



*brewer science*

# 2022

## CORPORATE SUSTAINABILITY REPORT



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**Core Purpose:** To better the world through continuous innovation and servant leadership; being a consistent industry leader, thought leader and community leader—creating value for everyone.

## Welcome to our 2022 Corporate Sustainability Report.

We continue to refine this report to ensure transparency with customers, partners, and employees. Now, we have decided to continue to build off this report and to further expand on it to remain transparent with our customers, partners, and employees. Inside this report, you will find the same sustainability information you always have, as well as more information about why we are a company of the people, by the technology, for the customer, to achieve fulfillment.

# COMPANY OVERVIEW



### Our Company

Brewer Science is a global leader in developing and manufacturing next-generation materials and processes that foster the technology needed for tomorrow. Since 1981, we've expanded our technology portfolio within advanced lithography, advanced packaging, and printed electronics to enable cutting-edge microdevices and unique monitoring systems. Our relationship-focused approach provides outcomes that facilitate and deliver critical information.



### Our Culture

The employees of Brewer Science are committed to an environment that fosters innovation, diversity, and professional development. Our customers' long-term success is important to us, and we pride ourselves in exceeding their expectations with our personalized care and commitment.

### Our Brand

Our brand personality is directly linked to our core values. The intangible elements that our hawk logo symbolizes—freedom, beauty, and harmony—make the hawk a visual representation of Brewer Science. When our customers think of Brewer Science, they think of our trustworthiness and commitment to our business. They know that we are working for them tirelessly and leading the way into the next generation. We are valued for our diversity and our belief that we are more than the sum of our parts. As a team, we are all committed to being leaders in our industry and for returning more to the world than we take.

*A company of the people, by the technology, for the customer, to achieve fulfillment.*

### Our Locations

Brewer Science is currently headquartered in Rolla, Missouri, but we offer support all throughout the world.

#### North America

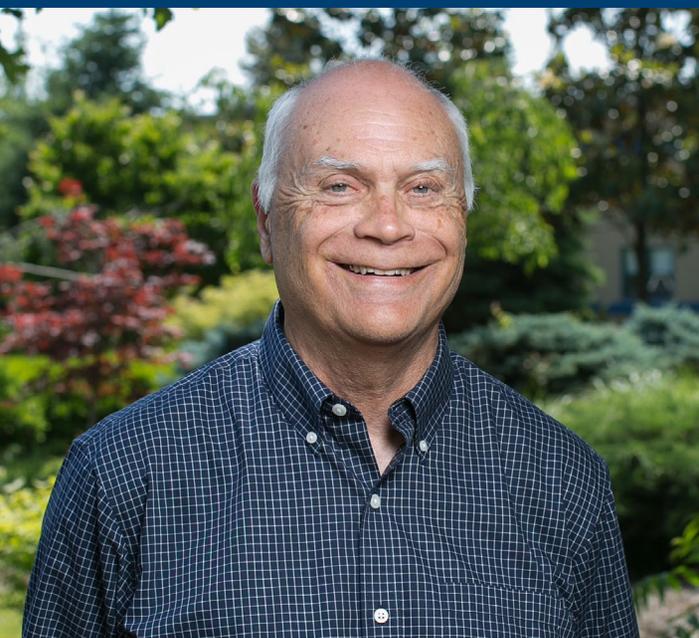
- California
- Colorado
- Massachusetts
- Missouri
- Texas
- Washington

#### Europe

- United Kingdom
- France
- Belgium
- Germany

#### Asia

- Hong Kong
- South Korea
- China
- Taiwan
- Japan



Our corporate vision, “Of the People, By the Technology, For the Customer, To Achieve Fulfillment,” continues to direct our business practices at Brewer Science. Our integrated quality, environmental, and safety management system has fulfilled this vision by providing programs to provide a safe, healthy workplace environment for our employees, sustain and improve the environment in which our company operates, and provide high-quality, industry-leading materials that enable our customers to succeed. We are humbled by the many years of support and commitment from our customers, partners, suppliers, and community. Our mission to continuously improve our global footprint to the benefit of our employees, community, and customers, adding unexpected value throughout the world, has allowed us to earn B Corp™ certification.

# LETTER FROM OUR EXECUTIVE CHAIRMAN

Brewer Science has been externally reporting environmental, safety, and health performance annually since 2006. We provide this report to interested parties to better communicate the continued importance we place on safety, employee wellness, environmental, and social responsibility, and the value they bring to our employees, and our community.

Brewer Science has managed to sustain another successful year while working in an environment that continued to produce uncertainty, stress, and trauma due to the ongoing effects of the COVID-19 pandemic. We remain with our number one priority of keeping our employees safe and protected. We continue strong measures to assure the safety and health of not only our employees but our community, customers, and suppliers as well. We are incredibly proud of our employees’ dedication, strength, sacrifice, and compassion to put others before themselves.

Brewer Science is very proud to announce that we have earned the GreenCircle Certified for Zero Waste to Landfill for the seventh consecutive year. Brewer Science is the only company in the semiconductor and microelectronics industry to achieve this certification, and only one of ten companies worldwide to be recognized. The Zero Waste

to Landfill certification from GreenCircle is one of the most difficult sustainability certifications to meet. GreenCircle will only certify an organization if 100% of the materials leaving the facility are intended to be diverted from landfill.

Brewer Science employees enjoy supporting local non-profits each year to connect the company values to their passions. On an annual basis, employees collect donations for local community needs. This year, employees organized seven different fundraisers raising over \$6,000, including one fundraiser in the United Kingdom for Grove Cottage, a non-profit group that organizes social and educational opportunities for individuals with learning disabilities.

We continually seek ways to improve and always welcome feedback. It is our sincere desire that these efforts will have a positive impact on the overall health, safety, security, and environment of the global communities that we influence. Additional information can also be obtained from our [website](#) or our [Going Green page](#).

**Dr. Terry Brewer**  
Executive Chairman

# HIGHLIGHTS

Brewer Science is proud of the results our efforts have had on our internal and external communities. Key outcomes for 2021 of our improvement programs include:



We received the GreenCircle, LLC "Zero Waste to Landfill" Certification for seven consecutive years



We strengthened our Employee Assistance Program (EAP) in 2021, providing an outstanding and healthy program. Our EAP provides employees with online trainings, websites, relevant webinars, health assessments, etc.



