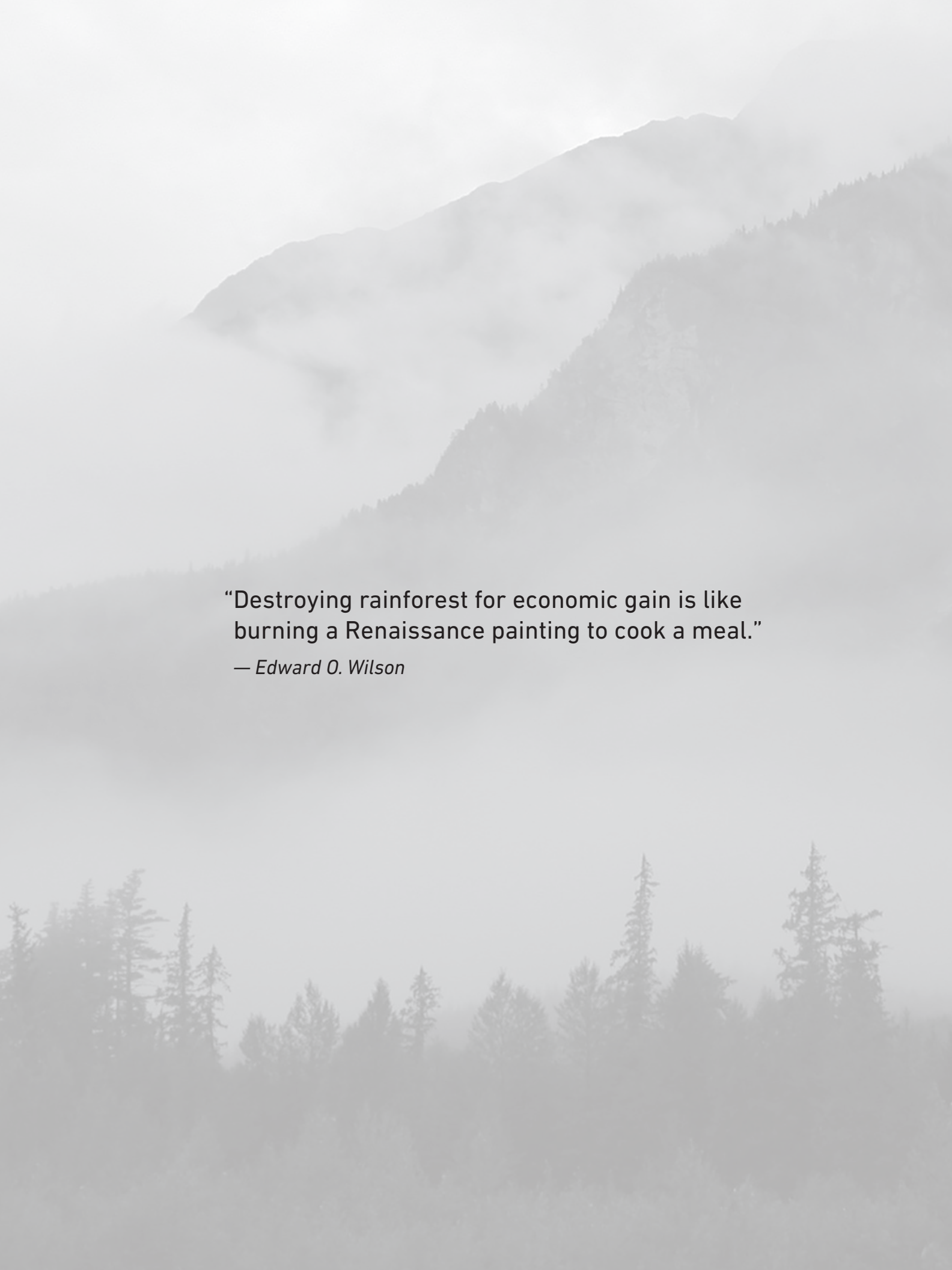


2016/2017 REPORT



CORPORATE  
**SOCIAL**  
RESPONSIBILITY



“Destroying rainforest for economic gain is like  
burning a Renaissance painting to cook a meal.”

— *Edward O. Wilson*

## FROM OUR CEO

As a scientist in the life sciences, I want us to keep striving for a level of global health that will alleviate and, ultimately, eliminate human suffering and disease throughout the world. In an era when “alternative facts” and “fake news” are increasingly prevalent, evidence-based analysis and the integrity of science is being called into question. CST’s business model is grounded in helping scientists around the globe produce the highest-quality results in their research, and much of our success relates to CST’s commitment to the highest standards for scientific reproducibility. For it is these standards that will continue to move our business and our industry forward in a global economy.

As a businessman, I always want to see this company—and indeed any company—conduct its affairs in responsible ways that improve people’s lives and leave the smallest environmental footprint as possible. Every business needs to operate in a much more sustainable manner than has been the practice of previous generations. CST has endorsed a long-term plan to meet the Paris COP21 climate change goals. I recognize that conserving energy, managing our waste streams in responsible ways, engaging employees in a stimulating work environment, and investing in science education in our local communities are just as important to our business model as some of the products and technologies we have developed to move science forward.

Over the course of my life, I have spent much of my leisure time in wild places. Recently, I have rediscovered the pain of tight-fitting rock climbing shoes but also the intense pleasures and challenges I experienced as a young adult on granite slabs in the White Mountains in New Hampshire, or the huge walls of Yosemite in California. Fly fishing for salmon and steelhead on some of the world’s most remote rivers is another outdoor passion that continues to shape and strengthen my commitment to the natural world. Getting away from civilization and taking in the pleasures of nature, have always been important to me, and I find these experiences rejuvenating, both physically and spiritually. As the proud father of three young men and just recently a delighted grandfather, I want to ensure, now more than ever, that we leave our planet in a healthy condition so that younger generations can enjoy the thriving ecosystems and wild places from which I have derived so much pleasure.



Michael J. Comb, PhD,  
President and Chief Executive Officer





# CST is a company that believes in the power **and promise of science.**

Our 500 global employees are dedicated to our mission to deliver the world's highest quality research and diagnostic products that accelerate biological understanding and enable personalized medicine.

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## Science

We believe in the power and promise of science to solve the challenges we face as a global community.

Pages 4-7



### Steven Hawkins: Global Citizenship

Regarded as one of the most brilliant theoretical physicists since Einstein.

"We must be good global citizens. Let's make the future a place we want to visit."



