

Cell Signaling Technology

Empowering our Employees, Strengthening our Communities, and Reducing our Environmental Footprint



Corporate Social Responsibility 2014 Annual Report

CORPORATE CITIZENSHIP

About Us

Founded by research scientists in 1999, Cell Signaling Technology (CST) is a private, family-owned company with over 400 employees worldwide. Our mission is to deliver the world's highest quality research and diagnostic products that accelerate biological understanding.

Science is our passion, and it's how we pay the bills—we create and sell antibodies and related products that can be used in research aspiring to improve human health. But we are also citizens of our local and global communities. We are parents who care about the quality of science taught at our local schools, accountants who care about the environment, business leaders concerned with the footprint we leave behind and scientists curious about art. We measure our success not only in terms of economic prosperity but rather in the combined value of building an inspiring workplace for our employees, strengthening our communities and minimizing the impact we have on the planet.

Customer satisfaction is our highest priority. We are a company founded by scientists, with expert scientific staff dedicated to understanding the needs of a researcher. We are committed to developing only the highest quality products. Our rigorous validation process ensures the most credible and reproducible results with the least expenditure of a researcher's costly time, samples, and reagents.

“At Cell Signaling Technology, we’ve tried to build our business around sustainable practices, always striving for the smallest possible environmental footprint.”

Michael J. Comb, Ph.D.

CEO & Founder, Cell Signaling Technology



Michael J. Comb, Ph.D.

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EMPLOYEE WELL-BEING



Renowned cancer scientist, Bob Weinberg speaks about his research as part of the weekly visiting scientist lecture series at CST.

We are committed to providing our employees with a stable, innovative work environment that promotes and values diversity and equal opportunity for all individuals. CST employees in U.S. facilities come from far corners of the globe and speak over 23 languages.

Our corporate culture embraces collaboration and mutual respect and much of our success as a company can be attributed to engaged and committed employees. Our mission is to create products that can be used to improve human health, but we are also committed to strengthening our surrounding communities and reducing the environmental footprint we leave behind.

Summer Student Internships: The CST summer student internship program at U.S. locations goes back to the founding of the company. Every spring, CST receives numerous applications from well-qualified students for our internship positions. We are proud to provide unique opportunities for young students to gain professional experience with our scientists and business leaders.

Employee Volunteer Program: This new program engages employees through volunteerism, supporting local schools, charities, and nonprofit organizations. All full-time employees at U.S. locations are eligible for one volunteer day with pay per year during regularly scheduled work hours. Employees can choose to perform community service with a CST organized volunteer program or at a charity or function of their choosing.

Visiting Scientist Lecture Series: Every week some of the brightest scientific minds in research come to CST headquarters to present at the Yi Tan lecture hall. They come to share their knowledge and scientific discoveries with CST staff. This program is part of our commitment to lifelong learning and skill sharing among the scientific community and beyond.

Employee Compensation and Benefits: In order to attract the most talented and qualified people, CST understands that a strong total compensation package is important. In addition to top-of-the-line health and dental insurance, CST offers a generous matching component in their 401(k) plan. Our ample paid time off (vacation, sick, personal) programs allows employees to appropriately ensure a strong work-life balance.

Employee-lead Philanthropy: Education in Science, the Community Grants Committee and The Green Committee are all employee driven groups. Together, these committees distributed \$140,000 in small grants in 2014.

Commitment to the Arts: U.S. facilities in Massachusetts feature revolving art exhibitions from local and regional artists in the Boston area. Through an online survey, employees are able to select which art to showcase at their workplace. Nearly every piece of art shown throughout the conference rooms and hallways were purchased from CST exhibits or from the art auctions at Montserrat College of Art or Raw Art Works of Lynn, MA, to raise funds for student aid. Surrounding ourselves with art not only enriches our lives but also provides important financial support to local artists.

Transportation Management Plan: Our Transportation Management Plan was selected as the most innovative plan in the state by the Massachusetts Department of Transportation in 2014. Based on a point system, employees who take public transportation, carpool, walk or bicycle to work can receive cash rewards or up to 2 bonus vacation days per year. 31% of U.S. employees at CST have participated in this award-winning program.

Boston Globe's Top Places to Work: For 6 years in a row (2008-2013) CST was chosen as one of the top places to work in Massachusetts by a leading MA newspaper.

PHILANTHROPY



CST sponsored Raw Art Works, based out of Lynn, MA, to create a mural at our Beverly facility.

In 2014, CST has continued to show our commitment to supporting communities around Boston and beyond. Our philanthropic activities include a Small Grants Program, an annual nature calendar, corporate sponsorships, and a commitment to the arts.

Small Grants Program: The Small Grants Program receives grant applications in three areas: a) education in science, b) corporate donations for community projects, and c) environmental programs. Backed by mutual interest in these subject areas, employee committees meet to decide on funding for the applications submitted by local non-profit organizations, schools, and charities. Grants range from \$500 to \$8000 and are awarded in the spring and fall to fund social, environmental or educational organizations located primarily in Boston's North Shore communities.



