

HUMAN HEALTH

ENVIRONMENTAL HEALTH



# IMPROVING THE QUALITY OF LIFE

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Cover image: PerkinElmer employees helping students understand the importance of clean water during World Water Monitoring Day.



Dear customers, shareholders, and colleagues,

I am pleased to introduce our 3rd annual Corporate Social Responsibility Report.

Corporate Social Responsibility (CSR) continues to be an integral component of PerkinElmer's business strategy and a growing focus area for our key stakeholders. Our employees are proud to be part of a company that is dedicated to advancing its mission every day through CSR. Our customers seek to collaborate with companies dedicated to developing innovative products that minimize environmental impact. Plus, analysts look to invest in organizations such as PerkinElmer that incorporate a long-term sustainable approach to make the world a better place.

Over the last year we made great progress toward achieving our sustainability goals within our three focus areas: operational excellence, employee engagement, and product innovation. We reduced our greenhouse gas emissions by 11%, reaching our target more than two years ahead of schedule, helped make a positive impact on both human and environmental health in the communities where we live and work through the launch of the inaugural "For the Better Days" global volunteer program, and integrated eco-design principles into our product development process.

I am proud of PerkinElmer's rich heritage of making life better, driven by remarkable people dedicated to developing innovative technologies to address both customer and societal needs. I look forward to making further progress on our CSR mission to improve global health by enhancing the quality and longevity of life for everyone around the world—for the better. We hope you find the details of our achievements, as well as the many opportunities in 2012, as exciting as we do.

Robert F. Friel  
Chairman and Chief Executive Officer  
PerkinElmer, Inc.

## About this Report

This is PerkinElmer's 3rd annual sustainability report. We use the Global Reporting Initiative (GRI) guidelines to prepare the report and, based upon our self-assessment, believe it achieves a "B" application level. This report also integrates the principles of the UN Global Compact.

Our 3rd annual CSR Report explains how PerkinElmer's approach to the way we do business contributes to a more sustainable future, for the better. This review is intended to give a snapshot of how we work and of our progress on the key components behind our CSR strategy.

Although our report focuses on actions and activities that occurred in 2011, it includes data from prior years. All data in the report is provided for calendar years, January 1 through December 31, unless otherwise noted. Data was measured directly, calculated or obtained empirically from a variety of internal sources. The data was validated internally but was not verified. Each year, PerkinElmer assesses the benefits of verifying report data and has chosen not to pursue it at this time.

We are very interested in your feedback on our CSR Report and program. Please feel free to contact us at [csr@perkinelmer.com](mailto:csr@perkinelmer.com).



# STRATEGY, LEADERSHIP, AND GOVERNANCE

## WHO WE ARE

PerkinElmer (NYSE: PKI) is a global leader focused on improving the health and safety of people and the environment. Headquartered in Waltham, Massachusetts, we have operations in more than 150 countries and manufacturing and research and development facilities in Canada, Finland, the Netherlands, Germany, India, China, Singapore, the United Kingdom, and the United States.

Creating solutions that help identify, prevent, and cure threats to human and environmental health, PerkinElmer is dedicated to enabling the discovery of more effective diagnostics and therapies and to helping ensure that our food, water, and consumer products—and also the places where we live and work—are safe from contaminants.

Since the divestiture of the IDS business at the end of 2010, PerkinElmer's business footprint has changed: We made nine acquisitions in 2011 that will help us enhance our early diagnostics, DNA sequencing, and informatics capabilities. These acquisitions expand our technology expertise and leadership in core areas of growth.

Additional financial information on PerkinElmer is provided in our Annual Report on Form 10-K [found here](#).

### PerkinElmer at a Glance

- Founded in 1937
- Headquartered in Waltham, Massachusetts, USA
- 2011 Revenue: Approximately \$1.9 billion
- Stock symbol: PKI (NYSE)
- Approximately 7,000 employees worldwide (as of December 31, 2011)
- Operations in more than 150 countries

## PerkinElmer's CSR Strategic Focus Areas

We are guided by the issues that are relevant to our stakeholders and by how our operations, products, and services can help improve the quality of human and environmental health. Working with our stakeholders and considering the United Nations Global Compact (UNGC) principles, we have identified our three most significant focus areas: operational excellence, workplace and community, and product innovation.

### Operational Excellence (Reduce):

We are working through our environmental, health, and safety management systems to reduce operational impacts while continuing to provide a safe and healthy working environment for employees.

### Workplace and Communities (Engage):

By building a culture of strategic philanthropy and involvement, we are engaging employees in community initiatives through investment and volunteerism.

### Product Innovation (Improve):

The integration of environmental and social considerations into our research and design functions improves the responsibility and sustainability of our products and services throughout their life cycles.

As an organization, we have rallied around these focus areas, forming cross-functional, global teams to further integrate socially responsible ways of thinking and operations into our corporate culture.

As part of our regular review and update of the corporate social responsibility strategy, we engaged a third-party consultant to benchmark key competitor and customer CSR programs in each of our business segments, conduct a series of management interviews, and survey a broader cross-section of internal stakeholders. Those surveyed were asked to assess PerkinElmer's programs relative to best practices in the following areas: (1) governance, (2) supply chain, (3) operations, (4) products and services, and (5) stakeholder relations and communications. Results of this process reaffirmed and helped to refine our three focus areas.



Organizationally, we promote communication and collaboration through our CSR Leadership Committee, a cross-functional committee of key internal stakeholders, and our CSR Executive Committee, composed of PerkinElmer's executive leadership team. Our CSR Leadership Committee and associated subcommittees provide recommendations on strategy and implementation to the CSR Executive Committee for review and approval.

## CSR Goals

In 2011, we made substantial progress on our CSR goals, as noted in the following table.

GOALS	2011 ACCOMPLISHMENTS	STATUS
Achieve a 10% reduction in PerkinElmer's global GHG emissions by 2013 compared to a baseline of 2009	Exceeded the goal! Achieved an 11% reduction in GHG emissions in 2011	■
Increase employee engagement in community programs to 25% by 2012	Reached 12% employee engagement (On track to achieve 25% employee participation)	■
Ensure products are compliant with environmentally based regulations (RoHS, REACH, Dodd-Frank)	Began assessing supplier compliance relative to RoHS and REACH. Pilot testing software solution to help track compliance	■
Integrate eco-design principles into new product design	Tested a product review toll gate process for eco-design principles	■
Benchmark, manage, and reduce the global impact of our facilities on the environment	Obtained and implemented a GHG-tracking software program	■

■ Achieved ■ In-progress

In 2012, we will build upon our 2011 progress, increasing awareness through regular engagement with employees, communities, and our suppliers on the importance of CSR to the mission of PerkinElmer. Depending on the challenge or objective, these engagements may include training, team building, surveys, or the use of other communication vehicles to achieve specific results.