## Culture

We believe in creating a work environment that is engaging and drives innovation and fosters inclusion and respect.

Pages 8-13



## Community

We continue to invest in our community by providing funding to local educational, social, and environmental organizations.

Pages 14-21



## Sustainability

We continue to look at ways to minimize our ecological footprint in the course of our business operations.

Pages 22-29

We believe  
**that a strong research  
 program at CST makes  
 good business sense.**

CST has been committed to research and innovation since its founding in 1999.

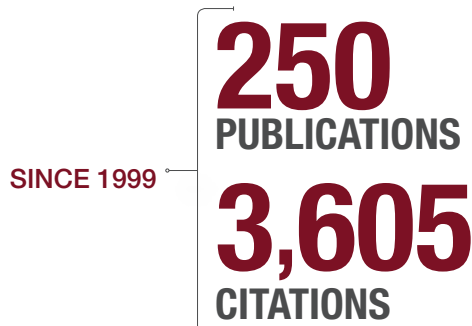
**RESEARCH AT CST**

Our [research program](#) allows us to develop technologies we need, make important discoveries to advance biomedical research, and gain valuable intellectual property. Furthermore, we attract and retain talent interested in scientific innovation and stay connected with the scientific community as well as our customers.

**RESEARCH AT CST HAS AN EXCELLENT TRACK RECORD**

- We have developed three generations of monoclonal antibody technologies, including XMT® and NG-XMT™, which have been used to develop valuable products.
- We have created [PhosphoSitePlus® \(PSP\)](#), a first-in-class bioinformatics resource database dedicated to facilitating the annotation and study of post-translational modifications in proteins. We've made PSP publicly available for the entire community of scientists studying cell signaling.
- We have developed groundbreaking [proteomics technologies](#) that have been used to make important discoveries in lung cancer. These discoveries opened the door to four FDA-approved, life-extending drugs now marketed by pharmaceutical companies.
- We have tapped into the aspirations and technological expertise of our talented scientists to create [Bluefin Biomedicine](#), a small company dedicated to finding novel approaches to help cancer patients with unmet clinical needs.

Along the way, CST scientists have published hundreds of [scientific papers](#) helping advance biomedical research as true members of the greater scientific community. Our research focus sets us apart from competitors in our industry. Ultimately, our customers have come to recognize CST not only for the [quality of our products](#), but also for our promotion of scientific knowledge for the benefit of society at large.





“Our close connection to the research community allows us to exchange ideas and work together on deciphering previously unknown mechanisms in the human cell. This powerful alliance led to important discoveries advancing biomedical research.”

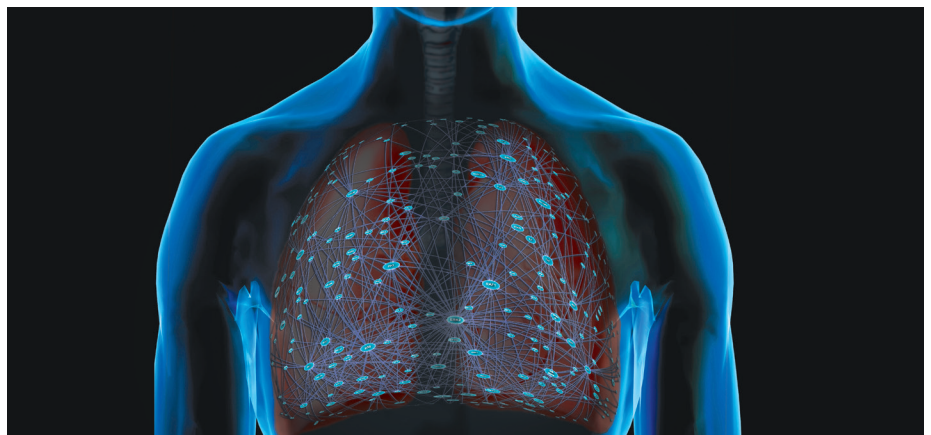
Roberto Polakiewicz, CSO



**Many diseases, including cancer, are caused by perturbed information processing within the human cell.**

At CST, we aim to provide the highest quality products for research to better understand the underlying mechanisms of disease progression.

We made important discoveries in lung cancer, which opened the door for FDA-approved, life-extending drugs marketed by pharmaceutical companies.



# Unraveling the complexities of cellular signaling that define human diseases.

PhosphoSitePlus® (PSP): a free platform for discovery from CST for the scientific community.

PhosphoSitePlus® (PSP) is a unique scientific resource created by CST scientists to facilitate research into the changes in protein structure that underlie the complex and rapidly fluctuating networks in cell signaling. Our goal has been to comprehensively curate critical information from the scientific literature and include it in PSP, enabling scientists to decode the 'language' of cellular communication. As of mid-2017, well over 20,000 articles and 7,000 datasets have been added to PSP. It is our hope that the rich information in PSP will help the community of scientists unravel the complexities of cellular signaling that define human diseases, including cancer and diabetes, as well as normal growth and development.

PSP's significant influence on biomedical research is reflected in its widespread use by researchers around the world and by the number of times that it has been cited in the biomedical literature and resources:

- In the last year, 300,000 users from over 120 countries have logged over 500,000 sessions on PSP.
- PSP has been cited by over 2,000 publications in over 500 scientific journals.
- Information from PSP is referenced by scores of bioinformatics resources around the world including, [SwissProt](#), [UniProt](#), and [GeneCards](#).