Young women of Raw Art Works' public art team lead by Silvia Lopez Chavez. (first on the right)

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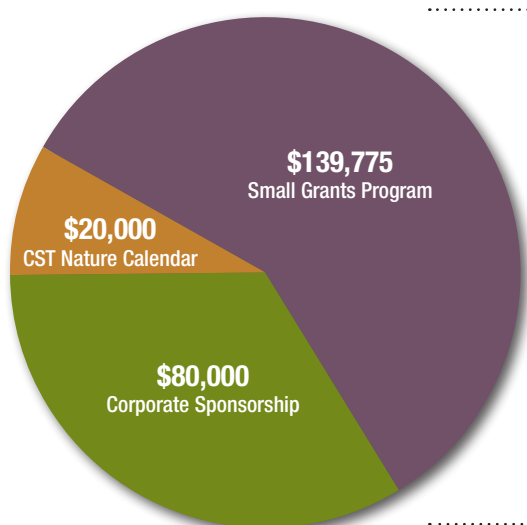
2014 Grants and Sponsorships

\$3,400

Average Size of CST Small Grants Program

\$239,775

Total CST Contributions in 2014



PHILANTHROPY

Education In Science Committee



Education in Science Committee members at the 2014 spring meeting.

Spring Grants

The Education in Science Committee (EIS), made up of nine CST employees granted \$29,802 to public school in 2014. EIS funding is available to science teachers and science departments of public elementary, middle, and high schools. These funds allow schools to acquire the resources they need to keep science fun and engaging. For example, CST grants provided funding for student field trips as well as allowed teachers to purchase compound microscopes, electrophoresis equipment, digital scales, and special instruments for oceanography labs.

Out of 14 grant proposals submitted by local schools, CST was able to fully or partially fund 11 of these applicants.

EIS grants are restricted to public schools in the following North Shore communities: Beverly, Danvers, Salem, Gloucester, Hamilton, Ipswich, Manchester, Rockport, Peabody, Topsfield, Wenham, Essex, and Lynn.

Organization	Project Title	Grant
Rockport Elementary School	Rockport Ocean Explorers	\$4,000.00
Beverly Education Foundation	Expanding Science Education Opportunities	\$2,500.00
Beverly High School	Beverly High School Science Curriculum	\$3,000.00
Bessie Buker Elementary School, Hamilton Wenham	Next Generation Science in the Garden	\$1,350.00
Masconomet Regional High School	Biotechnology for All	\$2,500.00
Peabody Veterans Memorial High School	PVMHS Forensic Science	\$4,000.00

“Our favorite Spring 2014 grant was to build gardens at Buker Elementary School. Using the gardens, the students would learn about conservation and the environment, identify plant structures, collect evidence that plants have inherited traits and variations, and learn about erosion.”

Elisabeth Antanavich, CST Product Scientist and EIS Committee Chair

Fall Grants

Organization	Project Title	Grant
Centerville Elementary School, Beverly	Enhancement of the Equipment in Science Room	\$542.00
Danvers High School	Danvers High School Vernier LabQuest2 Devices	\$4,000.00
Hamilton Wenham High School	DNA Electrophoresis Lab Set	\$2,000.00
Hannah Elementary School, Beverly	Museum of Science Traveling Program	\$600.00
Rockport High School	Advancing Biotechnology at Rockport High School	\$5,308.00

\$29,800

Value of 11 Grants Approved

PHILANTHROPY

Community Grants Committee



Community Grants Committee members during a 2014 meeting.

The Community Grants Committee (CGC), is made up of seven employees who oversaw grants just shy of \$50,000 in 2014. The CGC funds community and social programs from non-profit organizations and schools. Both EIS and CGC grants are restricted to organizations located on the North Shore of Boston, Massachusetts. Out of a total of 27 grant proposals, CST provided full or partial funding to 17 of these applicants.

“Beverly Bootstraps is an organization I have personal experience volunteering with. I was proud to support their back to school program that provided meals and school supplies for children from communities in need.”

Randy Wetzel, CST Director of Cytometry and CGC Member

Spring Grants

Organization	Project Title	Grant
Beverly Bootstraps	Back to School Bonanza	\$5,000.00
Carroll School Arts and Theater (CATS)	Ear Worn Microphones for Elementary School Theater	\$595.00
Food for the World	Alleviate Hunger	\$8,000.00
Salem Cyber Space	Fab Lab Maker Space	\$3,000.00
The Children’s Center for Communication	Subscription to Streaming Plus	\$2,600.00
The Food Project	The Lynn Central Square Farmer’s Market	\$2,500.00
The Wellspring House	Medi-Clerk Classroom Printer	\$1,280.00

Fall Grants

Organization	Project Title	Grant
Salem YMCA	After School Bricks Lab	\$3,180.00
River House	Washer/Dryer	\$2,070.00
Peabody Institute Library	Equipment for the Technology Lab	\$5,000.00
Pathways for Children	Maritime Gloucester & Pathways – Children’s Field Trip	\$5,000.00
North Massachusetts Youth Orchestras	Afternoon of Spring Concerts	\$1,500.00
Cape Ann Museum	(CAM) Connections Art and Story: An Intergenerational Exchange	\$4,700.00
Association for Women in Science	Mass AWIS Scholarship Fund	\$1,500.00
Essex County Velo	Beverly Grand Prix Bicycle Road Race	\$1,500.00
Beverly Elementary Race Event	Fall Races Fundraising Event	\$2,050.00
Wicked Running Club	Fall Frolic and 5k Run	\$500.00

\$49,975

Value of 17 Grants Approved

PHILANTHROPY

Green Committee (Environmental Grants)



Green Committee (Environmental Grants) members at the 2014 meeting.