## United Nations Global Compact



WE SUPPORT

A signatory member of the United Nations Global Compact (UNGC) since 2008, PerkinElmer is committed to upholding, supporting, and advancing the Global Compact's 10 principles with respect to human rights, labor, environment, and anti-corruption. As part of this commitment, we continue to make improvements in our systems, policies, and processes in order to address the social and

environmental issues within these principles and detail our progress in annual Communication on Progress (COP) reports. For 2011, we integrated this information into our annual CSR report with an index providing the location that addresses each of the principles. This index may be found in the table of contents on page 2.

PerkinElmer was recognized in 2011 by the United Nations Association of Greater Boston (UNA-GB) as one of five Massachusetts-based



Richard Golob, UNA-GB Board President, (left) and Lena Granberg, UNA-GB Executive Director, (right) present PerkinElmer's Jonathan Lese with the UNA-GB honor roll for the Company's support of the UN Global Compact.

corporations that have signed on to support the 10 principles of the UNGC. The Global Corporate Citizenship honor roll recognizes community leaders committed to UN business principles that align their business operations and strategies around sustainable development, corporate citizenship, and ethical leadership and management.



### Customer Collaboration

PerkinElmer is collaborating with customers worldwide to improve the quality of our environment through energy diversification and cleaner water, as well as to improve laboratory productivity. In Brazil, which has become a global biodiesel hub, we are supporting the Petrobras Research Center with our expertise, knowledge, and analytical solutions to help advance the research and development of high-quality biodiesel fuels.

## Stakeholder Engagement

The better we understand our stakeholders' perspectives and the issues that affect them, the better we can help address their needs. Through regularly engaging them, as described in the following table, we gain valuable insight into trends, risks, and opportunities, and an understanding of their expectations of us. We continually incorporate stakeholder feedback into our corporate strategy and priorities.

### PerkinElmer Key Stakeholders & Engagement Highlights

STAKEHOLDER	ENGAGEMENT	2011 EXAMPLES
<b>Employees</b>	▪ Internal web site (CSR portal)	▪ Quarterly all-employee webcasts
	▪ Regular communications (emails, videos, meetings)	▪ Employee meetings
	▪ Employee surveys	▪ CSR portal
	▪ Performance reviews (individual, 360-degree)	▪ CSR newsletter
	▪ Leadership blogs	▪ Annual employee survey
	▪ Social networks	▪ Leadership Organizational Review process
<b>Customers</b>	▪ Regular communications (emails, verbal)	▪ "For the Better Day" events
	▪ PerkinElmer.com	▪ Green teams
	▪ Response to inquiries	▪ Customer CSR information requests
	▪ Customer surveys	▪ Supplier audits/self-assessments
	▪ Product development	▪ Environmental seminars
	▪ Product development	▪ Brand surveys
<b>Suppliers</b>	▪ Regular communications (emails, verbal)	▪ Supplier reviews and audits
	▪ Supplier reviews/audits	▪ RoHS and REACH compliance letters
	▪ Supplier surveys	▪ Supplier code of conduct
	▪ Product development	
	▪ Product development	
	▪ Product development	
<b>Investors/Analysts</b>	▪ Quarterly reporting	▪ Quarterly earnings calls
	▪ Periodic conference calls	▪ Presentations to institutional investors
	▪ Regular communications	▪ Annual Report
	▪ Presentations	▪ Multiple investor and analyst conferences such as JP Morgan Healthcare Conference, Barclays Capital 2011 Global Healthcare Conference, and Robert W. Baird 2011 Growth Stock Conference
<b>Communities</b>	▪ Employee volunteering	▪ World Water Monitoring Day
	▪ Donations—grants and in-kind donations	▪ "For the Better Days"
		▪ STEM programs
	▪ Disaster relief	▪ Disaster plans for local sites
		▪ Rapid response process to support natural disasters
	▪ Nonprofit involvement	▪ Mentoring
<b>Governments</b>	▪ Company speeches	▪ Quarterly employee meetings
	▪ Regulatory compliance	▪ Regulatory inspections
	▪ Policy development process	▪ Product review and approval

### Rewarding Scientific Achievement

In recognizing thought leadership and pioneering work in academia, each year PerkinElmer presents two awards in honor of two gas chromatography innovators, Leslie Ettre and Marcel Golay, both of whom had long, distinguished careers at PerkinElmer.

**The 2011 Leslie Ettre Award** was presented to Ms. Dan Li, a senior graduate student at Brigham Young University, who was completing her PhD in Analytical Chemistry, for her work on the application of hand-portable gas chromatography - mass spectrometry (GC-MS) techniques to detect bacteria and bacterial endospores.

**The 2011 Marcel Golay Award** was presented to Professor Paul Haddad of the University of Tasmania in recognition of his contribution to separation science throughout his career. Currently, his research is focused on the separation of small molecules, with particular emphasis on inorganic ions, metal complexes, and low-molecular-weight organic species.



### Industry Collaboration

We recognize that the business and technical challenges facing the markets we serve cannot be overcome alone. Participating in foundations, consortia, and associations enables us to exchange ideas and leverage resources with legislative, academic, and industry peers to influence the development of industry standards, share best practices, respond to stakeholder concerns, collaborate on policy development, and solve common problems. Examples of our collaboration include the following:

- Participating in forums to understand the key direction of the medical community and working to attract next-generation geneticists to serve as corporate liaisons with the American College of Medical Genetics Foundation
- Contributing to national food safety and international food standards programs through the Joint Institute of Food Safety and Applied Nutrition
- Influencing state newborn screening programs through Hunters Hope Foundation, Cares Foundation, Boomer Esiason Foundation, and Jeffrey Modell Foundation
- Partnering with the Society for Maternal Fetal Medicine to provide educational and certification training programs for healthcare professionals to improve the standard of care for all pregnancies
- Guiding the education and direction of newborn screening tests in collaboration with the Genetic Alliance
- Producing knowledge-based outcomes on food safety, food defense, and nutrition research through collaboration with the Institute of Food Safety and Health at the Illinois Institute of Technology
- Gaining legislative support and funding for newborn screening in cooperation with the Save the Babies through Screening Foundation
- Helping to facilitate the development, use, and harmonization of analytical methods and laboratory quality assurance programs and services through the Association of Analytical Communities International

### Supporting Newborn Health

PerkinElmer and Miracle Babies, Inc., a nonprofit organization supporting families with newborns in Neonatal Intensive Care Units (NICU), are collaborating to promote the discovery of methods for optimizing collection of umbilical cord blood and cord tissue stem cells following premature births. It is estimated that umbilical cord blood has the potential to treat as many as 80 life-threatening diseases; and cord tissue, a rich source of mesenchymal stem cells, is expected to play an important role in regenerative medicine.