CURATED FROM  
22,000 ARTICLES

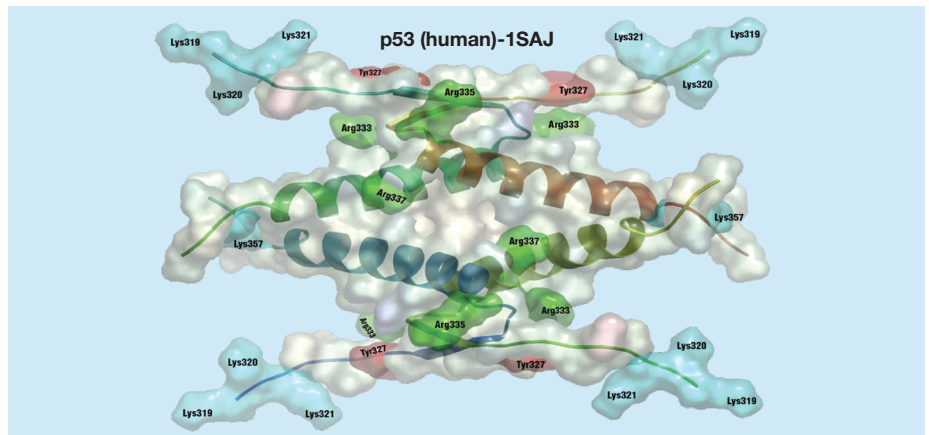
**50K**  
PROTEINS

**500K**  
MODIFICATION SITES



**50K proteins**  
**500K modification sites**

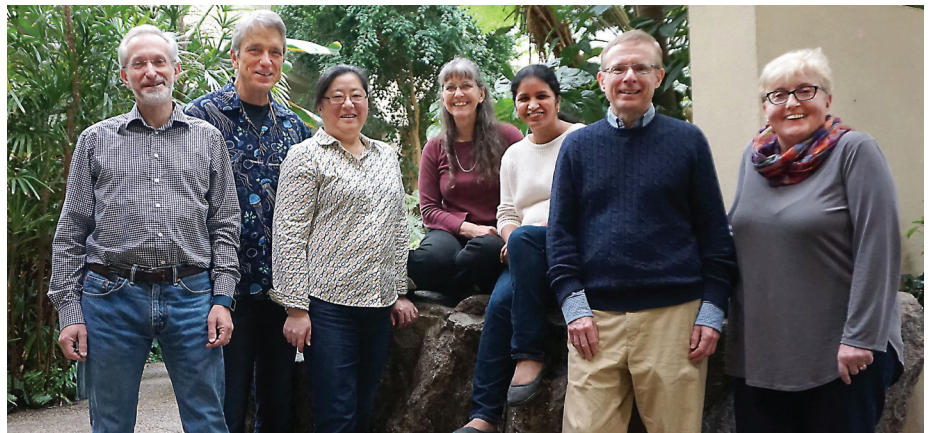
Curated from 22,000 articles



**300,000 users from over 120 countries**

PSP is a resource provided free of charge to scientists in academia and public research institutions. We view this as a win-win proposition for CST and for the community: CST is able to give back something of significant value to the research community, and the community gains valuable knowledge that enables and accelerates their research into cellular regulation in health and disease.

**Developed and curated by CST scientists since 2003**





# Our corporate values form the cornerstones that the **company rests upon.**

Our four core values are the basis for our decision-making, leadership, and culture. They are the principles that the company was founded on and continue to guide our path.

---

## **INNOVATIVE SCIENCE**

We believe in the power and promise of science to solve the challenges we face as a global community. Innovation and collaboration are the tools we use to advance life sciences.

## **BEST-IN-CLASS PRODUCTS**

We believe that, by empowering scientists and clinicians with best-in-class tools and an excellent customer experience, we can accelerate new discoveries that lead to a better understanding, diagnosis, and treatment of disease.

## **ENGAGED EMPLOYEES**

We believe in creating a stimulating environment that engages all employees, drives innovation, and fosters a culture of inclusion and respect.

## **SOCIAL AND ENVIRONMENTAL RESPONSIBILITY**

We believe that business must be more responsible by working in partnership with local communities, and seeking to minimize its environmental impact.



## Researchers have rated CST antibodies #1

in reproducibility, sensitivity,  
and specificity in two  
consecutive *Biocompare*  
reports over four years.



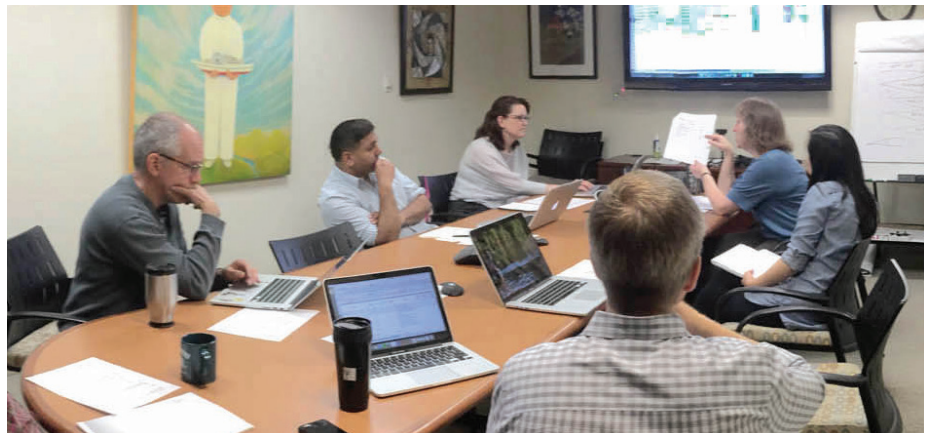
# 8%

above industry  
benchmarks for  
work/life balance

CST employees rank our  
work/life balance significantly  
higher than our competitors.