By working with the City of Rolla, the Ozark Rivers Solid Waste Management District, the Missouri Department of Natural Resources, Meramec Regional Planning Commission, and the Phelps County Commission, Brewer Science provides area residents with community collections that have enabled Phelps County to properly dispose of over 1 million pounds of waste over the past 12 years. In 2021, community collection of tires, household appliances, and electronics resulted in diverting 90,820 lbs of residential material from landfills.



We continue to be below the average OSHA® recordable injury rate for our industry.



In 2021, we were extremely proud to be acknowledged again as a Top Workplace through our partnership with Energage and their annual employee survey tool.



Vichy, MO manufacturing facility utilizes geothermal technology.



Reduction in Water and Electricity Usage: Through Facilities Sustainability Projects, the facility sustainability and facility upgrades have reduced energy consumption by 1.7M kWh and water consumption by 1.16M gallons/yr in 2021. 1.7M kWh equates to 1205 metric tons of carbon emission, or a passenger car driving 3M miles!



Utilization of the Community Service Leave Policy enables employees to serve the community during work hours. We also supported our employees with special leave and support during the Covid-19 pandemic.



The continued effective use of 5S, Virtual Gemba Walk, and Scrum continuous improvement programs have continued throughout our facilities.



Brewer Science became a Certified B Corporation™, which exemplifies our commitment to our mission to continuously evolve our global footprint to the benefit of our employees, community and customers, adding unexpected value throughout the world. Earning the prestigious B Corp Certification recognizes the company's and stakeholders' efforts in not only being a world-class manufacturer but by having ethics and social responsibility in mind as we do it. As a Certified B Corporation, we have data and statistics ensuring we are 'walking the walk' and achieving the highest standards of social responsibility.

These achievements are testaments that the global safety, wellness and environmental policies we enact educate our employees, improve their well-being and continue to make Brewer Science an environmentally friendly leader and socially responsible member of the community.

# AWARDS & RECOGNITION

## Local

2012 - Ozark Rivers Solid Waste Management District: Dedication to the environment in the Ozarks Rivers Region

2012 - Award of Congratulations from SAFE Rolla for recognizing the importance of protecting the health of workers and our community

2014 - Safety Council of the Ozarks, Les Reynolds Million Hour Award

## State

2014 - Safety Excellence Award from the Missouri Association of Manufacturers

2012-2013, 2015-2021 - "Top Workplace" by the St. Louis Post-Dispatch

2016 - "Sustainability Leadership Award" from the Missouri Association of Manufacturers

2018, 2020, 2021 - Outstanding Exporter for the State of Missouri

2021 - Missouri State University Founders Medallion

## National

2016-2021 - GreenCircle, LLC "Zero Waste to Landfill" Certification

2017 - FLEXI Award for Technology Leadership in Education Award

2017 - Supplier of the Year Award from 3D InCites

2018 - Front End Perfect Quality Platinum Award from ON Semiconductor

2019 - ON Semiconductor Quality Award

2021 - Preferred Quality Supplier Award by Intel

2021 - Brewer Science recognized as a Certified B Corp

2021 - Top Workplace USA by Energage

2021 - ISO 45001: 2018 Certification by Bureau Veritas Certification SAS

# HSSE PERFORMANCE INFORMATION



Brewer Science recognizes its responsibility to conserve natural resources while providing safe, secure, and environmentally responsible solutions for customers throughout the world. For this reason, the Integrated Management Systems based on the requirements of the ISO® 14001 and ISO® 45001 standards are maintained. A global Integrated Management Systems Team implements and maintains systems that support the company’s safety and environmental policy and goals. Integrated Management Systems Team educates employees and the local community about improved waste management and environmental practices.



Matthew Beard  
*Executive Director of Strategic Planning,  
Management Systems, and Sustainability*

“ Brewer Science remains committed to protecting the environment, conserving resources, and providing a healthy, safe and secure workplace. Environmental responsibility is an ongoing priority at Brewer Science, as we continue to reduce our carbon footprint and partner with our customers, suppliers, employees and the community to find new ways to have a positive impact on the environment. ”

# INTEGRATED MANAGEMENT SYSTEM (IMS) POLICY

Brewer Science has established, and is committed to being a leader in, quality, environmental, and health & safety management systems with a focus on exceeding customer expectations; being conscientious stewards of the environment by advancing sustainability programs and preventing pollution; and providing a healthy, safe, and secure workplace.

These systems will enable Brewer Science to eliminate hazards, reduce risks, and drive continuous improvement with the input of, and for the benefit of, our customers, employees, and other interested parties throughout all areas of our company through planning, risk assessments, monitoring, corrective actions, objectives and targets, and management review.

Each employee is charged with the responsibility to deliver exceptional customer service wherever we operate while complying with all relevant international, federal, state, and local regulations, and other requirements, for the fulfillment of all interested parties.

## OPERATIONAL OBJECTIVES

The following specific objectives have been chosen to minimize environmental, health, security, and safety impacts:



Receive the GreenCircle Certified, LLC, "Zero Waste to Landfill" certification



Maintain OSHA® Recordable Injury Rate below industry average



Divert 70% of Hazardous Waste to re-use applications

# ENVIRONMENTAL SUSTAINABILITY JOURNEY



Over 20 years ago, we began our first fuel-blending program. In 2002, the mini-bin recycling program began, further encouraging more sustainable practices not only in manufacturing, but in the office. In 2015, Brewer Science added "Big Blue," a large trash compactor that is used to collect items normally headed to the landfill. Waste in "Big Blue" is taken to a waste-to-energy facility where the waste is combusted to produce steam and electricity. The implementation of the trash compactor in combination with Brewer Science's recycling initiatives enabled the Rolla and Vichy facilities to achieve Zero Waste to Landfill status. To this day, Brewer Science continues to create new programs inside and outside the company to help promote sustainability.

Being Zero Waste to Landfill certified for seven consecutive years represents our commitment to the responsible management of end-of-life materials and demonstrates our commitment to waste diversion practices.