*"The therapeutic benefits of umbilical cord blood and cord tissue stem cells have the potential to address a significant unmet need in the treatment of severe illnesses in premature babies."*  
— Morey Kraus, Chief Scientific Officer, ViaCord®

PerkinElmer's family cord blood banking services currently offer expectant families the opportunity to preserve their baby's umbilical cord blood and cord tissue for potential medical use by the child or a related family member.



### Governance

Strong governance depends on leadership, participation, and support throughout an organization. PerkinElmer's Board of Directors and executive management have established a systematic approach to guide directors and employees in governance and appropriate business conduct, including written policies, guidelines, and training. To read more about our corporate governance practices and philosophies, please [click here](#).

### Board of Directors

PerkinElmer is a publicly owned and traded company. In 2011 our Board of Directors had 9 members. Following the retirement of two members, and the election of a new board member in 2012, the Board is operating at 8. The Board is responsible for the overall strategic direction and management of the company, but the day-to-day operations are the responsibility of executive management. We have established a process for receiving and considering shareholder comments and requests as outlined in our annual [Proxy Statement](#).

Board members are elected annually by shareholders, and Board performance, which evaluates the diversity of experience, attributes,

and skills of Board members, is reviewed annually by the Nominating and Corporate Governance committee. Robert F. Friel is Chief Executive Officer and Chairman of the Board. With the exception of Mr. Friel, all members of PerkinElmer's Board are considered independent, in accordance with the New York Stock Exchange Listed Company Manual.

A summary and chart detailing our 2012 Board Committees and Membership can be found on our [website](#).

PerkinElmer's Board of Directors plays an active role in overseeing risks that could affect the Company, including operational, financial, legal and regulatory, strategic, and reputational risks. This oversight is conducted primarily through the Audit Committee, which has been assigned responsibility for enterprise risk management and reports regularly to our Board on such matters.

Executive compensation is tied to performance through incentive plans that are described in greater detail in our [Proxy Statement](#).

**Corporate Governance Guidelines** — PerkinElmer's Corporate Governance Guidelines define the governance policies and procedures for the Board of Directors and executive management. The guidelines include provisions for selecting a lead independent director when the Chief Executive Officer is the Chairman of the Board. These guidelines are [available here](#).

**Standards of Business Conduct** — PerkinElmer's Standards of Business Conduct (SoBC) define the values and principles that guide individual and company actions. All employees are trained on the SoBC, which is [available here](#) in 15 languages. In response to new anti-corruption and anti-bribery directives, in 2011 we initiated additional training directed at these important compliance areas. This online training is required for all employees who interact with customers, vendors, suppliers, and governments to ensure understanding and compliance. As provided in the SoBC, an Ethics Hotline is available for all employees worldwide to anonymously report suspected SoBC and related policy violations. All reports to the Ethics Hotline are investigated and addressed by a management Ethics Committee.



**Compliance Committee** — As part of our commitment to conducting business around the world in compliance with applicable rules and regulations, we maintain a management Compliance Committee. This Committee receives regular compliance reports from our functional-level global compliance leaders and further reports out to the Audit Committee of our Board of Directors.

**Internal Audit** — PerkinElmer's Internal Audit group provides independent and objective assurance through reviews designed to evaluate and strengthen the control environment, increase the reliability of financial reporting, and improve the Company's operation. The group reports regularly to the Audit Committee of the Board of Directors.

**Public Policy** — Participating in the policy-development process with national and regional governments is an important part of our business. We seek an inclusive exchange of ideas and views so we can achieve thoughtful and productive contributions to the broad array of policies that affect our business and industry across the globe.

**Risk Management** — PerkinElmer leaders across the Company conduct annual enterprise risk management assessments for their businesses and functions. A cross-functional assembly of senior managers evaluates and prioritizes business risks, as well as social, environmental, and ethical risks identified through this process. We review the results with the Audit Committee of our Board of Directors and periodically monitor them to ensure that we allocate appropriate resources to mitigate the highest risks.

As part of our risk management philosophy, PerkinElmer supports the precautionary approach described in Principle 15 of the Rio Declaration. We use a science-based process for identifying, assessing, and managing risks. This process helps guide our decision making and applies to our products and operations.

**Disaster Recovery** — In an effort to reduce the impact of a potential disaster to our employees, customers, partners, and key stakeholders, PerkinElmer maintains a comprehensive and resilient disaster recovery program. Our Information Technology (IT) organization has developed detailed Disaster Recovery Plans (DRP) for critical data centers across the globe to better prepare for common failures (e.g., Internet outage, hardware failure, etc.) and also catastrophic failures. The IT Effectiveness (ITE) group works with various teams, including IT Infrastructure and each business unit, to coordinate, test, and maintain plans to ensure that PerkinElmer can reliably switch over services and/or recover data in the event of a disruption to our operations.



**Our Suppliers** — Obtaining high-quality, competitively priced parts, components, and raw materials in a timely manner is critical to our success. We engage local, regional, and global suppliers and manage these relationships in accordance with PerkinElmer's SoBC. Our supplier contracts include a supplier code of conduct that requires compliance with local, regional, and national environmental, health, safety, and labor law requirements at all times. These contracts also incorporate human rights requirements. As part of our procurement process, top-tier suppliers complete self-assessment questionnaires that are reviewed by our supply management personnel. Audits are performed on suppliers based on perceived business and technical risks.