Dating back to our early years as a company, the Green Committee at CST has evolved into an organizing body of employees representing cross-department perspectives on environmental issues at our U.S. offices. We share a central vision to build solutions to minimize our ecological footprint while creating awareness on sustainability initiatives within the company. We also help develop corporate strategies that help reduce our environmental footprint. In addition to taking action to reduce our natural resource consumption in the workplace, the Green Committee oversees environmental grants, which totaled \$60,000 in 2014, representing 13 out of a total of 24 applicants.

“Change is Simple is a husband and wife team based out of Gloucester, Massachusetts committed to leading environmental education in local public schools. Their belief is simple— teach the next generation about environmental issues, and as adults they will respect nature and not make the same mistakes that previous generations have. Our grant funded lessons on composting, recycling and protecting the health of ecosystems.”

Seth Levin, CST Sustainability Coordinator and Green Committee Chair

Spring Grants

Organization	Project Title	Grant
Appalachian Mountain Club	Advancing Stewardship of the Bay Circuit Trail and Greenway in the North Shore Region	\$7,900.00
Change is Simple	Environmental Science Education	\$6,500.00
New England Aquarium	The Hidden Coral Reefs of New England	\$8,000.00
Salem Sound Coast Watch	Boat Based Life Science for Every Child	\$4,100.00
Xerces Society	Boston Pollinator Conservation Course	\$5,000.00

Fall Grants

Organization	Project Title	Grant
Cutler Elementary School, Hamilton Wenham	Empowering Change in Our Environment	\$4,800.00
Manchester Essex Green Team	Hydroponics Project	\$2,500.00
Manchester Essex Green Team	Seaside Sustainability	\$1,500.00
Backyard Growers	Healthy Choices for School Gardens	\$7,000.00
Cape Ann Vernal Pond	2015 Vernal Pond Certification Program	\$3,000.00
Conservation Law Foundation	Protecting New England's Ocean: Cashes Ledge	\$5,000.00
EcoLogic Development Fund	Cross-Border Alliance for Healthy Fisheries	\$2,350.00
Gloucester Adventure	Advanced Learning Center Audio/Visual Equipment	\$2,350.00

\$60,000

Value of 13 Grants Approved

PHILANTHROPY

CST Corporate Sponsorships



CST corporate sponsorship of the 2014 Beverly Grand Prix bicycle race held on July 30th.

In 2014, CST provided funding outside of the Small Grants Program to special partner organizations within Boston's North Shore communities. Since 2010, CST has sponsored the Bluefin Tuna Tagging Initiative, which is a project of the Large Pelagic Research Center (LPRC) that tracks Bluefin Tuna migrations along the western Atlantic Ocean. Molly Lutcavage, director of LPRC has worked with local fishermen and scientists to help monitor migratory species and protect tuna, sharks, billfish, and turtles in the Atlantic.

Dating back to our first year of business in 1999, CST has developed an environmental theme for our catalogs and annual calendars. In addition to highlighting important environmental topics and issues to our customers, CST also provides special funding to environmental organizations based on the year's calendar theme in an effort to protect and conserve beautiful landscapes, seascapes and ecosystems. Our 2014 CST calendar theme was "Magnificent Marine Environments," which among other undersea wonders, featured Cashes Ledge off the Gulf of Maine, an area where CST has sponsored conservation projects. The 2015 calendar highlights "Protected Landscapes", showcasing extraordinary natural beauty of CST's extended communities in Japan, China, Europe and the United States.

Corporate Sponsorships

Period	Organization	Grant
Spring	Large Pelagics Research Center	\$50,000
Spring	Ipswich River Watershed Association	\$10,000
Spring	Conservation Law Foundation	\$5,000
Spring	Raw Arts	\$5,000
Fall	Montserrat College of Art	\$5,000
Fall	Cabot Performing Arts Center	\$5,000
Fall	ArtCorps	\$5,000

Nature Calendar Environmental Sponsorships

Region	Organization	Grant
Japan	Wild Bird Society of Japan	\$5,000
China	The Kunming Institute for Botany	\$5,000
Europe	The Jurassic Coast Trust	\$5,000
United States	The Essex County Greenbelt Association	\$5,000

\$105,000

Total Corporate Sponsorships



2015 CST Nature Calendar, "Protected Landscapes"

PHILANTHROPY

Commitment to the Arts



CST gallery and reception area at Beverly facility.