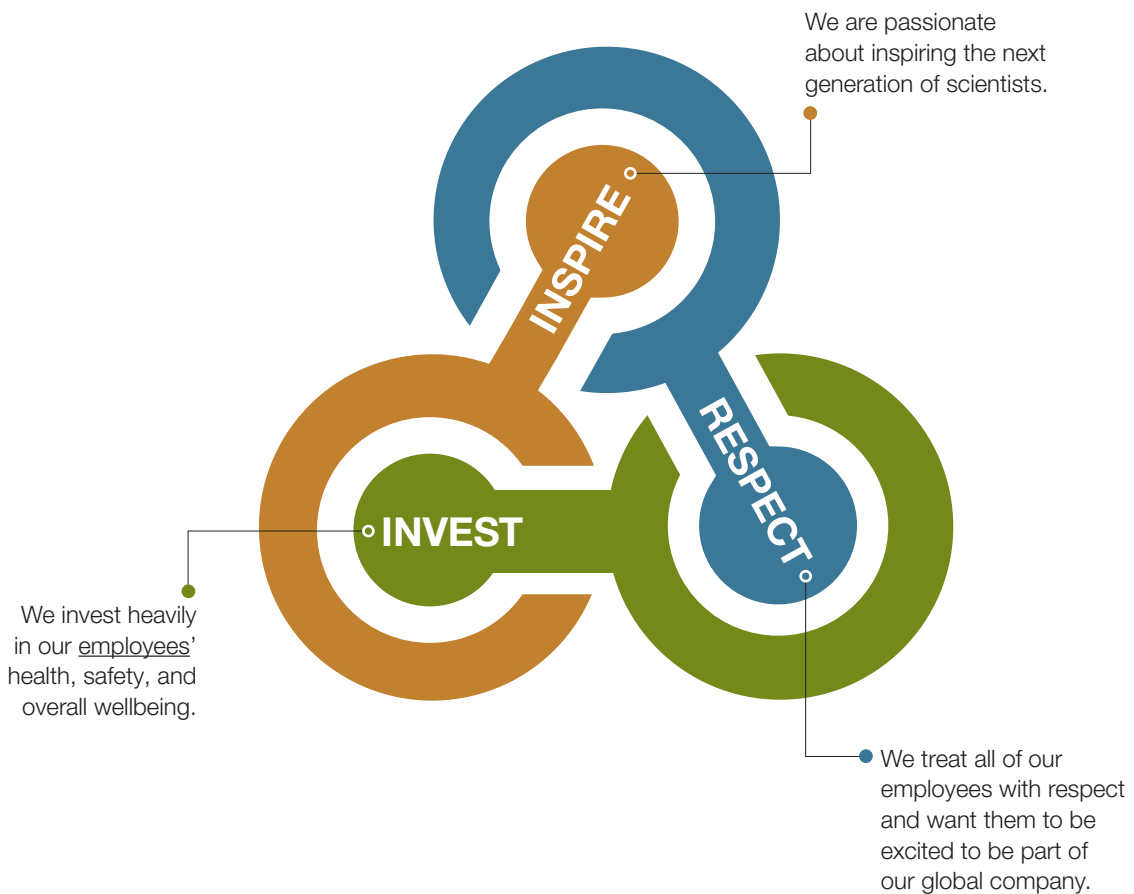
## Small Grants Program

Employee-led committees  
focus on improving science  
education in public schools, and  
strengthening our communities  
through social and environmental  
support.





Driven by our core values,  
CST strives to provide a  
**culture that appreciates  
its employees and the  
diversity of their ideas.**





# 21%

of our employees  
are based outside  
the U.S.



# 50/50

female/male ratio

## Investing in our global facilities

We are moving our Shanghai,  
China office to a larger, more  
modern state-of-the-art facility  
in 2018.





# Our employees are our most valuable resource.

We foster employee engagement by providing employees with generous benefits and programs that promote healthy lives, safe environments, career satisfaction, and the opportunity to give back to the communities in which we live.





# 7.2

average years  
of service

Low annual employee turnover.



# 2,155

hours of safety  
training in 2016

On an average, each  
employee receives 6 hours  
of safety training per year.

# 30%

employee mobility

Employees promoted or hired  
into new roles.





# We believe in educating, engaging, and supporting students.

Our employees love sharing their passion for science and technology with students in the community. We do this in a variety of ways, including partnering with the Gloucester Biotech Academy, offering science scholarships, supporting science teachers through our [Small Grants Program](#), and educating students via our Summer Internship Program.

## SCIENCE SCHOLARSHIP PROGRAMS

CST has partnered with six public schools in the North Shore of Boston to help identify some of the most underserved and promising high school students who have a passion for science, demonstrate high achievement, and plan on pursuing a 4-year degree in life sciences.

### Each year:

- CST awards \$40,000 in scholarships to students from public high schools in Lynn, Peabody, Salem, Danvers, Beverly, and Gloucester.
- Four juniors are selected and each is awarded a \$10,000 scholarship.

## INTERNSHIP PROGRAMS

Fostering mentorship, application-based learning, and a love of science are all part of the mission of [CST's internship program](#). Students interning with us are partnered with mentors in our Research & Development, IT, and Marketing departments.

### Each year:

- 40 students are hired for paid internships at CST.
- Each intern is assigned a hands-on project when they are hired, which they must complete and present their results to CST employees at a poster day, held at the end of the summer.
- Three top-performing summer interns are awarded \$2,000 scholarships and are recognized at one of our Town Hall company meetings.

**\$46K**  
**IN SCHOLARSHIPS**  
AWARDED YEARLY





## Summer Intern Poster Day

Interns present their project results to CST employees at poster days.

**“Immediately, I felt like I had a support system. Everyone in my department was so welcoming and always available for questions. By my second week at CST, I was already running my own experiments. By my third week, I was presenting our findings at group meetings.”**

Shannon Silva, CST Intern,  
2016 Science Scholarship Winner





# Our Small Grants Program allows philanthropic funding to be made by employee committees.

## SMALL GRANTS PROGRAM (SGP)

Dating back to our early years as a company, CST has maintained a commitment to investing in community organizations in the North Shore area of Boston. The SGP provides additional funding to local educational, social, and environmental organizations. The SGP allows CST’s philanthropic funding decisions to be made by three separate employee committees: the Education in Science Committee, the Green Committee, and the Community Grants Committee. Grants range from a few hundred dollars up to \$8,000 and are awarded twice a year. In both 2016 and 2017, the *Boston Business Journal* recognized CST as one of the top 100 most charitable contributors in the state of Massachusetts.

## EDUCATION IN SCIENCE COMMITTEE (EIS)

Focusing on improving science education in public schools, the EIS Committee awarded 27 grants to public school science teachers in nine cities and towns, helping them with additional resources that keep science fun and engaging. In the past 2 years, funding for EIS was increased allowing the committee to fully fund a larger number of proposals.

## GREEN COMMITTEE

The Green Committee serves as a voice for sustainability programs that help reduce CST’s environmental footprint. Additionally, the Green Committee members review grants that support regional environmental and educational nonprofits. 23 grants were funded, which covered a wide range of projects, from ocean acidification research, climate change education, a plastic bag ban, and a solar panel installation at an island museum.

## COMMUNITY GRANTS COMMITTEE (CGC)

CGC members provide important funding to a variety of social programs and services in our surrounding towns and cities. In 2016 & 2017, the CGC funded 30 projects from local nonprofits to support projects, that ranged from food security programs, improving access to the arts, summer camp scholarships, and homeless shelters.





## Change is Simple

Leads extracurricular educational programs in sustainability and environmental stewardship in regional elementary and middle schools.

CiS Cofounder, Patrick Belmonte.

CiS worked with students in Ipswich, Massachusetts, with funding from our EIS Committee in 2016 and 2017.



## Beverly Bootstraps

CST has supported this community organization in many ways since the founding of our Small Grants Program. In 2016, CST funded a grant for an adult education program.

CST employees Suzan Keezer and Kathleen Riley volunteered for Beverly Bootstraps' annual food drive.