In 2011, we began surveying our top-tier suppliers regarding specific compliance with the EU's restrictions on hazardous substances (RoHS)—for In Vitro Diagnostic (IVD) medical devices and for industrial monitoring and control equipment—which will become effective in July 2016 and July 2017, respectively. As part of this survey we are also asking suppliers about the presence of chemicals that have been designated as Substances of Very High Concern (SVHC), as detailed by Registration, Evaluation, Authorization, and Restrictions of Chemicals substances (REACH), the European Community Regulation on chemicals and their safe use.

Similarly, we initiated a supply chain program to evaluate the source of metals used to produce electronics that are mined in areas of conflict, such as the Republic of the Congo, and are sold to fund groups that engage in human rights abuse, illegal operations, and ongoing conflicts. We are working with our supply base to address any issues and determine if alternate sourcing is necessary.



## OPERATIONAL EXCELLENCE

Providing products that help protect the global environment is as fundamental to our business as is reducing the direct impacts of our operations on the local environment. Facility-specific environmental management systems monitor operations and related impacts using a series of performance indicators that help identify opportunities for improvement and evaluate the effectiveness of conservation projects. Our approach includes:

- Applying an integrated and systematic process to environmental management
- Sharing best practices across our operations
- Monitoring operations using key environmental performance indicators
- Conducting periodic audits of our operations
- Performing periodic environmental management reviews

### Sustainable Manufacturing and Operations

PerkinElmer is committed to reducing the environmental impact of our operations. We strive to operate energy- and water-efficient facilities and to identify and pursue resource conservation and pollution-prevention opportunities using tools and processes such as:

- Environmental, health, and safety (EHS) management systems with numerous documented policies and procedures designed to assess and control EHS risks
- Effective implementation of our policies and procedures with individual responsibility at all levels
- Tools, training, and resources to follow required procedures and take reasonable precautions, both at our facilities and those of our customers
- Operational indicators to monitor our EHS performance
- Employee-led voluntary "green teams" to identify and implement facility-specific initiatives and projects

The site-focused structure of PerkinElmer's environmental management programs encourages facilities to create systems to best address local needs. Many of our facilities are certified to the International Organization of Standardization (ISO) 14001 standard, and several others are in the process of obtaining certification. We conduct a variety of compliance, due diligence and management system audits as part of our environmental program. In 2011, we conducted audits at nine facilities for compliance and due diligence purposes. Corrective actions resulting from compliance audits were managed until closed. To find out more about our ISO 14001 Certified Facilities, [click here](#).



*"Our EHS programs aim to assure a high level of regulatory compliance and a continuous improvement approach to safety, health, and environmental protection. We promote occupational health and safety management systems based on the plan-do-check-act method of the OHSAS 18001 standard. Third-party certification of environmental management systems at many of our facilities responds to our customers' interest in knowing that PerkinElmer effectively manages the impacts of its activities on the environment."*

— Arthur "Chip" Wallace, Global EHS Director

With the acquisition of new companies comes the responsibility to merge environmental management systems. As part of our due diligence, we review the environmental operations at these new facilities for best practices, integrating them into our operations where appropriate. Another responsibility is to include new facilities into our environmental data collection and monitoring activities, depending on the site. Environmental performance data and the associated normalization factor presented in this report do not include data or contribution to total revenue from Caliper Life Sciences, Inc. (Caliper), a company PerkinElmer purchased in late 2011. Data from Caliper facilities will be included in future reports.

At the corporate level, we capture key environmental performance metrics, such as electricity use, fuel use, water consumption, greenhouse gas emissions, and hazardous waste generation, for facilities that represent approximately 70% (excluding Caliper sites acquired in November 2011) of our global operations. These facilities include manufacturing, research and development, and large administrative sites. Each year we evaluate broadening our monitoring program to include additional facilities. No new facilities were added to our performance measurement program in 2011.

Environmental performance data from 2007 through 2011 presented in this report has been modified to remove facilities that were divested or add

facilities that were acquired during these four years and that were of sufficient size to be included in our environmental performance criteria. We adjusted any goals developed from baselines during this time period, resulting in new baselines. We have considered normalizing our environmental data to a production index to facilitate year-to-year comparisons. Because of the variety of products we produce, however, we have been unable to identify a representative normalization factor based on production or output from our business. Therefore, we selected revenue as the most representative factor for comparing year-to-year data changes.

### Promoting Alternate Energy Transportation

In late 2011, PerkinElmer engaged the Hopkinton site, the City of Hopkinton, Massachusetts City Engineer, the Hopkinton Sustainable Green Committee, and the Massachusetts Department of Energy Resources to obtain a \$200,000 grant to install two ChargePoint EV Charging Services and Stations at PerkinElmer's Hopkinton facility (formerly Caliper) in early 2012. The goal of this program is to encourage alternate transportation fueled by alternate energy. Electrical use for the charging stations is being paid for by PerkinElmer. These stations are 2 of 80 now located in Massachusetts. We will report on progress in our 2012 CSR report.



### Energy Use

Generally, PerkinElmer facilities operate on electricity supplied by local utilities. We work with local utilities to lessen the burden of our electricity demand on their grid. For example, our Shelton, Connecticut, and Downers Grove, Illinois, facilities participate in programs to help reduce loads on the electrical grid by running their emergency generators during periods of peak demand.

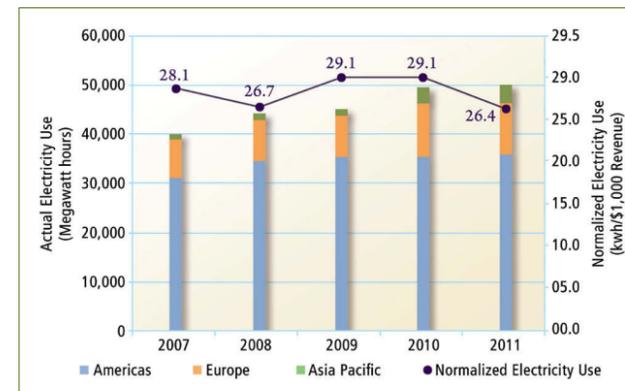


Figure 1. PerkinElmer's Worldwide Electricity Consumption

Figure 1 shows our actual and normalized global electricity consumption from 2007 through 2011. Although total electricity use increased in all three geographic regions in 2011—which was driven by higher manufacturing output—several sites completed successful energy conservation projects. For example, while increasing production by 20%, our Santa Clara, California, wafer manufacturing facility modified the operational configurations for chillers, which saved 900,000 kWh in 2011. At other facilities, we installed more efficient lighting, upgraded automated controls, and installed power-off features for lighting when areas are not in use. Normalized electricity use declined significantly in 2011 as a result of increased revenue.