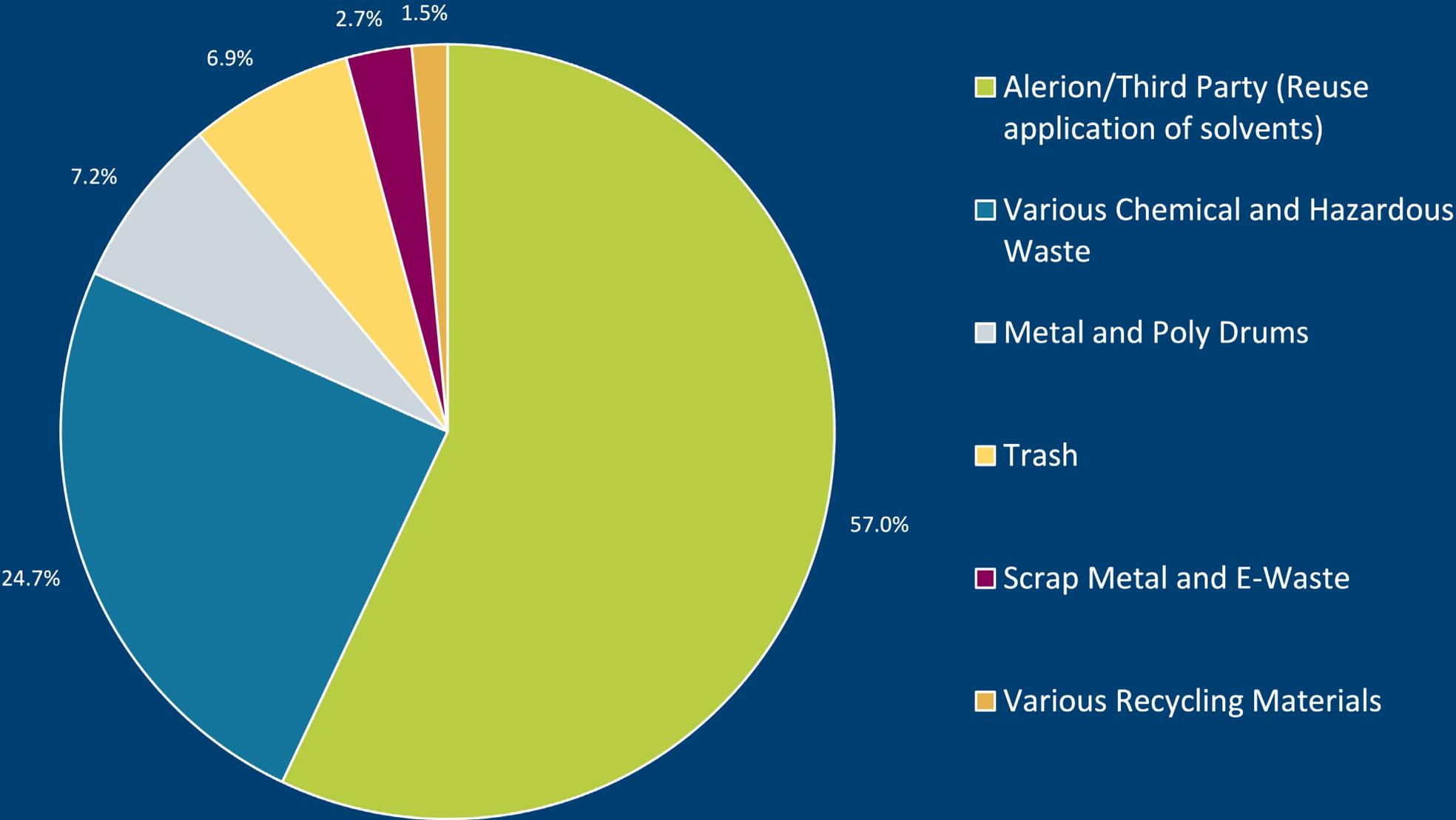


**2021 Carbon Footprint Reduction Objective:**  
Reduce carbon footprint for Scope 1 and Scope 2 greenhouse gases (GHG) by 80% from baseline (2014) by 2030.