## LEAP for Education

STEM enrichment education for underserved high school students.





## COMMUNITY INVESTMENT & ART

### LAB EQUIPMENT DONATIONS

CST first partnered with Seeding Labs in 2009 and continues to donate laboratory equipment, which has been delivered to support university science departments in South America, the Caribbean, Africa, and South East Asia. In 2016, CST donated science equipment with a fair market value of \$15,951 that was distributed to six universities, including Machakos in Kenya, pictured to the right.

### IN-HOUSE ARTIST EXHIBITS

CST hosts in-house art exhibits at our U.S. facilities. Works from regional and local artists are rotated between both buildings, producing three new exhibits year round. Informal “art talks” and receptions with featured artists allow CST employees to take a break from work and acknowledge the creative contributions that artists bring to our workplace and the community. Our long-term partnerships and support for Montserrat College of Art in Beverly, MA and RawArts of Lynn, MA strengthen CST’s commitment to the arts and arts education at a local level.

### CORPORATE SPONSORSHIPS

CST provides resources independent from the Small Grants Program to support special regional organizations and programs. In 2016, these sponsorships ranged from bike races, to ocean conservation programs, and support for local art schools. In addition to our corporate sponsorships, CST also matches employee donations of up to \$250 a year for qualified fundraising events, such as road races, dance-a-thons, and charity walks.



### HURRICANE HARVEY AND HURRICANE IRMA DISASTER RELIEF

September 2017 brought a string of hurricanes that devastated Houston Texas, the coast of Florida, and unparalleled damage to island nations in the Caribbean. In a matter of weeks, 100 CST employees were able to raise \$15,115 that the company matched dollar for dollar.





## Seeding Labs

Students at Machakos University in Kenya conduct an experiment on the effects of acids and bases on selected indicators with lab equipment donated by CST.



## Ipswich River Paddle-a-thon

CST has partnered with several environmental organizations through our small grants and corporate sponsorships. The Ipswich River Watershed Association is one of our strongest partnerships. Together, we support their mission to protect water for fish, wildlife, and people for generations to come. In addition to CST's annual sponsorship, we supported their annual Paddle-a-thon fundraising event in 2016 & 2017.

## Rotating art exhibits

"The commitment CST makes to supporting the arts resonates deeply with me. I love that local artists are invited to showcase their work and share their vision with the CST community. It is the perfect intersectionality of mutual enrichment, creativity, and innovation."

-Wendi Yang, CST Scientist & Art Editor





# Our volunteer program brings passion, energy, and service to Boston's North Shore communities.

## EMPLOYEE VOLUNTEER PROGRAM (EVP)

All our full-time employees are eligible for one volunteer day with pay each year. This means that those who volunteer after work or on weekends are eligible to log up to 8 hours of leave. We are proud of the growth of our EVP, which is expanding in terms of overall volunteer hours, number of organizations that benefit, and greater participation from our international offices. Furthermore, many of the organizations that our employees volunteer with are also recipients of our Small Grants Program. This gives CST the opportunity to see the “full circle,” from grant funding to direct aid and assistance.

### 2017 Program Stats:

- 1,691 hours/211 days
- 70 organizations benefitted
- 77% U.S. employee participation  
(up compared to 49% from last year - same comparison)
- 269 unique employees participating in the U.S. - many have volunteered for multiple organizations
- 64% participation if you count worldwide participation

**77%** U.S. EMPLOYEE PARTICIPATION } 2017 VOLUNTEER PROGRAM



77%

U.S. employee participation in 2017



64% participation worldwide

70

organizations benefitted



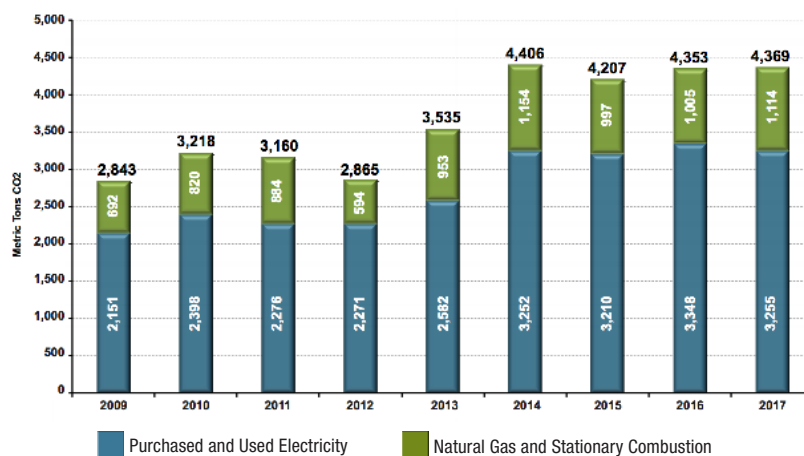


# CST endorses UN Paris Climate Accords.

In January 2017, CST endorsed a long-term plan to meet the Paris COP21 climate change goals by reducing our greenhouse gases (GHG) by 3% annually. This goal aligns with the UN's Science-Based Targets initiative, and the World Wildlife Fund endorses the "3% Solution" as a program to help companies work together to reduce CO<sub>2</sub> by 1.2 gigatons from 2010 levels.

To meet the 3% goal, CST will need to reduce our energy consumption by 215,070 kWh a year, which would result in 135 metric tons of CO<sub>2</sub> being kept out of the atmosphere. Our sustainability team has identified several projects to reach this energy target, from facilities-wide changes to HVAC and lighting, to greening business operations, and funding alternative energy projects.

## CST's Historical GHG Emissions



## LONG-TERM GOALS

In line with our growing commitment to climate change, we've taken bold steps to create targets for reductions in our overall ecological footprint. Our solar installation at both facilities and installation of LED lighting represents taking bold action to reduce our energy use, which curbs our GHG emissions. Our other long-term environmental goals are listed on the opposite page, and the target reductions by year 2025 were set in reference to our 2014 consumption levels.

## GREEN COMMITTEE

Dating back to the early years of the company, the Green Committee brings together cross-departmental perspectives on the environmental impact of our U.S. facilities. We share a central vision to minimize our ecological footprint through quarterly meetings that help shape sustainability initiatives for our business operations.