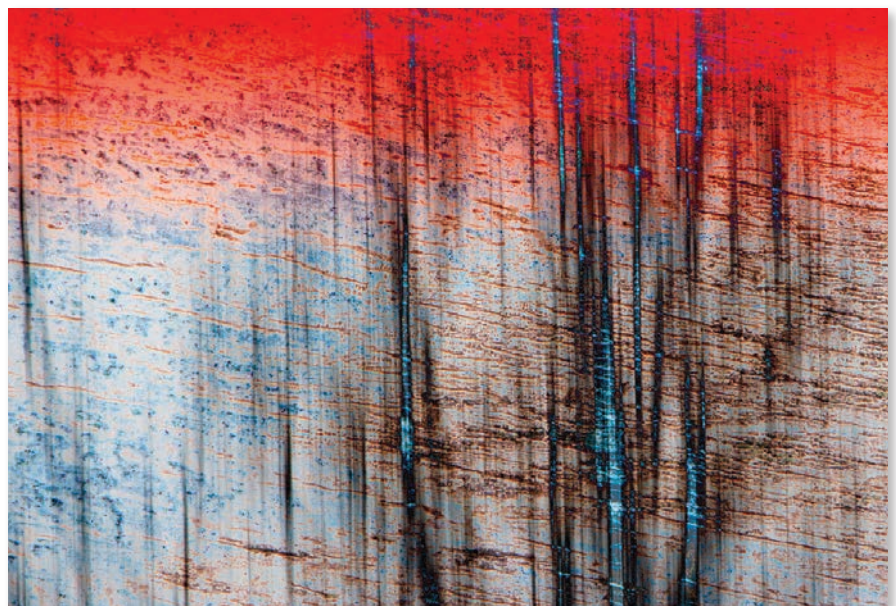
CST continues to be a strong patron of the arts. Three separate in-house art galleries located within our Danvers and Beverly facilities, exhibit the work of local and regional artists. Our efforts to support local artists include an artist reception allowing employees to break from work and celebrate the artist and their creative contributions to our communities. Informal “art talks” also take place during receptions, allowing the artist to discuss their work and the creative processes that inspire their art.

Each summer we hold an annual CST Kids’ Art Show that livens up our gallery walls with artwork from our employee’s children.

Raw Arts of Lynn and The Montserrat College of Art are two Massachusetts based organizations with which CST has developed close working relationships over the past few years. Additionally, CST is proud to be a corporate sponsor and support their annual art auctions.



Sample of artwork that has been exhibited by various local artists at CST facilities.



Estelle Disch, Trees - Red

SUSTAINABILITY

CST's Commitment to the Environment



Atrium at CST Corporate Headquarters in Danvers, MA.

Moving science forward by helping solve important questions about disease and cancer is our mission, but ultimately human health depends on the health of our planet. It would be misguided to cure ourselves of disease, only to find we had nowhere to live, not enough food to eat, or no clean air to breathe. Understanding the interactions that shape the living planet on a global level is just as important as the complex molecular interactions involved in cellular signaling.

“[A sustainable society] is one that shapes its economic and social systems so that natural resources and life support systems are maintained.”

Lester Brown, 1990



SUSTAINABILITY

Alternative Transportation Plan

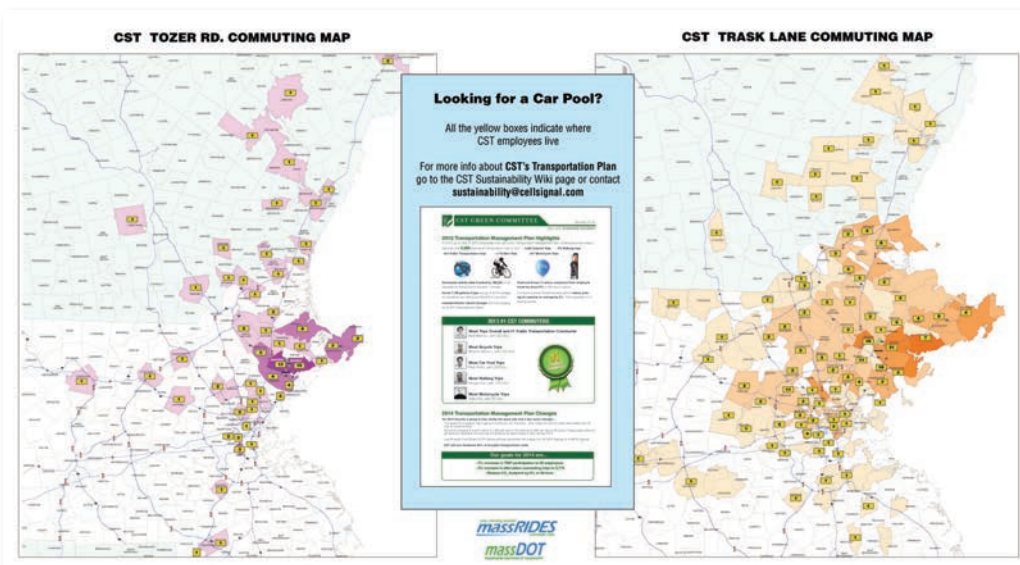


Preferred LEFE parking at Tozer Road facility in Beverly, MA.