# WASTE DIVERSION FROM LANDFILL

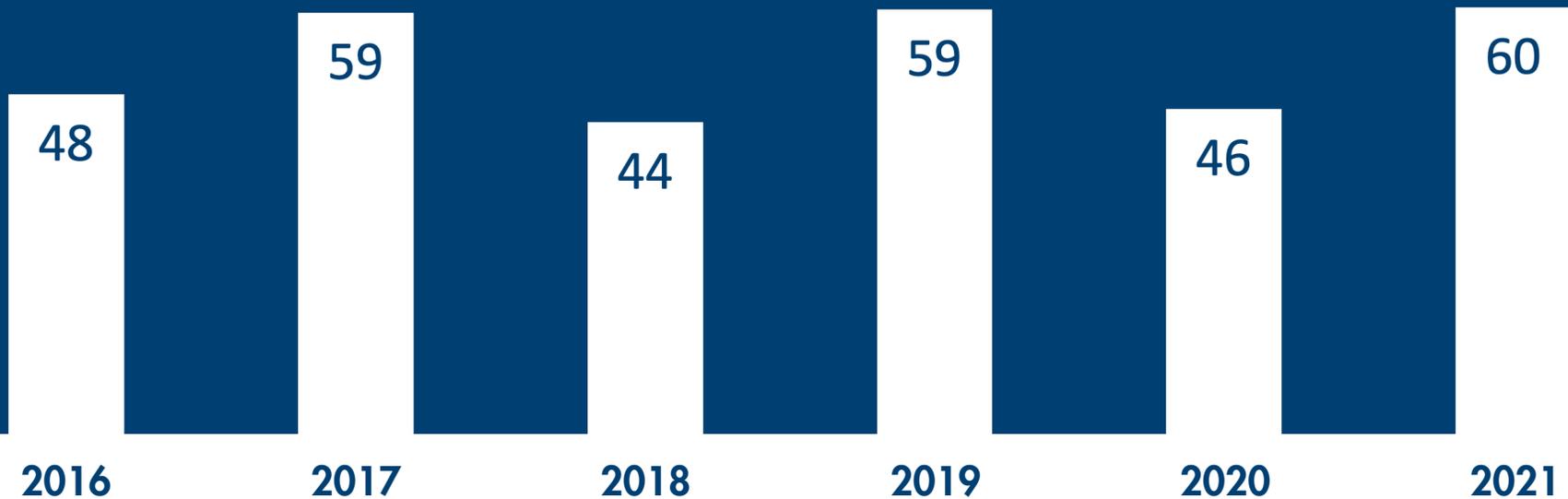
# 364 TONS

of waste diverted from landfills in 2021

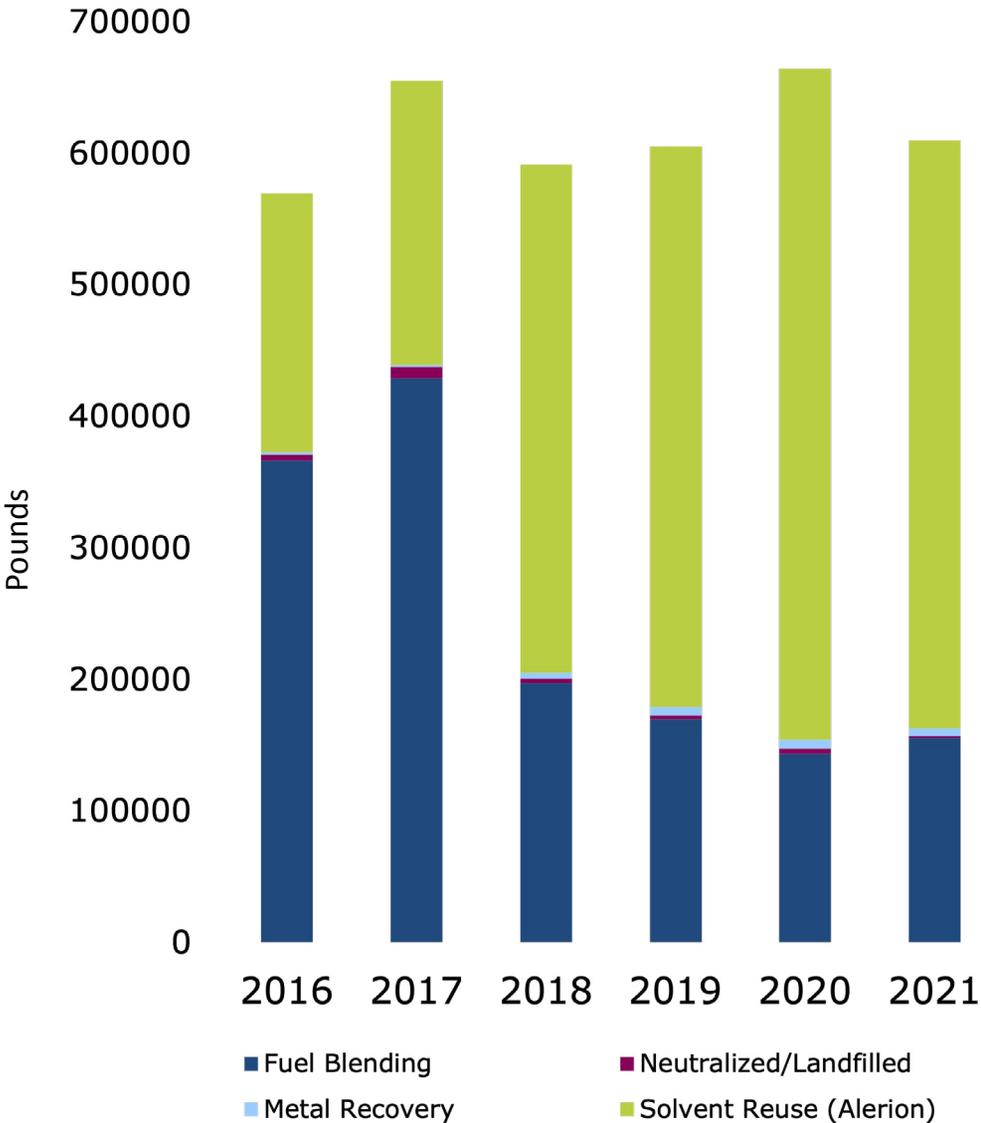


# TONS RECYCLED

Brewer Science has recycled over 850 tons since its formal recycling program was initiated in 2002. Materials included in these numbers are all types of paper, plastic bags, shrink-wrap, bottles, and containers. The proceeds from recycling aluminum cans, cell phones, and ink-jet cartridges are donated to local non-profit organizations. Batteries, steel drums, and other metals are also recycled. Brewer Science continually looks for ways to utilize recyclable materials.



# HAZARDOUS WASTE DISPOSAL

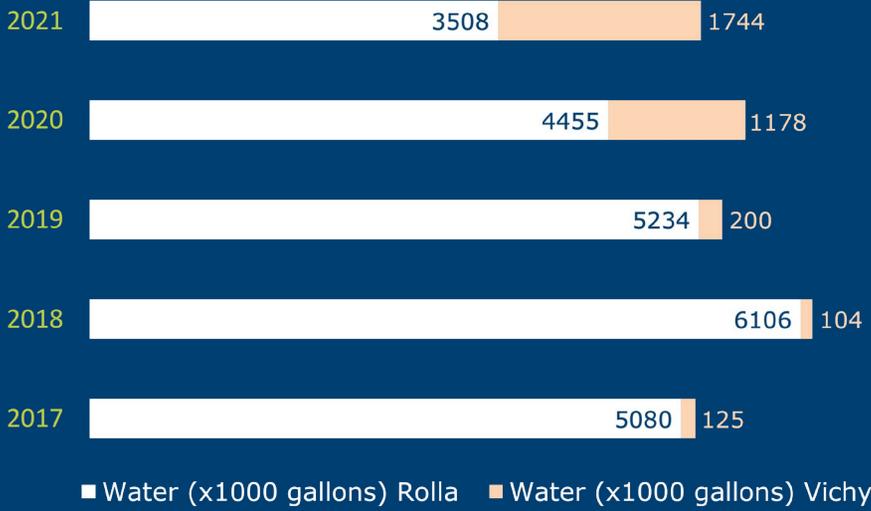


Fuel blending involves processing hazardous waste into fuels derived from liquid and solid waste, which are used as a secondary fuel source to replace coal and natural gas in cement kilns. This method is safe and effective for recovering the energy value of the waste and helps conserve our planet’s finite natural resources.