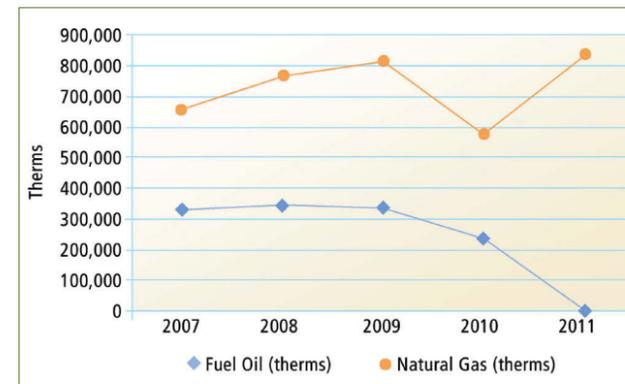


Figure 2. PerkinElmer's Worldwide Fuel Oil and Natural Gas Consumption

As part of our energy-monitoring program, we track the amount of fuel oil and natural gas used at our sites to operate boilers and other facility equipment. Figure 2 shows fuel use at our facilities for 2007 through 2011. In 2009 and previous years, our Shelton, Connecticut, facility accounted for approximately 99% of our worldwide fuel oil use. The replacement of fuel oil boilers with natural gas-fired boilers in 2010 significantly reduced our total fuel oil consumption to only a small amount. Although the switch in fuel increased our natural gas consumption from 537,000 therms in 2010 to 838,000 therms in 2011, we reduced our carbon emissions associated with fossil fuels by 45% during the same time period. We continue to opt for more fuel- and carbon-efficient choices when replacing facility equipment.

### Greenhouse Gas Emissions

PerkinElmer has been an active participant in the Carbon Disclosure Project and the U.S. EPA Green Power Partnership for several years. To find out more information, please [click here](#).

To help facilitate our overall greenhouse gas (GHG) data collection and management processes, we began using enterprise-wide GHG data management software. The software broadens our current corporate GHG data collection and management capabilities while allowing individual facilities the flexibility to capture data that is meaningful to their specific operations.

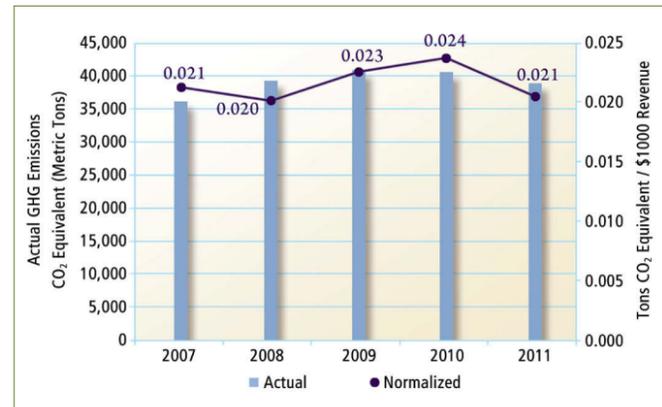


Figure 3. PerkinElmer's Worldwide Greenhouse Gas Emissions

In 2011, PerkinElmer began purchasing 5,000 megawatt hours of U.S. wind Renewable Energy Credits (RECs), up from 1,500 megawatt hours of RECs in 2010. RECs purchased in 2011 account for approximately 10% of our 2011 electricity consumption. We use *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)* developed by the World Resources Institute and the World Business Council for Sustainable Development to calculate GHG emissions. Figure 3 shows our Scope 1 and 2 GHG emissions for 2007 through 2011.

Overall, our GHG emissions decreased approximately 4% in 2011 compared to 2010. Accounting for assets that were divested in 2009, we made a downward adjustment in the 2009 baseline for our goal to reduce Scope 1 and 2 GHG emissions by 10% by 2013. Despite this adjustment, we exceeded our goal by achieving an 11% reduction in Scope 1 and 2 GHGs emissions since 2009. This was driven by a combination of energy-conservation projects and switching facility operations from fuel oil to cleaner burning and more carbon-efficient natural gas. GHG emissions normalized to revenue declined due to a combination of decreased emissions and increased revenue. We will evaluate a new GHG goal during 2012.

### Hazardous Waste

PerkinElmer's manufacturing and laboratory facilities generate some wastes that are classified as hazardous by certain local and national regulations. We continually look for ways to reduce the generation and hazardous characteristics of waste through reuse and recycling, careful selection of raw materials, chemical substitution, and other strategies. Figure 4 shows actual and normalized hazardous waste generation from 2007 through 2011.

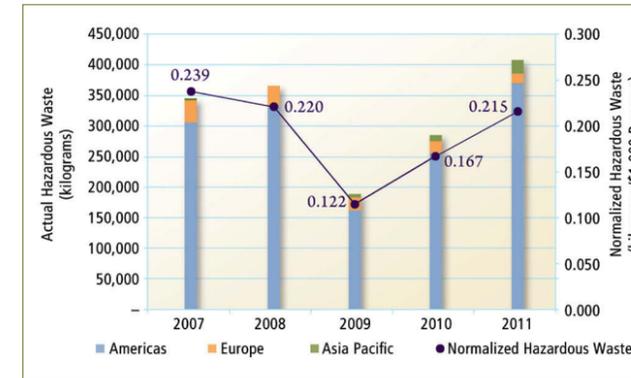


Figure 4. PerkinElmer's Worldwide Hazardous Waste Generation

Hazardous waste generation increased at several sites in 2011, driven by higher production and qualifying new equipment. Our Santa Clara facility, for example, experienced a temporary volume increase in hazardous waste resulting from the qualification of new wafer manufacturing equipment. Volumes associated with tool qualification had stabilized, however, by the end of 2011. Moreover, a new on-site fluoride treatment system is expected to be installed in 2012, which will further reduce the volume of hazardous waste shipped off-site for treatment.

Our Shanghai, China, and Shelton, Connecticut, facilities also experienced increases in hazardous waste generation that came directly from increased production. Each facility is investigating ways to reduce hazardous waste generation as part of its environmental management systems.