Founded in 2011, The CST Alternative Transportation Plan (ATP), uses financial incentives and the ability to earn two holiday “green days” to promote alternative transportation such as carpooling, walking, biking, or taking public transportation to our U.S. facilities. Engaged employees participating in the ATP helped lower our carbon emissions from commuting by nearly 8% in less than two years. CST has made a number of improvements to our U.S. facilities to make them more commuter-friendly including installing showers, lockers and indoor bike racks. We have also established a financial subsidy for individuals who purchase vehicles that get over 45 miles per gallon and we allocate preferred parking for those with low emission automobiles. Additionally, electric vehicle charging stations

are also available at both U.S. offices in Massachusetts. We are proud of our transportation plan and are open to new recommendations to seek greater employee participation.

Being located along a major highway on the North Shore of Boston and two miles from the nearest train stop can make alternative transportation a challenge. However, CST wanted to reward employees that made an extra effort to avoid commuting by car. Through subsidizing public transportation fares and creating financial incentives for carpooling, cycling and walking to work, CST has created a transportation plan that’s healthy for the planet and also provides exercise for those who are willing to think beyond the gas pedal.



CST Trask Lane Corporate Headquarters and Tozer Road Production Facility, commuting maps.

26%

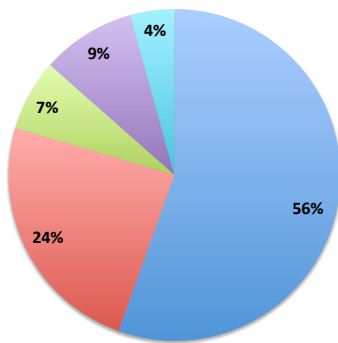
Employee Participation in Alternative Transportation

SUSTAINABILITY

Alternative Transportation Plan Management

By the Numbers

Since the launch of the ATP in 2011, we've seen 33% of the employees participate in alternative transportation at least once. 2014 data shows that the 98 employees who participated in our ATP were able to avoid 194,107 commuter miles. That's equivalent to driving 8 times around the earth! These savings in vehicle miles are estimated to have saved 7,234 gallons of gasoline and total efforts of our ATP prevented 86.38 tons of carbon dioxide from being emitted into the atmosphere.



- Carpool
- Bike
- Public Transportation
- Walk
- Motorcycle

Carpool Trips **3,299**

Walking Trips **548**

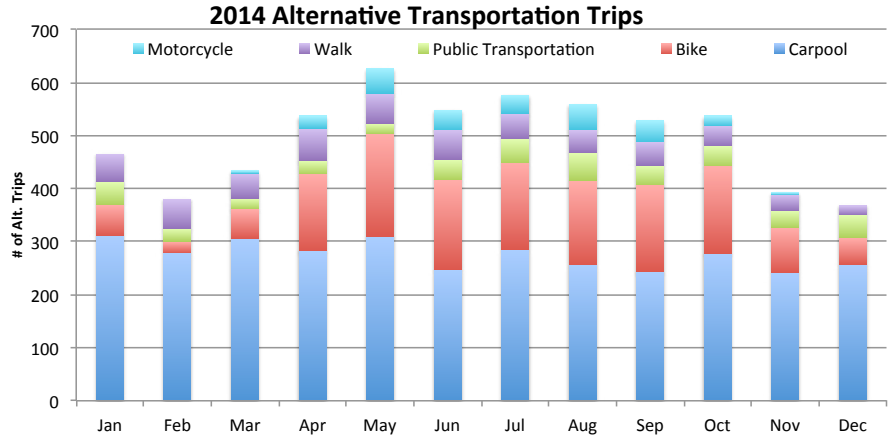
Public Transportation Trips **416**

Bicycle Trips **1,433**

Motorcycle Trips **256**

5,952

Total Alternate Transportation Trips



Alternative Transportation Plan Management Awards

In 2014, CST received two awards from the Massachusetts Department of Transportation, one of which recognized CST for the most innovative transportation plan in the state! Furthermore, the fact that our U.S. facilities are located near a major highway didn't prevent CST cyclists from achieving 3rd place in the MassCommute Bicycle Challenge among companies of our size.



New Electric Vehicle (EV) Charging Station Installed

In 2014 CST installed an EV charging station at our Beverly, MA facility. Now both U.S. facilities feature EV charging stations that have the capacity of charging 2 electric cars at once. Both stations are free to use by employees and visitors with electric cars. These stations are capable of tracking energy use of EV cars driven to CST.



CST electric vehicle charging stations.

SUSTAINABILITY

Energy and Waste Management



The Trask Lane facility was LEED certified in 2006.

LEED (Leadership in Energy and Environmental Design)



In 2006, CST renovated the former Kings Grant Hotel located in Danvers, MA, transforming it into a production laboratory and our global business headquarters. The new building was LEED (Leadership in Energy and Environmental Design) certified by the U.S. Green Building Council. In 2006, CST was one of only a handful of laboratories in United States that achieved LEED certification at the time.