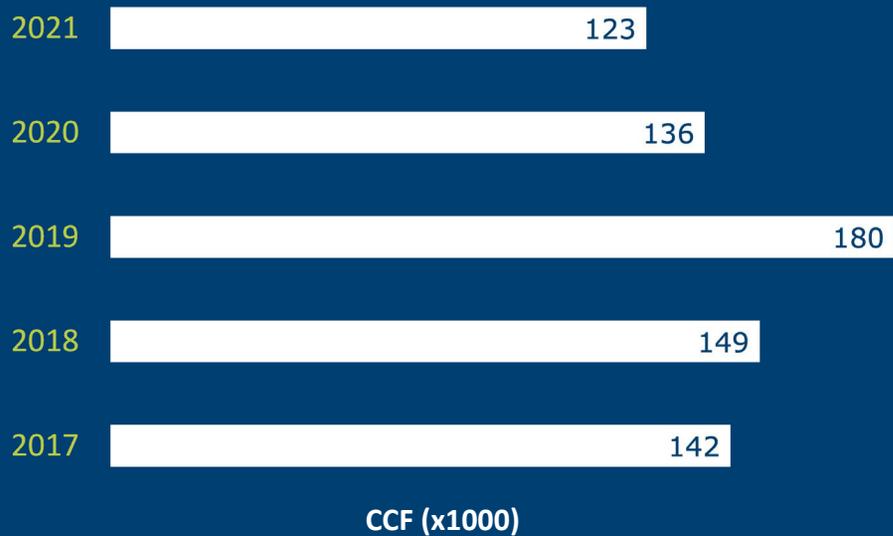
Metal drums are processed as they pass through the Container Decontamination Unit, an oven fueled by natural gas with temperatures above 1500°F. The high temperatures destroy the chemical residues, which produce ash. This ash is tested and blended on site into an alternative fuel source for cement kilns. Decontaminated drums are then crushed and sent to steel mills for recycling.

