and TV screens. • Management engagement. • During town hall meetings. • Waste sorting ambassadors on site that have volunteered on site. • Improved sorting signage.

5.3 Thermo Fisher Scientific: Waste Minimization Requirement

	Requirement	Action Taken
4.1	Each site must establish a Green Committee and a Green Committee Charter. See Appendix 5.2 (Green Committee Charter) for a sample charter.	Achieved. Local green initiatives are handled by a team on site in Illkirch. Thermo Fisher has a Global Green Committee that people are able to join. A Green Committee Charter is no longer required.
4.2	Each site must establish recycling activities appropriate to the local available infrastructure to collect recyclables. Recycling activity shall, at minimum, focus on paper, plastic, glass, aluminium, cardboard, and electronics and other IT equipment.	Achieved. See Figures 1 to 8.
4.3	Each site must collect waste disposal data and provide quarterly updates to Corporate Sustainability. These data are found on the shipping papers or invoices from the waste haulers. EHS should work with Facilities to ensure proper tracking and reporting of this information.	Achieved. See Figure 9 and 10. Reporting evidence was also provided during audit.
4.4	Each site must identify and quantify all of the site's non-hazardous waste streams. In partnership with the Facilities department and Global Environmental Sustainability, conduct a survey to identify sources and patterns of waste	Achieved. See Figure 10. Evidence was also provided during the audit.

	streams. This survey must be documented and shall identify largest waste streams.	
4.5	Perform a desktop analysis to identify waste minimization opportunities and complete a cost benefit analysis to prioritize all proposed waste minimization measures. Determine whether a 3rd party waste survey is appropriate for your site.	Achieved. See Figures 1 to 12. Evidence was also provided during the audit.
4.6	When a waste survey is warranted, the site should engage their local waste contractor/waste management company (or other qualified entity) to perform a waste survey. This survey must cover all types of waste generated at the site and updated as needed.	Achieved. The site receives data by disposal method monthly and uploads the necessary data into Sphera quarterly. See Figures 1 to 12. Evidence was also provided during the audit.
4.7	Each site must update and prioritize the site's project list with a timeline to execute on the approved waste minimization opportunities. Identify projects that require funding or implementation. The funding may be for items such as expenses for engineering studies, capital funding for site-related modifications or purchase of equipment. As new opportunities emerge, new projects may be added.	Achieved. Illkirch EHS provided examples of productivity projects during. This also included an update of current progress of each. Examples were also provided in the management plan, including: • Improved signage for waste sorting. • Karos for car sharing. • Finding ways to recharge batteries on site.

4.8	Each site must perform follow-up evaluations on waste minimization projects to determine if the projects were successful.	Achieved. Illkirch EHS productivity projects/evaluations were provided during audit. This also included an update of current progress of each.
4.9	Upon completion and verification of these projects, the site must collect brief (1-page or less) stories to show the impacts of these projects. These should be submitted to Global Environmental Sustainability and communicated to the site to raise awareness and celebrate success. These stories are essential to conduct sustainability awareness campaigns in forums such as investor calls, CSR, and Green Committee meetings.	Achieved. CSR activities are periodically organized with employees. Communications and reporting are shared to celebrate success.

5.3.1 Waste Minimization Projects Undertaken at Illkirch

The Illkirch site is partnering with Batribox to help promote circularity and reuse while adhering to compliance requirements for their battery usage.

Figure 12 – Batribox Battery Recycling Program



6 Key Findings & Recommendations

6.1 Waste Treatment

Thermo Fisher Scientific Illkirch has demonstrated that the site is achieving the Thermo Fisher Scientific Zero Waste Requirement. An overview of waste management performance on site is provided in Figure 13.

Figure 13 – Non-hazardous Waste Treatment 2025/26

Waste / Recyclate	Annual Quantity (T)	Annual Quantity (%)
Re-used	1,189.5	78.2%
Recycled/Composted	264.1	17.4%
Recovery (EfW, RDF, Biomass, etc.)	67.4	4.4%
Landfilled	0.0	0.0%
TOTAL	**1,521**	**100%**

Thermo Fisher Scientific Illkirch has demonstrated a high reuse/recycling/composting rate of 95.6% for non-hazardous waste arising on site.

6.2 Recommendations

The audit identified that the Thermo Fisher Scientific Illkirch site is proactive in managing its waste and continually looks for ways to improve waste management on site. To build on this success to date, the following recommendations should be considered:

- **Reinforce Staff Awareness**: To continue and improve the excellent performance on site efforts should be made to reinforce key messages regarding waste prevention, minimisation, reuse, and recycling. This is particularly important in large organisations which can have a constant turnover of staff.
- **Monitor Waste Composition:** A waste composition analysis (this can be done visually or by physically sorting/weighing the waste) should be conducted to identify if waste/recyclate is being segregated effectively and to identify if any recyclate remains in the general waste stream, which could be recycled. This will help inform future recycling/awareness raising initiatives. It can also be done in collaboration with the relevant waste contractor to ensure they can advise on best practice initiatives to achieve the best possible results.
- **Quantify garden waste**: This waste stream should be quantified in the next report as this waste stream is the responsibility of the site producing the waste, and as such,

there should be full traceability. This waste stream will be recycled/composted and would further increase the recycled/composted rate on site.

7 Zero Waste Requirement Certification

7.1 Award

The findings of this audit confirm that the Illkirch site is certified by Valpak for achieving the Thermo Fisher Scientific Zero Waste Requirement. The site is certified from **17 November 2026 to 16 November 2029**.

7.2 Logo

An electronic copy of the Thermo Fisher Scientific Zero Waste Requirement Certified logo has been provided to Thermo Fisher Scientific Illkirch to use for the duration of the certification period 17 November 2026 to 16 November 2029.

The logo can be used on any marketing material relating to the site for the period of certification.

7.3 Disclaimer

Certification has been granted based on the information and data provided by Thermo Fisher Scientific Illkirch, which is assumed to be accurate and correct and is documented within this report. Valpak does not accept any liability for any of this supplied information or data being inaccurate or incorrect.

Typically, certification to Zero Waste to Landfill by Valpak requires that an organisation sends no waste or recyclate directly to landfill; it must all be treated through re-use, recycling, or recovery. However, the certification provided to Thermo Fisher Scientific is to provide an external audit to the Thermo Fisher Scientific zero waste requirement, which allows for an element of landfill. Therefore, this standard is different to the Valpak zero waste to landfill standard.