The valuable lessons learned in renovating our Danvers facility concerning energy efficiency and conservation were applied in the construction of our new facility that opened in 2013 in Beverly, MA.



SUSTAINABILITY

Energy Savings

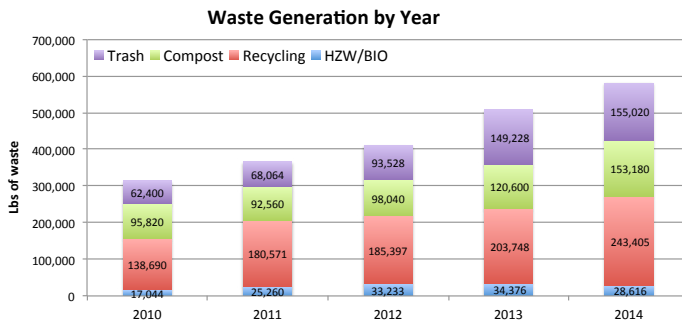


In early 2014, we began to monitor energy use in one of our lab spaces, which yielded valuable data. These findings lead to new policies to select more energy efficient equipment and freezers for our U.S. laboratories.

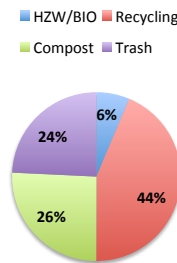
Freezers are essential to everyday operations in the life sciences industry. CST has approximately 400 freezers between our two U.S. facilities. Rather than expanding our HVAC system, we used a chilled water loop at our Beverly facility to expel heat from our low temperature freezers. At our Danvers facility, we have plans to upgrade inefficient water pumps and taper their energy use that will save tens of thousands of dollars over the next few years. Through monitoring energy use of our ultra low temperature freezers, we've now purchased two new models that may realize 60% greater energy efficiency.

In September 2014 CST replaced 50% of lights in our parking lot at the Danvers facility with new LED lighting. These lights now produce twice the amount of the lumens using half as much energy as our previous lights. This is practical example of energy savings over the long-term and a project we plan to continue.

Waste Management



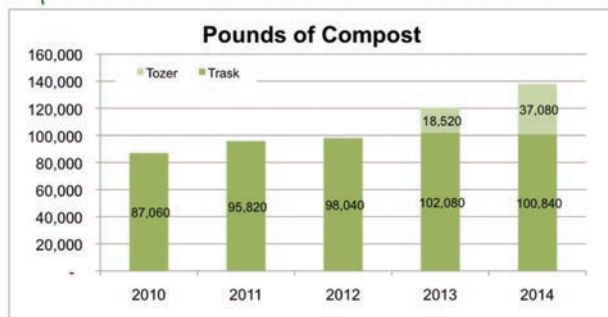
Average Waste Breakdown



U.S. companies and industries generate 75% of the waste that reaches landfills or incinerators. In an effort to reduce our trash output, CST has made a concerted effort to expand recycling and composting programs, allowing us to divert more than 70% of our U.S. waste from the landfill. It's estimated that we've diverted more than 250,000 pounds of material – or enough waste to fill two Olympic size swimming pools, every year.

Not just limited to collecting vegetable scraps, CST views composting as serious business with respect to financial and environmental benefits. Starting in 2009, CST began to stock their cafeterias with 100% compostable plates, bowls and cups. These materials are composted locally and some of our compost makes it back to our community gardens as high-quality soil. Through the scale of our composting efforts, waste removal costs only 7 cents/ lb. whereas costs for average traditional waste was 19 cents/lb. In 2014 we composted a total of 153,000 lbs., which yielded savings of around \$18,636.

Compost Data



SUSTAINABILITY

Nitrile Gloves



In early 2014 the Green Committee set up a pilot program at our Beverly, MA facility to reduce waste from disposable gloves by switching to a brand of gloves that can be recycled. Internal surveys showed that our researchers use between 3-10 pairs of gloves a day that results in over 5,000 lbs. of waste per year. In addition to cutting costs on trash removal, CST was able to save money based on bulk purchases of gloves from our new vendor. More importantly this program is diverting hundreds of thousands of safety gloves from landfills or incinerators and instead provides raw material to be used for products such as park benches, plastic Adirondack chairs and Frisbees.

Responsible Marketing and Packaging



Thoughtful “green” design of our marketing and packaging materials has made CST a leader in terms of sustainable packaging in our industry. Mitigating harmful impacts on the environment is considered in day-to-day business decisions we make concerning the resources used to promote our products. We strive to use the highest percentage of recycled post-consumer paper products for our marketing and packaging materials that are FSC (Forest Stewardship Council) certified. Additionally, our new tradeshow bags are made from 85–100% recycled plastic bottles (RPET).


We currently ship products requiring refrigeration in a cooler made from cardboard, mineral rock slag wool and biodegradable plastic. This shipping cooler was developed in 2009 and has the same thermal properties as a Styrofoam box but can degrade in a landfill.