# RESOURCE CONSERVATION

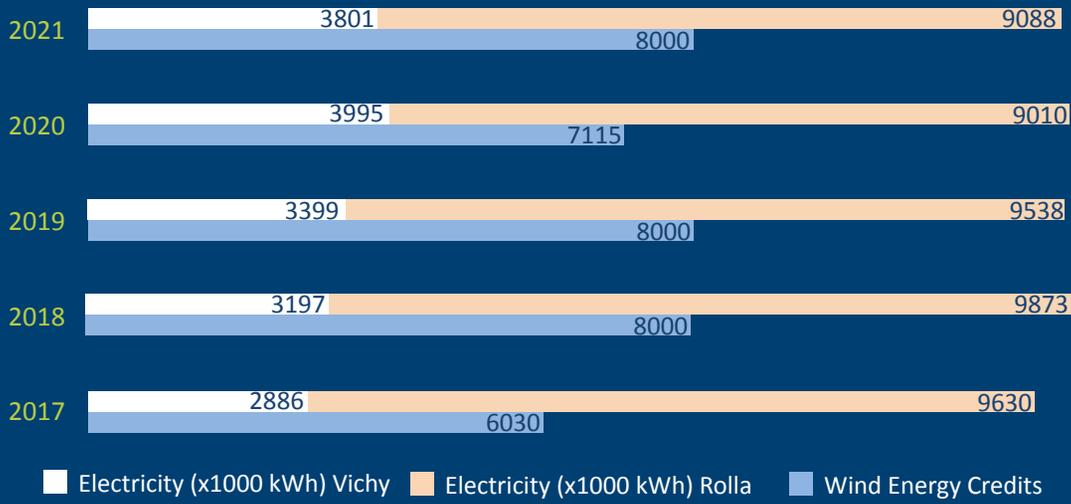
## Water Usage



## Gas Usage

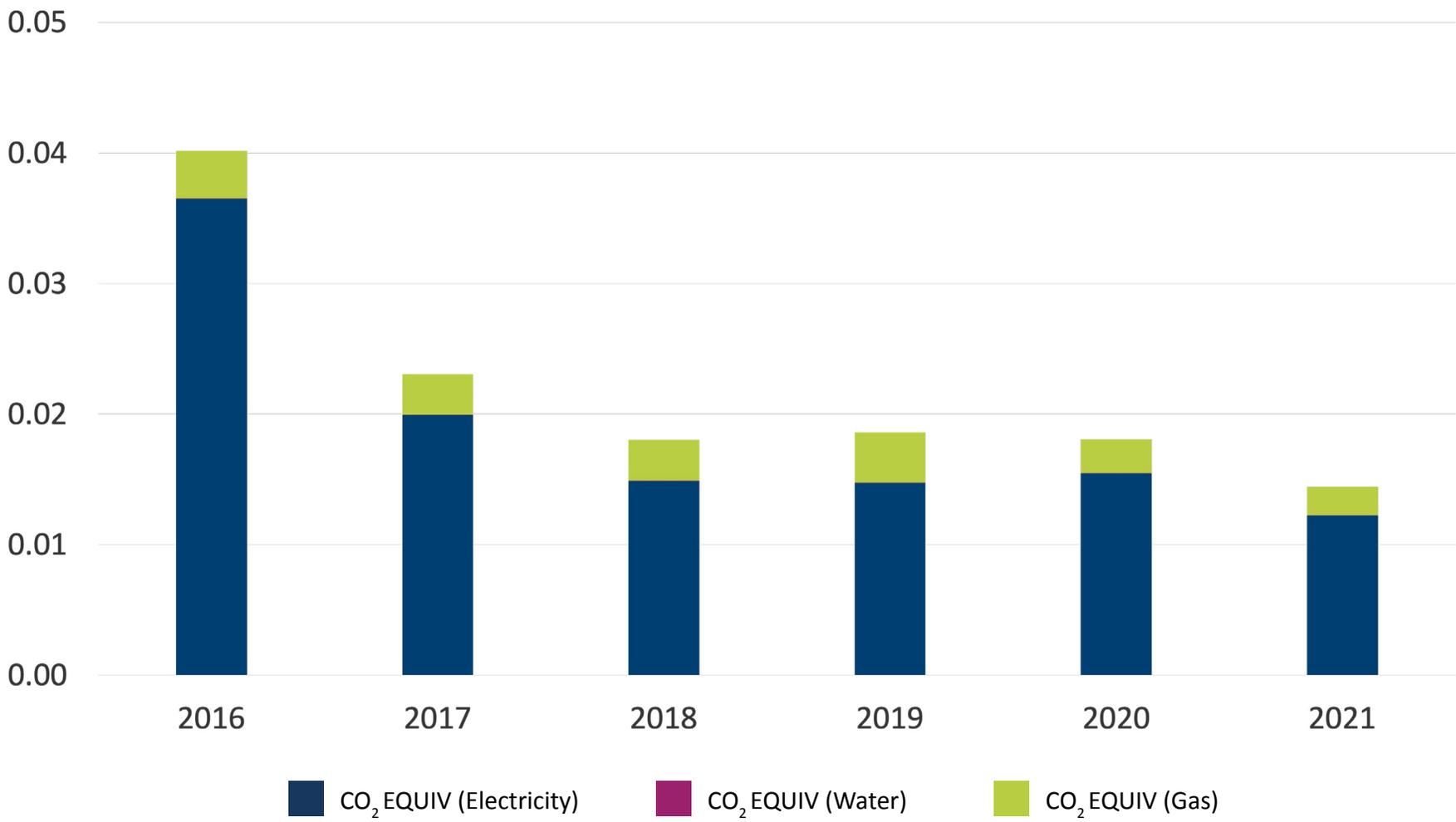


## Electricity Usage



**62%**  
of Rolla/Vichy  
electricity usage  
offset by Renewable  
Energy Credits

# CO<sub>2</sub> EQUIVALENT (NORMALIZED TO PRODUCTION VOLUME)



Brewer Science expansions and increased production have increased the overall utility usage year over year; however, our Green Program efforts continue to retrofit existing systems and ensure energy saving options are implemented with new construction projects. Weather patterns in the summer and winter months also have a large effect on utility usage for gas, water and electricity.

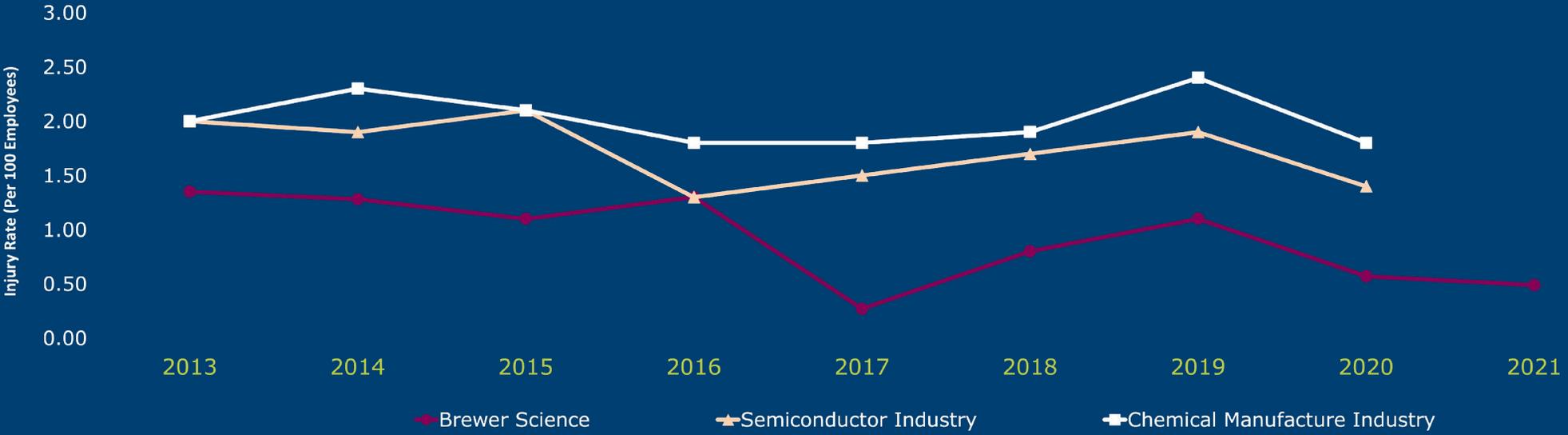
# SAFETY

## Summary of Recordable and Non-Recordable Injuries



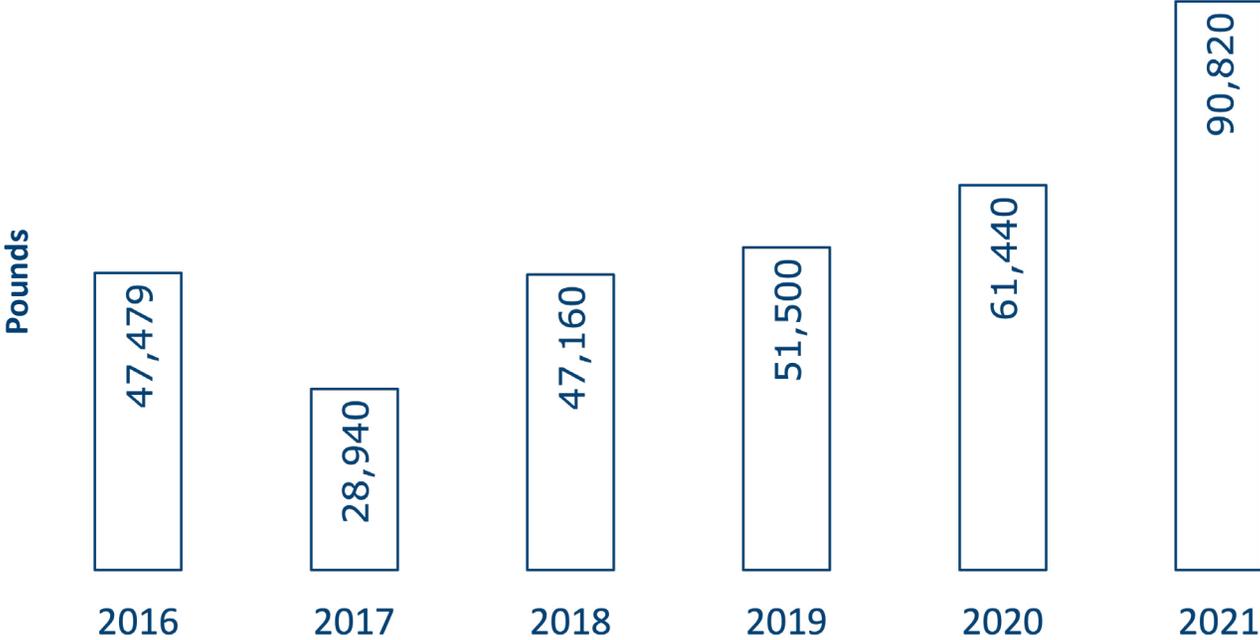
*Brewer Science experienced two recordable injuries in 2021.*

## OSHA® Recordable Injury Rate Comparisons (U.S. Bureau of Labor Statistics)



*The Brewer Science safety record continues to provide a safe workplace.*

# COMMUNITY WASTE COLLECTIONS



Brewer Science continues its partnership with the community by helping stakeholders properly dispose of waste and adopting the surrounding streets in our industrial park. By working with the City of Rolla, the Ozark Rivers Solid Waste Management District, the Missouri Department of Natural Resources, the Meramec Regional Planning Commission, and the Phelps County Commission, Brewer Science provides area residents with community collections that have enabled Phelps County to properly dispose of over 910,000 pounds of waste over the past 12 years. This partnership contracted disposal companies and provided volunteers who collected appliances, electronics, and tires from area residents that would have otherwise been disposed of in a landfill. Brewer Science continues to support these efforts.