We refer to the UN's Sustainable Development Goals for guidance in our long-term environmental targets

**2025 CST Long-Term Environmental Goals:**

- Waste to landfill: 0%
- Water reduction: 20%
- Energy reduction: 15%
- Transportation reduction: 10%



**Solar installation**

In 2017, we finished construction of two rooftop photovoltaic solar arrays at our U.S. facilities. The arrays will provide:

- Total: 254,332 kWh**
- Beverly: 175,291 kWh = 4.9% facility use
- Danvers: 75,849 kWh = 1.7% facility use

**LED installation**

We saved 168,588 kWh by installing LED lighting in our Beverly, Massachusetts production facility. LED lighting has an estimated 50,000 hours of bulb life compared to 6,000 hours for standard compact fluorescents. The energy savings from this project meets 78% of our 2017 GHG goal.





### WASTE STREAM MANAGEMENT

We have a longstanding commitment to minimizing our waste footprint by selecting biodegradable packaging for our products, embracing single stream recycling, and ensuring that our catering and lunch areas are stocked with 100% compostable cups, plates, napkins, and other paper goods. In 2016 we set a long term goal of zero waste to landfill by 2025 for our U.S. Facilities. This goal may be close to completion, as our nonrecyclable waste is currently processed in a waste-to-energy plant.

In the process of improving our composting efforts, we've seen our price for compost reduce to \$0.06 per pound, which is roughly one-third of the price we pay for trash removal. Since 2010, CST has composted 987,710 lbs of compost based on data up to July 2017. These materials are composted locally, and some of the cafeteria waste comes back to CST as nutrient-rich soil that we use in our [community vegetable gardens](#).

### EMPLOYEE-LED INNOVATION CHALLENGES

Our 2016 innovation challenge focused on company-wide paper savings, because it created a visible and measurable target and allowed for participation across all departments. Through the promotion of paperless pay stubs with HR, 57% of our employees now have paperless paycheck stubs based on data up to August 2017.

The main "challenge" for sustainability was a competition between the Trask and Tozer U.S. facilities to see which one could have a larger reduction of printer paper based on normalized values. At the end of the challenge, we saw a combined 18% reduction in printer paper with a savings of 15,000 sheets, which is the equivalent to 1.8 trees. We look forward to using the innovation challenge again as a model to bring about new sustainability projects in our ever changing workplace.

### GLOVE RIGHTCYCLE AWARD & UPDATE

On August 8th, 2017, Kimberly-Clark Professional awarded CST with the Chelsea Santucci Greenovation Award for our commitment to sustainability.

Since implementing the [RightCycle Program](#) in 2014, CST has made six glove shipments, estimating a total of 417,647 gloves (7,100 lbs). This wouldn't have been possible without the day-to-day cooperation and dedication of employees working in our labs who dispose of non-hazardous nitrile gloves in the RightCycle boxes.



## Responsible marketing

We strive to use the highest percentage of recycled post-consumer paper products for our marketing and packaging materials that are Forest Stewardship Council (FSC) certified. Our products are shipped in coolers made from cardboard, mineral rock slag wool, and biodegradable plastic.



## COMPOSTABLE KITCHEN WARE



## Single stream recycling and composting

We consolidated paper and cardboard with glass, metal, and plastic recycling for a single stream program similar to household recycling in many Massachusetts communities. We now have a tri-color system for waste management in break areas, conference rooms, and cafeterias. CST has composted 987,710 lbs of compost since our program began in 2010.

## RightCycle program

Since 2014, we have recycled an estimated 417,647 gloves (7,100 lbs).







In 2016 & 2017, we offset 389,429 vehicle miles, the **the equivalent to flying from Boston to Shanghai 53 times.**

**ALTERNATIVE TRANSPORTATION PROGRAM**

Founded in 2011, CST's Alternative Transportation Plan (ATP) uses financial incentives and the ability to earn two bonus "green days" off work to promote alternative transportation options. In 2016 & 2017, U.S. employees who carpoled, walked, biked, jogged, or took public transportation to work helped lower our carbon emissions by 115 metric tons. This is a positive step toward our annual goal of 3% GHG reduction outlined in our commitment to meeting Paris COP21 climate targets.

**Here are the incentives we currently offer to our alternative commuters:**

**GREEN DAYS**

Employees who carpool, take public transportation, cycle, walk, or ride a motorcycle to work, can earn up to two additional vacation days per year, called "green days."

**ELECTRIC VEHICLE CHARGING STATIONS**

EV charging stations at both U.S. facilities provided 10 electric cars with 11,532 kWh of "fuel" from January 2016 to the time of reporting in August 2017.

**PUBLIC TRANSPORTATION**

Employees who commute via public transportation (often in conjunction with biking and walking) are eligible for a 50% subsidy of their monthly commuter rail costs. In 2016, this benefit was extended to cover 50% of the costs for ridesharing apps as well.

**LEFE VEHICLE BONUS PROGRAM**

Employees who purchase Low Emissions Fuel Efficient (LEFE) vehicles have access to preferred parking and qualify for a \$1,000 subsidy for a new electric vehicle or automobile that gets over 45 MPG.

**COMMUTER-FRIENDLY FACILITIES**

Our U.S. facilities include showers, lockers, bike pumps, and indoor bike parking.



### Four-person carpools

from Maine and New Hampshire saves around 126,360 miles per year. Their daily commute to our Beverly, Massachusetts facility is 90 miles.



### Cell Cyclers win statewide Bike Week

After a week of pedaling in the grueling heat of 90-degree days, CST's "Cell Cyclers" held onto their 1st place lead in the Mass-Commuter Bicycle Challenge. In direct competition with companies across the state, CST's team of 31 Cell Cyclers logged 2,095 miles which, was enough to lead us to victory for the division of companies with fewer than 500 employees. Thanks to everyone who biked to work!



### Electric vehicle and fuel efficiency program

Since 2012, CST has provided financial incentives for 32 employees who have purchased low emission fuel efficient (LEFE) vehicles. In the past 3 years, 42% of these bonuses have been for electric vehicles, and we expect that trend to rise.







### FROM OUR CSR DIRECTOR

The power of science will be essential in solving the serious challenges humanity and the planet face in the future. Science is our passion, but at the same time, each one of us needs to be more mindful of how our daily actions affect each other, and the health of the planet. In the wake of the federal administration abandoning responsibility for climate solutions, CST has maintained a steady course to a more sustainable future. This is seen in our formal commitment to meet the Paris COP21 climate change goals. On Earth Day in 2017, over 50 CST employees participated in Boston's "[March for Science](#)," along with tens of thousands of others who demonstrated their commitment and support for science, and a healthy planet. In 2018, CST will add a quarter of a million kilowatts of solar power to help run our U.S. facilities. We are also defining long-term goals to reduce waste, water consumption, and energy use, and we are taking steps to improve our Alternative Transportation Plan.