SUSTAINABILITY

Green Committee – Employee Engagement Events

FREE HOME ENERGY ASSESSMENT

Tuesday, October 8, 2013 • 11 am-2 pm • Tozer Road Cafe



www.nextstepliving.com


This Tuesday, October 8, from 11am - 2pm, Anna Sullivan of Next Step Living will be in the Tozer Road Cafe to speak with those employees interested in a **NO COST home energy assessment**. Next Step Living is a residential energy efficiency company, providing home energy diagnostics and improvements to the greater New England area. *If you would like to sign up now please visit this website, <http://nextstepliving.com/taf>.

"I had a great experience with Next Step Living. They were very helpful when I met them at CST. Every process and every step was well explained. The job was over \$2,000.00 and I was only responsible for paying \$500.00."

Julie Edson
CST Marketing

For every home energy assessment performed, NSL will donate \$5.00 to Beverly Bootstraps.

If you have any questions please contact Seth Levin, contractor, Seth.Levin@cellsignal.com



The CST Green Committee needs your participation:

National Recycling Week


Planet Aid USED CLOTHING DRIVE

Now until November 14

Yellow collecting bins are located in Tozer and Trask cafeterias

Planet Aid is a 501(c)(7) nonprofit organization that collects and recycles used clothes and shoes and fosters international development. Planet Aid supports programs that improve health, increase incomes, and vulnerable children, train teachers, and enhance the overall quality of life for people across the globe. One bright yellow bin can be found across many major metropolitan areas of the United States.

<http://www.planetaid.org>



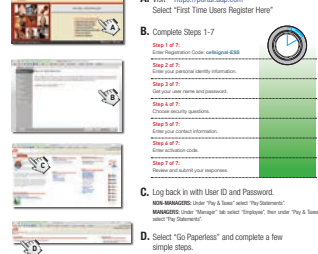

CST GREEN COMMITTEE & HR

June 2014

Paperless Pay Statements

In 10 minutes you can make a difference in the environment! Register to view your pay statements, access your year-end W-2's and find other valuable financial management tools.

- Visit - <https://portal.asp.com>
Select "First Time Users Register Here"
- Complete Steps 1-7
 - Enter Registration Code: **cellsignal656**
 - Enter your personal identity information.
 - Enter your email address and password.
 - Choose security questions.
 - Verify your email address.
 - Enter your contact information.
 - Enter activation code.
 - Click on activation link in your email.
- Log back in with User ID and Password.
NEW MEMBERS: Under "Manager" select "Employee". New users "My & Team" select "My Statements".
- Select "Go Paperless" and complete a few simple steps.
- Questions? Contact HR.

BIKING TO CST

INFORMATION SESSION

Friday April 12th
12:00 pm
Yi Tan Room

- Why People Bike to CST
- Safety Tips
- Routes to Get Here
- Bike Maintenance
- Stories from People Who Bike to Work
- Question and Answer Session

Pizza will be served


MASSCOMMUTE BICYCLE CHALLENGE REGISTRATION

Friday April 12th
11:30 am - 1:30 pm
Cafeteria

The MassCommute Bicycle Challenge (MCBC) is an exciting week-long corporate challenge hosted by the North Shore TMA as a cooperative event with MassCommute (the Massachusetts TMA Council). The 2013 MCBC will take place during Bay State Bike Week (May 11th - May 19th). To thank our intrepid riders, the TMA will host a light breakfast each morning at select sites in the TMA area.

This year for the first time the MCBC will be part of the 2013 National Bike Challenge, a fast growing multi-month challenge organized by the League of American Bicyclists. All miles logged during Bike Week will be counted toward your participation in both the MassCommute Bicycle Challenge (May 11th - May 19th) and the National Bike Challenge running between May 1st and Sept 30th. For more information about the events please visit www.MassCommutebicyclechallenge.org.

Presented by the CST Green Committee



Engaging employees at our US offices to be active participants in our green initiatives is important at CST. Our Green Committee is made up of volunteers across several departments who meet monthly to discuss company wide environmental programs. Throughout the past year, the Green Committee hosted lunchtime information sessions and meetings on topics such as carpooling and composting in the cafeterias at both US facilities. Outside guests such as Next Step Living provided employees with free home energy audits. 60 of our employees have signed up for their services and together they have collectively reduced their energy use and utility costs. Our partnership with the North Shore Transport Management Authority (NSTMA) hosted a bike breakfast during the Mass-Commute Bicycle Challenge, which CST placed 3rd statewide for companies under 1,000 employees.

2014 employee engagement flyers.



CST Green Committee, made up of volunteer employees from different departments, meet once a month at the Trask Ln. and Tozer Rd. facilities.