# ENVIRONMENTAL STEWARDSHIP

At Brewer Science, we believe that protecting our environment, protecting the safety of our employees, and conserving resources are essential to running a successful and mindful business. By providing an added layer of trust and transparency through the GreenCircle® certification, we are able to continue offering the level of quality, sustainable materials that our customers have come to expect.

Brewer Science leads the way for our community, industry and state, receiving national and international recognition for our environmental efforts. Throughout the year, we participate in and lead various recycling events and champion causes for environmental awareness. Because of our leadership in environmental efforts, we've been asked to sit on panels, speak at conferences, and participate in webinars for leading semiconductor companies. We are often seen as advocates with a wide reach and knowledge because of our advice given as technology leaders.



-  62% of Rolla/Vichy electricity usage offset by Renewable Energy Credits
-  51,800 lbs. of community electronic waste collected in 2021
-  19.5 tons of tires collected in 2021
-  GreenCircle® Certified for Zero Waste to Landfill since 2016
-  73.4% of hazardous waste diverted for re-use applications
-  0.49 OSHA® Recordable Injury Rate (RIR) (Industry Rate = 1.7)

# OUR PEOPLE

At Brewer Science, we value our employees above all else. Our core values – Curiosity & Creativity, Freedom with Accountability, Truth & Integrity, Driven to Deliver, Courage, Win-win & Mutual Respect – help create a unique environment that fosters innovation. We’ve created a culture that promotes learning, a healthy work/life mindset, environmental stewardship, and a tradition of giving back to the community.



Brewer Science has been recognized by the St. Louis Dispatch as a Top Workplace in the region nine times, including the last seven consecutive years (2012, 2013, 2015-2021). The sustained accolades of this award come as no surprise to the hundreds of employees who work at Brewer Science, as they were the ones who nominated the company.

In 2021, we were incredibly proud to be acknowledged again as a Top Workplace through our partnership with [Energage](#) and their annual employee survey tool. Via this partnership and based on the feedback from our employee-owners on their Brewer Science journey, the company received the following ‘Culture Badges’ that highlight our strongest culture drivers:



At Brewer Science, we strive to bring out the best in people. We provide many programs and training tools to further our employees’ careers and bring out their full potential. Employees have access to live interactive workshops, individual training modules, personalized development plans, coaching, and mentoring.

In 2018, we began transitioning our focus outside of compliance-based training to a proper development model. We’ve provided training like the Emotional Intelligence Interactive Workshop; Diversity, Equity and Inclusion; Leadership Essentials and Applications; and a Financial Awareness Series. We have also developed a robust internal mentoring program, and we encourage further learning by providing employees with tuition reimbursement of 60% up to \$5,000 per year.

We respect our employee-owners’ cultures, knowledge, perspectives, and skills. And through our FYI Friday sessions – a weekly company-wide 30-minute meeting – individuals/departments/teams have the opportunity to educate others on different aspects of our business, our industries, and the different cultures we embrace in the Company.

# CERTIFIED EMPLOYEE-OWNED

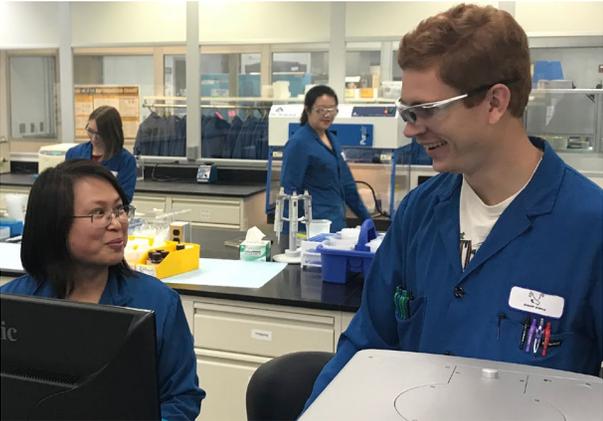
In 2020, Brewer Science became employee-owned when the Brewer family made a gift to employees of 33% of the shares in the holding company that owns Brewer Science.



To become a member of Certified EO, companies must pass a rigorous certification process to demonstrate that their employees own at least 30% of the business (exclusive of company founders), access to ownership is open to every employee, and the concentration of ownership is limited. Fewer than 1 in 200 American companies are eligible to join Certified EO.

Brewer Science strengthened our partnership with our Employee Assistance Program (EAP) provider in 2021, who provided five educational sessions to our employees regarding their well-being and highlighted the support they can offer with personal coaching, management issues, and workplace risks.

We have an excellent and healthy utilization of our EAP that allows our employees to utilize online trainings, relevant websites, webinars, find new recipes, take health assessments, and more. We are very proud that employees seek this guidance to have a healthy well-being.



# WELLNESS

Employees' well-being has always been at the helm of Brewer Science, and in 2021, we elevated our efforts as we moved forward during the pandemic. We continue to have a thriving hybrid working environment that allows an employee-owner to work from a location they can be fully productive and supports their well-being.

Brewer Science offers the following programs to our employees and their families to support not only their physical well-being, but their mental health as well:

- Internal communications sites to connect employees and build relationships
- Monthly "Coffee and Conversations" where employees can come together for an hour and talk about various subjects, do trivia, and share their talents
- Continue to have a 'meeting free Friday' incentive and adjust meetings to 50 minutes to enable employees to take a breather between back-to-back meetings
- 6-week team-based walking challenges, encouraging employees to meet and interact with other colleagues
- Onsite Fitness Room and a walking track at our Rolla based campus
- Provide employees 30 minutes a day of paid leave to participate in wellness activities
- Reimburse employees up to \$300 (or local equivalent) for personal expenses towards items that support not only their mental, physical, and financial well-being but also extended to purchasing office furniture for the home
- Monthly health awareness campaigns to bring greater insight into health concerns and conditions and the support available to our employees



Andrea Westart  
Talent Rewards/Compliance Manager

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Our extensive wellness package not only caters to the diverse needs of our employees, but also ensures we are living our commitment of being a company 'of the people.' We recognize that employee health and wellbeing is crucial to not only productivity but also to an innovative workplace culture. Establishing wellness programs keep employees engaged and educated, promoting mental and physical wellbeing.