In 2017, over 77% of our U.S. employees were engaged in community service that assisted 70 local organizations. Our international employees are also becoming more involved as they develop some of their own CSR and green initiatives. In the past 2 years, CST has received an award for being one of the top 100 most charitable companies in Massachusetts. Our Small Grants Program, CST Science Scholarships, and the Internship Program, continue to build new partnerships with local nonprofit organizations and schools that improve and strengthen our communities.

As a private, family-owned company, CST is not captive to the bottom-line interests of shareholders. Instead, we can control and shape our corporate culture and develop a business based on triple bottom line economics that values people, planet, and profit. In the coming decades, the private sector has a huge opportunity in shaping the kind of planet we all want to live on. Although we are only one small company, we hope that through the course of this report, we are able to demonstrate creative ways to promote economic growth, while also maintaining high standards of social and environmental responsibility.

David Comb  
Director of Corporate Social Responsibility







## March for Science

Over 50 CST employees joined the international “March for Science” held on Earth Day in April 2017. CST provided a charter bus to take employees down to Boston for the rally, where they gathered to show solidarity for scientific integrity and opposition to proposed budget cuts that would affect everything from elementary science education to international global warming regulation. While it wasn’t the sunniest day for an outdoor event, the cold weather didn’t dampen spirits, as CST employees joined independently organized science marches that departed from universities and community organizations across Massachusetts to march on Boston Common.

## Earth Week at CST

In 2017, CST planned an entire week’s worth of Earth Day events. Among the presenters were a group of young women from the Girls Inc. of Lynn Beach Sisters Program, who brought 8th–11th grade students on a tour of our labs, where they learned about applied life sciences and how our products are created. The Conservation Law Foundation also participated with a lecture on environmental legislation and preparing for sea level rise in the Greater Boston Area.



**INTERNSHIP AND SCHOLARSHIP PROGRAMS**

See page 14 for information on our Internship and Scholarship programs.

<b>Science Scholarship</b>	<b>HIGH SCHOOL</b>	<b>COLLEGE/UNIVERSITY</b>	<b>DEGREE PROGRAM</b>
<b>2017 Scholarship Recipients</b>			
Eleanor Seyfried	Salem HS	UMASS Amherst	
Brandon Rivera	Gloucester HS	North Shore Community College	
Kalista Kyslowsky	Peabody HS	UMASS Amherst	
Kathy Nguyen	Lynn Classical HS	Suffolk	
<b>2016 Grants Recipients</b>			
Ismael Aquino	Lynn Classical HS	Hamilton	
Trevor Liimatainen	Salem HS	Syracuse	
Shannon Silva	Peabody HS	UMASS Amherst	
Jonathan Denman	Gloucester HS	UConn	

**SMALL GRANTS PROGRAM (SGP)**

See page 16 for information on our SGP Committees.

<b>Education in Science</b>	<b>PROJECTS FUNDED</b>	<b>AWARDED</b>
<b>2017 Grants Recipients</b>		
Beverly HS	pH Probes, Spirometers, Magnetic Stirrers, Anatomy Models	\$4,280
CCC/BSD	STEAM Maker Stations & Kits	\$2,735
Centerville Elementary, Beverly	Garden Shed to Store Science Equipment	\$317
Cove Elementary	Vernal Pool Project	\$1,200
Danvers HS	Mini PCR System, Agarose Gel Kits, Balances	\$7,741
Gloucester Education Foundation	Climate Change & Coastal Communities Educational Program	\$5,140
Gloucester Elementary Schools	Kit-Based Science Program Supplies	\$3,750
Gloucester HS	Science Lab Water Purification Systems	\$5,015
Hamilton Wenham Regional HS	Digital Microscope	\$1,549
Hannah Elementary, Beverly	Science from Scientists Program	\$7500
Manchester Essex Regional HS	Wireless Pasco CO <sub>2</sub> Sensors, Probes	\$3,500
Pathways for Children	STEM Works Field Trips & Educational Materials	\$6,000
Salem HS	Chromebooks and Licenses	\$6,783
Thomas Carroll Elementary, Peabody	Science from Scientists Program	\$7,500
<b>2016 Grants Recipients</b>		
Ayers Ryal Side Elementary	Lego Education	\$1,970
Beverly Education Foundation	Science Fairs and Science Night	\$1,200
Beverly High School	Biotechnology Tools	\$4,114
Beverly School for the Deaf	Stereomicroscopes & Eyepieces	\$3,280
Briscoe Middle School	Field Trip Harvard Natural History Museum	\$1,800
Centerville Elementary	Equipment Outdoor Habitat Exploration	\$1,000
Cove Elementary School	Change is Simple Env. Education	\$7,500
Gloucester Education Foundation	Equipment Study Microbial Organisms	\$6,418
Hannah Elementary School	Science from Scientists Program	\$7,500
Masconomet Education Foundation	STEM Lab	\$5,000
Pathways for Children	Maritime Gloucester STEM Enrichment	\$6,000
Peabody Public Schools	Science from Scientists Program	\$7,500
Salem High School	Virtual Reality Modern Lab Technology	\$5,000



<b>Green Committee</b>	<b>PROJECTS FUNDED</b>	<b>AWARDED</b>
<b>2017 Grants Recipients</b>		
Appalachian Mountain Club	Bay Circuit Trail Boardwalk Construction	\$8,000
Change is Simple	North Beverly Elementary School Env. Education	\$4,000
Friends of Northshore Education Consortium	Outdoor Adventures Program	\$5,000
Gloucester Meeting House	Climate Change Curriculum	\$8,000
Lynn School For Girls	Beach Sisters Marine Ecology Program	\$8,000
Mystic River Watershed Association	Herring Education and Monitoring Project	\$7,000
New England Aquarium	Live Blue™ Service Corps	\$5,300
Salem Sound Coastwatch	Living Marine Touch Tank	\$5,250
Sea Run Brook Trout Coalition	eDNA Brook Trout Study	\$5,000
Seaside Sustainability	Rockport Plastic Bag and Styrofoam Ban	\$8,000
Supportive Living	Handicap Access to the Outdoors	\$5,000
<b>2016 Grants Recipients</b>		
EcoLogic	Fisheries Protection in Belize	\$4,500
Friends of Endicott Park	Nature Welcome Center	\$4,500
Friends of Northshore Education Consortium	Nature Trips for Handicap Youth	\$4,000
Girls Inc. of Lynn	Beach Sisters Marine Ecology Program	\$8,000
Gloucester Meeting House Foundation	Climate Change Curriculum	\$5,000
Green Topsfield/Change is Simple	Elementary Env. Education Curriculum	\$4,000
Kestrel Educational Adventures	Get Outside Center	\$4,000
Salem Sound Coast Watch	Ocean Acidification Lab; CST Donated Equipment	\$2,000
Strongwater Farm Therapeutic Equestrian Center	Composting Program	\$8,000
Thacher Island Association	Solar Panels for Island Museum	\$8,000
Whale Center of New England	Renovations to Whale Center	\$8,000