### Water Use

PerkinElmer uses water purchased from public water suppliers, and facility wastewater is discharged to publicly owned treatment facilities. Figure 5 shows PerkinElmer's actual and normalized water use for 2007 through 2011. Overall water use declined in 2011 as a result of decreases at several sites, with the largest volume decrease occurring at our Santa Clara wafer manufacturing facility. Water use at our Santa Clara facility declined nearly 7% in 2011 compared to 2010, despite an increase in productivity. The addition of pH- and conductivity-monitoring controls for fume scrubber water at the facility helped reduce water consumption by more than 5,000 cubic meters per year. We continue to identify, implement, and share projects among facilities to reduce water consumption and increase water recycling and reuse options.

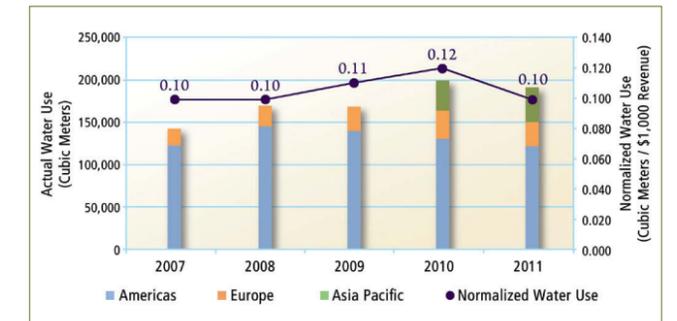


Figure 5. PerkinElmer's Worldwide Water Use

### Compliance

PerkinElmer facilities were inspected on numerous occasions in 2011 by environmental, health, and safety government agencies. No regulatory issues were identified as a result of these inspections. Additionally, PerkinElmer did not incur any spills or leaks that triggered local, state, or national reporting requirements in 2011.

# WORKPLACE AND COMMUNITIES



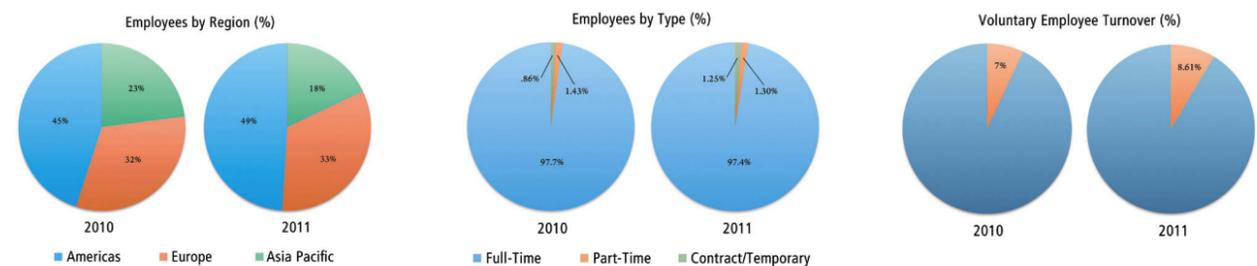
## Workplace

Our success depends on attracting and retaining top talent at all levels of the organization. Competition for top talent in our sector is high, and to be successful, we must create a culture that rewards, develops, and fosters a respectful and diverse work environment. Some of these actions include:

- Striving to craft a work environment that invokes an entrepreneurial spirit where people look for innovative solutions
- Encouraging and promoting individual competencies in ingenuity, leadership, exploration, and integrity
- Making teamwork and employee development essential parts of living our mission every day
- Focusing heavily on employee wellness and awareness in order for our employees to learn more about and improve their health
- Integration and communications teams prepare detailed, robust communications materials used to ensure our employees, customers, and suppliers understand changes to our business as a result of acquisitions

We take a dedicated approach to measuring employee engagement, including conducting global and site-specific employee surveys for direct feedback on attitudes about working at PerkinElmer—we also ask for opinions on company management. Survey results and feedback are communicated to the highest levels of the organization and influence future strategies and objectives.

**Table 2. Global Employment Profile**



## Compensation and Benefits

Attracting, developing, and retaining talent at PerkinElmer means providing competitive compensation and benefits to employees relative to industry and local market benchmarks. All employees (full- and part-time) receive paid time off. PerkinElmer employees at non-U.S. locations receive similar benefits as defined by national laws or customary practice.

## Human Rights

For PerkinElmer, protecting human rights means providing the dignity, freedom, respect, and acceptance that each of us deserves. We support and respect the protection of international human rights within our sphere of influence and commit to this in our SoBC, available in 15 languages on our web and intranet sites. To read our SoBC, please [click here](#).

Through training, enabling the anonymous reporting of suspected violations, and following up on these reports, we ensure that we are not complicit in human rights abuses. By recognizing and respecting all labor and employment laws wherever we operate, we strive to manage our global business with the highest standards of integrity and respect for human rights. We go beyond our own actions in expecting the same of our suppliers, including compliance with existing labor and human rights laws and requirements as a basic obligation in supplier contracts. We prohibit the use of child labor at our facilities and communicate this expectation to our suppliers. As part of our supplier contracts, we include a supplier code of conduct section that addresses child and adult labor, human rights, anti-corruption, and environmental concerns.

At PerkinElmer, employment is voluntary, and we do not tolerate forced or compulsory labor in any aspect of our business. We have not identified any of our operations as being at significant risk for human rights abuses.

We respect the rights of workers to organize in accordance with local laws and established practice and work closely with unions and workers' councils to maintain strong, open relationships. Respectful communications between employees and management with an attitude of cooperation, courtesy, and consideration is encouraged as the first step in addressing any issues.

## Diversity

We have cultivated and will continue to operate in an environment where the differences in our employees' backgrounds, experiences, and perspectives are embraced and respected—this is a key strength for our organization. We believe a diversified workplace begins with equal opportunity for all. Our written policies cover equal opportunity and anti-discrimination for all employees, with no bias as to race, color, nationality, ethnic or national origins, religion, gender, marital status, sexual orientation, age, or disability.

At PerkinElmer, we employ people from many different countries and regions, and we value the rich diversity they bring to our corporation. Our products and services require a highly educated and skilled workforce for product development, manufacturing, and sales and marketing. We compete with other companies to hire top talent, and when possible, we hire local talent that meets the requirements of the job.