SUSTAINABILITY

Community Gardens



Students from Lynn High School tour the CST Community Garden at our Danvers facility. (top) CST employees planting spring crops in the CST Community Garden. (bottom, left) Harvest of a variety of vegetables to be donated to the CST cafeteria, where they will be served to employees. (bottom, right)



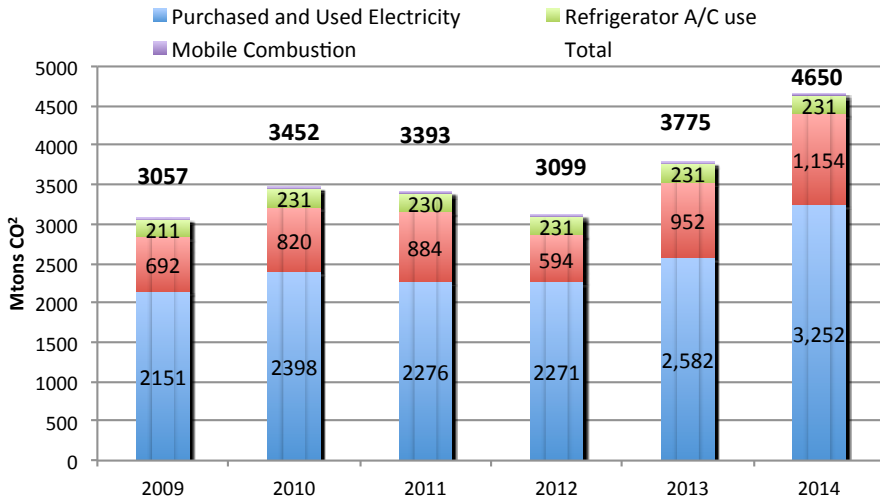
Our community garden program began as an employee-driven initiative stemming from the Green Committee. Currently we maintain four raised beds in our spring gardens that provide fresh summer produce for employee participants as well as produce for our U.S. cafeterias. The community garden program has been a great place for new gardeners to learn tips from staff who have knowledge and experience maintaining gardens at home. Our first year harvest was a huge success with a yield of over 200 pounds of fresh, organic vegetables that were donated to our cafeteria.



SUSTAINABILITY

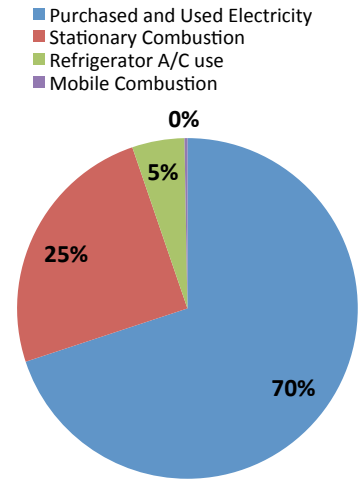
Green House Gas Emissions

Global GHG Emissions



In 2009, CST inventoried the carbon emissions of its U.S. facilities using the EPA's voluntary Climate Leaders metric. We've continued to use this tool to track our estimated emissions on an annual basis ever since. Our largest source of carbon emissions is directly tied to how much energy we consume at our facilities. We have developed an energy management program aimed at reducing energy in our operations that allows us to minimize our carbon footprint. While we are not directly affected by any governmental policy regarding carbon regulation, we believe it is our responsibility to record and seek means to reduce our emissions.

2014 GHG Emission Breakown



LOOKING FORWARD

Because we are a private family-owned company, we are not captive to shareholder's bottom line interests. CST leaders have created an alternative model that measures our success not only by profits but how much we give back to our communities, and how we support ecosystems that maintain life on our planet. Collectively, as corporate citizens and through an awareness of how our individual actions affect others and our planet, we are making a small difference in the world. We are proud of our accomplishments in 2014, and are always looking to be more creative in how we do business in more sustainable and responsible ways.

In the next year, we plan to raise our commitment to the environment, engage our employees and communities while fostering advancements in science.

Together we can realize a better future!

Dave Comb, Director of Corporate Social Responsibility and the CSR Team

A few of our goals for the next year include:

1. Improve the means to measure and reduce our carbon footprint.
2. Include over 100 CST employees in our volunteer program.
3. Increase employee participation in our alternative transportation plan.
4. Build a foundation for a CST science scholarship awarded to underserved high-achieving students in the North Shore Boston area.
5. Communicate our CSR message with international CST offices by expanding global sustainability and employee volunteer programs.



“Our corporate model is based on triple bottom line economics: people, planet and profit”

Dave Comb
Director of Corporate Social Responsibility,
Cell Signaling Technology



Dave Comb



Cell Signaling Technology (CST) is a private, family-owned company, founded by scientists and dedicated to providing high quality research tools to the biomedical research community. Our employees operate worldwide from our U.S. headquarters in Massachusetts, and our offices in the Netherlands, China, and Japan.

UNITED STATES

Orders: 877-616-2355 | orders@cellsignal.com
Support: 877-678-8324 | support@cellsignal.com
www.cellsignal.com

CHINA

Tel: +86-21-58356288
Support (China): 4006-473287/GreatQ | tech@cst-c.com.cn
Support (Asia Pacific): csttechasia@cst-c.com.cn
www.cst-c.com.cn

EUROPE, MIDDLE EAST & AFRICA

Tel: +31 (0)71 720 0200
Support: eusupport@cellsignal.eu
www.cellsignal.com

JAPAN

Tel: 03-3295-1630 | Support: info@cstj.co.jp
www.cstj.co.jp

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