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# WORK-LIFE BALANCE

As we experience success at every level of the organization, we know that nothing would be possible without our employee-owners. As part of our commitment to employees, we strive to be a world-class employer by offering benefits programs that meet their personal needs. Employees are encouraged to take an active role in managing their health and priorities, inside and outside the company. Brewer Science is proud to offer a competitive salary to employees determined through research and external market studies and participation in industry-related workforce development and diversity equity teams.

Enabling our employees to intertwine their personal and professional responsibilities is part of Brewer Science’s values and is our priority. This is reflected in the following benefits:



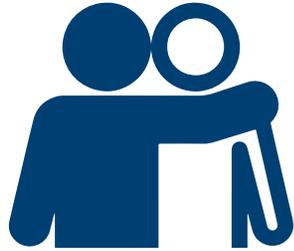
**Community Volunteer Time:**  
We’ve expanded this policy to go beyond helping an organization and included helping a co-worker, neighbor, or family member – the Brewer Science community.



**Special Paid Leave:**  
Brewer Science offers up to 30 days of paid leave for employees that may need time off for health conditions, childbirth or adoption, or military leave.



**Special Dependents Leave:**  
This leave is provided to employees who need to support a dependent to ensure they receive critical care. This also provides employees whose partners have given birth to a child or a child placed with the employee through adoption.



**Special Bereavement Leave:**  
This allows an employee up to 2 weeks paid leave following the loss of a child, spouse, or parent to offer our support to our employees during such a difficult loss.

# CERTIFIED B CORPORATION™



As a B Corp, Brewer Science is committed to achieving the highest corporate, social, and environmental performance standards, along with transparency and accountability. The rigorous certification process recognizes for-profit companies who utilize business as a force for good through exacting social and environmental performance standards. Brewer Science joins a worldwide network of almost 4,000 Certified B Corps to date, from more than 60,000 applicants across 150 different industries and 74 countries, with one unifying goal: to **redefine business success**.

Brewer Science completed a meticulous assessment process conducted by B Lab™, which examined over 170 factors while reviewing Brewer Science’s customers and vendors, a record of inclusion, community involvement, corporate governance, and environmental impact. Key elements such as average employee tenure, charitable giving, energy savings plan, recycling policies, employee volunteer service, and employee upward mobility are also analyzed. Brewer Science will hold B Corp certification for three years before submitting to a renewal process.

**BREWER SCIENCE IS THE FIRST COMPANY IN THE SEMICONDUCTOR INDUSTRY TO BECOME A CERTIFIED B CORPORATION.**



Dan Brewer  
Chief Resources Officer

“Brewer Science remains committed to protecting the environment, conserving resources, and providing a healthy, safe, and secure workplace. Environmental responsibility is an ongoing priority at Brewer Science, and we are targeting a carbon-neutral footprint by 2030. In addition to training and active employee engagement in proper disposal techniques, Brewer Science promotes an annual community collection program, partnering with waste disposal companies and volunteer crews to prevent community e-waste from becoming a part of a landfill.”

# COMMUNITY IMPACT



Brewer Science employees enjoy supporting local non-profits each year to connect the company values to their passions. On an annual basis, employees collect donations for local animal shelters, veterans’ homes, and community needs. In addition to the employee-sponsored fundraisers, Brewer Science takes a unique approach to corporate giving that allows each employee to be heard and have a voice in the program. Brewer Science brings together innovation experts with compassionate hearts, which fueled the growth of the corporate giving program this year.



In 2021, employees organized seven fundraisers raising over \$6,000, including one fundraiser in the United Kingdom for Grove Cottage, a non-profit that organizes social and educational opportunities for individuals with learning disabilities.

Even with over 400 employees and ten international offices, contributions can be made based on one employee’s initiative. It is evident that employees take a lot of ownership in the company, not only because it’s Certified Employee-Owned, but also because of the pride they have in the vision.



Brewer Science proudly donated to over 30 entities to support the arts, STEM education, and other organizations. Supporting science, technology, engineering, art, and math (STEAM) programs and raising STEAM awareness are of the utmost importance to us at Brewer Science. We continue our [Virtual Learning Lab Program](#) to produce videos and provide online learning opportunities for anyone interested in STEAM. This video series features experts introducing STEAM and other educational topics.

# SUSTAINABLE PROJECTS



**COVID-19 Response and Risk Mitigation** - What began as mitigating the risk of COVID-19 exposure by implementing UV filtration and indoor air quality improvements has been expanded to an indoor air quality program that not only keeps our employees safer but improves their experience and reduces illness-related absences for illnesses like seasonal allergies and cold viruses.



**Energy Conservation** - Infrastructure improvements, such as upgrading chiller plants, implementing reflective roof coatings, and converting to LED lighting, do more than extend the life of our equipment and buildings; they bring in newer technologies with efficiency and capacity improvements.



**Water Waste Reduction** - Due to infrastructure and process improvements, Brewer Science saved 1.16M gallons of waste water with projected 2.35M gallons savings in 2022.



**Sustainability Projects** - Sustainability projects, such as upgrading chiller plants, implementing reflective roof coatings, and converting to LED lighting, are part of our portfolio of 11 different sustainability projects that have reduced energy consumption by 1.7M kWh and water consumption by 1.16M gallons/year in 2021.



“ Our portfolio of sustainability projects is rooted in our belief that you can do things that are both good for your business AND good for the environment. We’re proving we can be good stewards of the company’s resources as well as the resources of our planet and global community. ”

Delbert Hobson  
Director, Facilities & Business Continuity



© 2022 Brewer Science, Inc.



2401 Brewer Drive  
Rolla, MO 65401 USA

Phone: +1-573-364-0300  
Fax: +1-573-368-3318

[www.brewerscience.com](http://www.brewerscience.com)

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GreenCircle Certified is a registered trademark of GreenCircle Certified, LLC  
Certified Employee-Owned is a registered trademark of Ownership Alliance PBC  
Certified B Corporation is a registered trademark of B Lab