## Employee Education and Training

PerkinElmer is keenly aware that our employees' skills, knowledge, capabilities, and engagement are among our most precious assets. Our investments in employee development enhance the value we deliver to customers and other stakeholders, and they reaffirm our commitment to the individual and professional growth of our employees and future company leadership.

The Leadership and Organizational Review (LOR) process is our primary method for managing employee development and ensuring that employees have the skills, development, and training to succeed. Employees partner with their managers in developing an annual development plan. The LOR process encompasses setting individual or team objectives that align with PerkinElmer's business and strategic priorities as well as the employee's personal development goals. Our leadership and development curriculum is delivered in 46 countries and engages managers and supervisors in the application of on-the-job skills and techniques. Leadership development programs for high-potential senior and emerging leaders from all regions/sites are held at the company's Waltham corporate headquarters at least twice a year. These corporate programs are supplemented with local training and development.



### Collaborating With Governments

In September 2011, PerkinElmer, together with its distribution partner, HVD Vertriebs GmbH, opened the world's largest centralized laboratory for newborn screening in Cairo, Egypt. The lab, built to support the Egyptian Ministry of Health and Population (MOHP), is the world's largest in terms of the number of newborn patient samples processed by a single facility and is part of an improved national newborn health screening program for congenital hypothyroidism, a serious condition that affects up to 1 in 1,400 babies born in the Middle East. The newborn screening will be offered free of charge to all Egyptian families, and it is targeted to reach approximately 96% of babies born in the country.



### Health and Safety

At PerkinElmer, protecting employee health and safety is a core priority. To help keep our employees safe at their workplaces, we have established management systems and training in accordance with OHSAS 18001 standards at most manufacturing sites. Find out more about our Occupation Health and Safety Assessment Series (OHSAS) certified facilities [here](#).

### Keeping Our Employees Healthy

We support health, wellness, and work/life balance for employees by providing a variety of resources and services that promote physical and behavioral health. These vary by location and include on-site fitness facilities or discounts to local facilities, employee assistance programs, on-site food service with healthy options, immunization programs, health screenings, and regular health and well-being communications.



Our Turku, Finland, site encourages employees to bike to work. In 2011 more than 75 employees biked to work, riding more than 60,000 kilometers and donating 2,400 Euro to the Finnish Red Cross designated to human health projects in Africa.

### Managing Safety Reporting and Remediation

PerkinElmer uses a consistent global reporting framework based on the U.S. Occupational Safety and Health Administration (OSHA) methodology to account for corporate-wide work-related injuries and illnesses. Additionally, each site captures occupational injury and illness data to satisfy local reporting requirements. The data is used to identify trends and topics for additional training opportunities. Figure 6 provides occupational injury and illness case rates and lost work-time case rates for 2007 through 2011. In 2011, we experienced a decrease in our recordable incident rate, but our lost-time incident rate increased. Because our incident rates remain low (less than 1.0 case per 200,000 hours worked), a slight increase or decrease in the number of incidents represents a significant change in rates. We remain committed to lowering our injury and illness incident rates through education, process or procedure modification, and investigating each incident to determine the root cause and appropriate preventative actions.

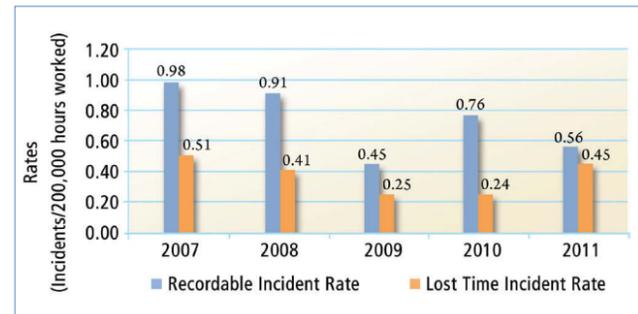


Figure 6. PerkinElmer's Occupational Injury and Illness Case Rates

### Community

As global citizens, we are committed to driving positive change into local communities where we live and work. Our employees share this commitment through their donations of time, talents, and resources. Our corporate giving is directed toward addressing human and environmental health issues and disaster relief.

### For the Better Days

In 2011, we introduced "For the Better Days" (FTBD), a global program of community service activities for employees that helps build and strengthen employee relationships while addressing important local environmental or human health issues. The program is championed at the executive level.

We held 39 FTBD events worldwide in 2011, with 12% of our employees participating in at least one event, contributing more than 5,000 volunteer-hours. Events included water well building, park cleanup, home building for Habitat for Humanity, support for youth activities, and assistance at schools, orphanages, and facilities for disabled children. Our annual employee survey confirmed the popularity of FTBDs—employees expressed enthusiasm for the program and gave suggestions for future enhancements.

In 2012, our goal is to have 25% of our employees participate in at least one event. As FTBD events evolve, we will look to include employee families and strategic business partners.

FTBD is a keystone program that complements the breadth of other volunteer and community service activities happening throughout the year, many of which are organized by employee activity committees. To learn more about our community engagement activities, [click here](#).



"For the Better Day", Sweden



"For the Better Day", Singapore



"For the Better Day", Italy

## Aiding Communities around the World

### Japan Disaster Relief

PerkinElmer's local offices were impacted by the devastating earthquake that struck Japan on March 11, 2011. After confirming the safety of our employees and their families, we began investigating ways to help. We proactively lent instruments and technical support to Japanese researchers, including those at the University of Tokyo, to help map the radioactive contamination in soil, water, and food that resulted from the damage to the Fukushima nuclear power plant. We also helped guide the development of decontamination methods.



Fukushima University President Nittono Osamu (left) and PerkinElmer Japan President Mutsuo Aoki (right) collaborate in support of relief efforts in Japan.

### Safe Drinking Water in Cambodia

PerkinElmer collaborated with Journeys Within Our Community (JWOC), an international nonprofit organization aimed at improving living conditions in Southeast Asia, on the Clean Water Project. The project focuses on delivering clean, safe drinking water to two villages in Cambodia—Doun Keo and Brasat Char. PerkinElmer helped replace pit wells and other unreliable water sources with properly constructed water wells by drilling 54 new wells and repairing 139. In addition, as part of a training program for villagers on healthy hygiene habits and care for their new clean water sources, we distributed 588 filters. Today, more than 2,700 villagers have access to clean water because of this effort.