<b>Community Grants Committee</b>	<b>PROJECTS FUNDED</b>	<b>AWARDED</b>
<b>2017 Grants Recipients</b>		
Beverly Bootstraps	Reusable Bags and iPads	\$3,975
Boys & Girls Club of Greater Salem	Summer Camp Scholarships	\$2,000
Cape Ann Food Pantry	Summer Meals for Kids	\$5,450
Catholic Charities North	Lynn Food Pantry	\$3,500
Citizens Inn	Computer Lab for Homeless Housing	\$5,679
Express Yourself	Arts Immersion for Youth w/Mental Illness	\$4,000
Greater Beverly YMCA	STEM Lab at New Education Center	\$2,590
LEAP for Education	Media Equipment Upgrades	\$2,500
Lynn Shetler Association	Healthy Food for Homeless Clients & Day Enrichment	\$7,200
Mass Coalition for the Homeless	A Bed for Every Child Initiative	\$5,000
Period Partners	Distribution of Menstrual Products	\$3,500
Plummer Youth Promise	Furniture for Group Home & Supported Apartments	\$4,788
Root NS, Inc.	Culinary Uniforms, Safe Serve Certification & Chromebooks	\$8,000
The Food Project	West Lynn Farmers Market	\$4,000
The Haven Project	Access Point	\$5,540
Wellspring House	Mediclerk Technology and Promotion	\$5,581





**Community Grants Committee**

**PROJECTS FUNDED**

**AWARDED**

2016 Grants Recipients		
Beverly Bootstraps	Adult Education Materials	\$7,272
Building a Better Beverly Express Yourself	Summer Literacy Programs	\$3,000
Citizens for Adequate Housing	AED Emergency Equipment	\$2,490
Harborlight Community Partners	Family Housing Renovations	\$3,100
Healing Abuse Working for Change	Emergency Shelter for Victims of Domestic Violence	\$3,000
LEAP for Education	Technology Upgrades	\$2,500
Mass Coalition for the Homeless	A Bed for Every Child Initiative	\$5,000
Peabody Institute Library Foundation	Creativity Workshops	\$1,800
Plummer Home for Boys	Group Home Improvements	\$5,000
Supportive Living	Therapeutic Horticulture Program	\$4,500
The Food Project	Alleviate Hunger	\$8,000
The Haven Project	The Access Project	\$3,000
Wellspring House	New Computers for Adult Learning	\$4,080
Wenham Museum	Mechanical Toy Exhibit	\$7,260

**COMMUNITY INVESTMENT & ART**

See page 18 for information on our Corporate Sponsorships.

**Corporate Sponsorships**

**PROJECTS FUNDED**

**AWARDED**

2017 Sponsorships		
Building a Better Beverly	Annual Sponsorship	\$5,000
Change Is Simple Inc.	Hosted Annual Fundraiser at CST	\$5,000
Conservation Law Foundation	New England Marine Conservation	\$5,000
Creative Action Institute	Art Sponsorship	\$5,000
Essex County Greenbelt Association	Tour De Greenbelt, Bike Ride Fundraiser	\$2,500
Essex County Velo	Gran Prix of Beverly, Corporate Sponsorship	\$2,000
Ipswich River Watershed Association	Annual Corporate Sponsorship	\$10,000
Ipswich River Watershed Association	Paddle-A-Thon Fundraiser	\$5,000
JDRF Walk for Diabetes	Employee Matching Funds	\$500
LEAP for Education	Science from Scientists Program	\$2,500
MassCommute	Bike Week Bronze Sponsorship	\$1,000
Montserrat College of Art	Artrageous Art Auction	\$5,000
Raw Art Works	Bash Party Sponsorship	\$5,000
Seeding Labs	Visiting Scientists Lecture & Annual Fundraiser	\$1,000
2016 Sponsorships		
ALS Vermont	Corporate Sponsorship	\$1,000
Art Bridge	Corporate Sponsorship	\$1,500
Beverly YMCA	Summer Literacy Program	\$5,000
Change Is Simple Inc.	Hosted Annual Fundraiser at CST	\$5,000
Conservation Law Foundation	Cashes Ledge Conservation Support	\$5,000
Conservation Law Foundation	Speaker Stipend	\$1,000
Creative Action Institute	Corporate Sponsorship Fundraising Event	\$5,000
Creative Action Institute	Corporate Pledge for Leadership Training	\$1,000
Eco Logic	Earth Week Speaker Stipend	\$1,000

**Corporate Sponsorships****PROJECTS FUNDED****AWARDED****2016 Sponsorships**

	PROJECTS FUNDED	AWARDED
ECCF	Toast to Trailblazers Sponsor Event	\$150
Essex County Greenbelt Association	Tour De Greenbelt, Bike Ride Fundraiser	\$5,000
Essex County Velo	Gran Prix of Beverly, Corporate Sponsorship	\$2,000
Foster Parrots	Annual Fundraiser	\$2,000
Friends of Endicott Park	Corporate Sponsorship	\$5,000
Gloucester High School	Student Sustainability Conference	\$400
Ipswich River Watershed Association	Annual Corporate Sponsorship	\$10,000
Ipswich River Watershed Association	Paddle-A-Thon Fundraiser	\$5,000
LEAP for Education	Great Expectations Fundraiser	\$5,000
MassCommute	Bike Week Bronze Sponsorship	\$600
Montserrat College of Art	Artrageous Art Auction	\$5,000
Raw Art Works	Bash Party Sponsorship	\$5,000
Seeding Labs	Visiting Scientists Lecture & Annual Fundraiser	\$2,500
Trout Unlimited	Event Sponsorship	\$280

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

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