In 2015, we launched a new set of sustainability goals for our South San Francisco campus on the heels of our achievements during the previous 5 years. These goals, to be achieved by the end of 2020 relative to our 2010 performance, reflect an evolution in our approach – they more fully capture our environmental footprint and take into consideration science-based models for goal setting. The four areas of focus are: Energy, Transportation, Water and Waste.

**2020 Goals**

**Energy**
By 2020 our goal is to reduce CO₂ emissions from our onsite energy use by 30% compared to 2010. This goal was set in alignment with the significant reductions that climate scientists indicate are necessary to limit the adverse impacts of climate change. We are currently ahead of this goal, with 42% lower CO₂ emissions since 2010, as a result of continued reduction in energy use, an onsite solar installation that is one of the largest in the Bay Area and an increase in purchased clean energy. In 2019, 82% of the electricity we used was generated from renewable, zero carbon sources including solar, wind, and hydropower.

**Transportation**
Our 2020 goal is to reduce CO₂ emissions from transportation activities by 10%. At Genentech, transportation activities include commuting, air travel and our commercial sales fleet. Emissions from these activities have decreased by 22% since 2010, and we are implementing a number of initiatives designed to reduce transportation impact, such as adding electric buses to our gRide commute program, fleet fuel efficiency improvements and steps to raise employee awareness about their collective and individual air travel impacts.

We are committed to converting our sales fleet of >1,000 vehicles to electric vehicles (EV) or plug-in hybrid and at least 50% of our mid-size onsite fleet vehicles to EV or plug-in hybrid. For our employees in South SF, we plan to expand our EV charging provisions and convert the majority of our commuter buses to electric by 2030. We are proud to be the first company in the world to have double-decker electric commuter buses. In addition to providing sustainable private transportation solutions, we are committed to enabling access to public transit for our employees and employees within the biotech hub in which we’re located. Lastly, we have joined the Climate Group’s EV100 and Ceres Corporate Electric Vehicle Alliance to work with other organizations and accelerate collective action towards a more sustainable transportation future.
We are thinking creatively about waste as a resource – expanding our internal materials re-use program, partnering with local institutions to donate raw materials we no longer need, and collaborating with other companies in the Bay Area on zero waste opportunities, including through our involvement in the Business Council for Climate Change Zero Waste working group.

**Green Genes**
Promoting green practices is a goal our employees live by every day. They are the force behind every initiative, big and small, to create a better future for the communities where we live and work. Established in 2004, Green Genes is our largest employee club and has increased each year through the growing interest and awareness of our employees. At the end of 2019, it had nearly 4,000 members. Green Genes partners with senior leadership through our Sustainability Council to help develop and assess environmentally-friendly policies and practices. We also offer a variety of learning and engagement opportunities for Green Genes members such as themed months to learn about a specific subject, becoming a Green Guide to be a sustainability resource for colleagues or team leadership roles for a topic of interest aligned to our focus areas of energy, transportation, water and waste.

**Green BioPharma**
Our science-based approach to sustainability is evident in our Green BioPharma program, which focuses on the environmental impact within our labs. Every day, we embed sustainability into our scientific work. Our employees’ efforts in this program are creating recycling initiatives for non-standard materials, sourcing more environmentally-friendly chemicals and reducing our energy consumption.

**Water**
At our South San Francisco headquarters, manufacturing is the biggest contributor to our total water use. By 2020, our goal is to reduce total water use by 20% compared to 2010. In 2019 we used 56 million gallons less than in 2010, a 17% reduction, thanks to efforts to use water more efficiently and to internally recycle water. Water saving initiatives including internal treatment and direct reuse of reverse osmosis reject water in our cooling towers and boilers, greywater reuse, upgrading of equipment, drought-tolerant landscaping and irrigation reduction measures.

**Waste**
By 2020, our goal is to achieve an 80% reduction in waste to landfill per employee compared to 2010. Despite a significant shift in the international plastics recycling market, we have succeeded in reducing waste to landfill per employee by almost 60% since 2010. In 2019, our efforts included engagement with our internal teams and onsite vendors to reduce food waste, and new infrastructure to improve employee sorting. We successfully diverted 4.7 million pounds of compostable material and 4.4 million pounds of recyclables in 2019.

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