The PerkinElmer team with one of the wells they constructed.



## PRODUCT INNOVATION

### The PerkinElmer Foundation

The PerkinElmer Foundation supports U.S. charitable nonprofit organizations that are dedicated to earlier and more accurate diagnosis of disease and to improving and protecting the environment. In addition to direct charitable contributions, the Foundation matches corporate officers' donations to qualifying nonprofit entities by up to certain amounts each year.

At PerkinElmer, we strive to offer products that continually improve performance and help reduce adverse affects on human health and the environment. To find out more about our product stewardship program, please [click here](#).

The product stewardship committee was formed in late 2010 and in 2011 began making progress on a variety of fronts by:

- Piloting the use of a new product scorecard for recycled material content, energy efficiency, instrument weight and size reductions, and product packaging reductions. The scorecard was used for several instruments introduced in 2011 and is being adapted for wider use across the company in 2012
- Launching a program to recycle platinum sampler and skimmer cones from our ICP-MS instruments. We offered customers a discount that could be applied to PerkinElmer consumable purchases. We look forward to expanding the program in 2012 and beyond
- Establishing a method whereby customers can download instrument manuals, minimizing the need for CDs and other printed documentation for instruments
- Eliminating product redundancy and improving the eco-friendliness of our Pico-Fluor by reducing the number of SKUs to simplify customer ordering while eliminating nonylphenol ethoxylate (NPE) surfactants
- Recycling 124 metric tons of our electronic equipment products in the EU. Recycling and compliance information is provided for EU customers at PerkinElmer's Environmental Directives page on our website



*"Over the last year, our R&D teams have started to include additional sustainability into new products. To encourage responsible product development, we've added a review process to our product management system, including a toll gate that ensures regulatory compliance, and eco-design principles are considered and monitored throughout the product concept and development phases. As a result, we've started to see a number of eco-design principles in our new products."*

— Dave Prentice,  
Global Research & Development Operations Director

### Supporting Better Diagnostics

PerkinElmer donated \$25,000 to the Jeffrey Modell Foundation's Roots & Wings Program, which provides travel and related family support for children with a primary immunodeficiency disease, such as Severe Combined Immunodeficiency Disorder (SCID). PerkinElmer's diagnostics business plays an active role in SCID research and testing. Early detection and treatment of SCID increases life expectancy and chance for recovery.



### Innovative Design for Reduced Impact

PerkinElmer's Spectrum Two™ FT-IR, designed to reduce environmental impact, won the 2011 Silver IBO Design Award for analytical instruments. The Spectrum Two features a compact footprint, contains 75% recyclable parts by weight, offers functionality, durability, and contemporary design, and can handle multiple sample sizes—and still provides superior results.



### Improved Serviceability for Reduced Impact

Our recently released Optima™ 8X00 series utilizes a "PlasmaCam" inside the instrument that allows service technicians to diagnose customer concerns remotely without traveling to the site. In some cases a solution can be provided directly to the customer. During 2011, our remote diagnostics increased 79% over 2010, servicing more than 1,100 customers and generating greater than \$1 million in savings for our service business.

Additionally, the number of screws used to secure the front panel was reduced to 2 from 20 in order to improve service speed as well as reduce materials.



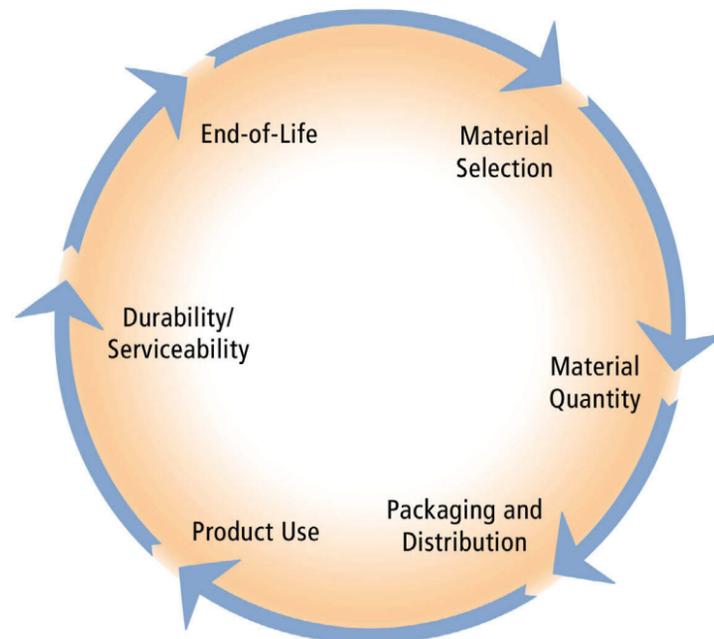
### Product Compliance

We continuously ensure that we are able to provide supplier product content information to customers. For example, when there is reason to suspect the presence of a substance of very high concern (SVHC), we refer to information we have collected from individual suppliers or standardized supplier surveys. Where applicable, we supplement information from suppliers with publicly available information, general knowledge about chemicals, and, in some cases, with chemical analysis data. At this time, we are not aware of any SVHCs present above threshold concentrations in any of our products. As the legal requirements under the EU's REACH guidelines continue to evolve, we are committed to ongoing communication with suppliers and customers to ensure compliance.



Additionally, as a manufacturer and supplier of electrical and electronic equipment, we make products that are subject to EU directives on restriction of the use of certain hazardous substances in electrical and electronic equipment (RoHS) and Waste Electrical and Electronic Equipment (WEEE). Products we manufacture that are currently exempt from RoHS restrictions are classified as Category 8 (medical devices) and Category 9 (monitoring and control instruments) products. The exemptions for Category 8 (IVD) and Category 9 products are set to expire beginning July 2016 and July 2017, respectively. We continue to follow the evolution of the RoHS and WEEE directives and are working diligently to ensure that our products comply with applicable requirements.

### Product Design Considerations



In addition to our focus on product compliance, in 2012 we will continue to embed product stewardship principles into the life cycle of our products, with special emphasis on periodic product reviews, building supply chain awareness, environmentally responsible packaging and distribution, and equipment and parts reuse and recycling. We have challenged our R&D teams to address sustainability concerns in their new product development, focusing on cradle-to-cradle life cycle design, and we look forward to sharing our progress in these areas in future reports.



[Learn more about our Corporate Responsibility here.](#)

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