

HUMAN HEALTH

ENVIRONMENTAL HEALTH

TOUCHING  
LIVES  
MAKING A  
DIFFERENCE





Dear customers, shareholders, and colleagues,

PerkinElmer's mission to improve the health and safety of people and the environment is the guiding principle behind how we develop our products, operate our business, and interact with our local communities. We are an active corporate citizen, committed to making a difference through our three corporate social responsibility (CSR) pillars: Eco-Innovative Products, Sustainable and Ethical Business Practices, and Community Involvement.

Over the past year, we have continued making great progress across all three pillars, including:

- Updating our new product development process to better address the environmental impacts of products in the design stage. (We also made significant progress in our plans to address future restrictions on certain hazardous substances in our products.)
- Continuing to advance the sustainability of our operations by improving energy efficiency, lowering greenhouse gas emissions, and reducing waste of all kinds.
- Growing our community involvement program as employees volunteered in greater numbers to support local organizations that advance human and environmental health.

I am pleased to introduce our 2012 CSR report. We are proud of our CSR achievements to date and are committed to making further progress. We appreciate your interest in how we integrate social responsibility into the work we do every day at PerkinElmer.

Sincerely,

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

## ABOUT THIS REPORT

This report is organized into two sections. The first section presents highlights from the year, while the second addresses key elements of the Global Reporting Initiative (GRI) sustainability reporting guidelines. Based on our review and assessment with respect to the GRI guidelines, we believe our report meets the requirements for a self-assessed Application Level B report.

Although our report focuses primarily on actions and activities that occurred in 2012, data from prior years is also included. All operational data is provided for calendar year 2012, unless otherwise noted, and data was measured directly, calculated, or obtained empirically from a variety of internal sources.

Cover photo: Employees prepared food and organized games and activities for children at a local preschool to celebrate Festa Junina in Guarulhos, Brazil.

# OUR CORPORATE SOCIAL RESPONSIBILITY PILLARS

Keeping in mind our mission to improve the health and safety of people and the environment, our CSR activities, and the issues important to our key stakeholders, we renamed our three key CSR pillars last year to better reflect our program. The new pillars that represent our CSR priorities are Eco-Innovative Products, Sustainable and Ethical Business Practices, and Community Involvement.



## ECO-INNOVATIVE PRODUCTS

*Developing innovative products that are eco-efficient and safe throughout the product lifecycle*

In 2012, we formally introduced eco-innovation into our new-product development process guidelines and conducted the first eco-innovation review of an R&D project. In 2013, we'll perform additional project reviews and continue to raise awareness about opportunities to improve the environmental profile of our products.

**Key Stakeholders:** Customers and suppliers

*(See the Eco-Innovative Products section of this report for more information.)*



## SUSTAINABLE AND ETHICAL BUSINESS PRACTICES

*Operating our facilities in a manner that ensures the health and safety of our employees, the public, and the environment, in accordance with our high standards of ethics and integrity and in compliance with applicable laws*

After achieving our goal to reduce greenhouse gas emissions by 10% by 2013 using 2009 as a baseline, we created a similar goal targeting an additional 10% reduction by 2015 using 2011 as our baseline.

**Key Stakeholders:** Employees, suppliers, investors, and governments

*(See the Sustainable and Ethical Business Practices section of this report for more information.)*



## COMMUNITY INVOLVEMENT

*Benefiting our communities through partnerships, employee volunteerism, and strategic philanthropy*

During 2012, we engaged 25% of our employees in For the Better Day community outreach. For 2013, we expect to engage 30% of our employees in these events.

**Key Stakeholders:** Employees and local communities

*(See the Community Involvement section of this report for more details.)*

We're also developing additional goals and objectives for each pillar and will communicate these more fully in future reports.

In 2012, we created a new CSR Steering Committee, comprised of senior leaders, to provide strategic oversight and direction over our CSR efforts. The committee meets frequently, and members provide periodic updates to the chief executive officer and board of directors.



## ECO-INNOVATIVE PRODUCTS

### Minimizing health and environmental impacts throughout the product lifecycle

Eco-innovation is how we align innovative product research and development with the responsible manufacturing, use, distribution, and end-of-life management of our products. We strive to provide products that help our customers address their needs while minimizing environmental impacts.

Our eco-innovative product approach evolved out of listening to our customers and observing regulatory and market trends. We then focused our design process on minimizing the lifecycle impacts of our products by:

- Improving the efficiency of our products and services
- Reducing their environmental burden
- Increasing the value and reducing total cost of ownership for our customers
- Improving operating margins through reductions in materials and waste

### Infusing eco-innovation into our product design process

Our product design process incorporates a series of checkpoints that includes a review of energy use, weight, recycled content, consumables use, and packaging. Design engineers receive training on current and pending regulatory initiatives that may impact product design and use, such as the European Union's Restrictions on Hazardous Waste (RoHS), Registration, Evaluation, Authorization, and restriction of Chemicals (REACH), and Waste from Electrical and Electronic Equipment (WEEE) directives. Currently, the Category 8 (medical devices) and Category 9 (monitoring and control instruments) products that we manufacture are exempt from RoHS restrictions. These exemptions expire beginning in 2016 or 2017 for most of our products, and we are working diligently to ensure compliance with applicable requirements. PerkinElmer will comply with all applicable restrictions on hazardous substances in products.

## ECO-INNOVATION IN ACTION

### OPTIMA™ ADVANCED SMARTRINSE™

Advanced SmartRinse is a software feature included in our Optima ICP instrument series. This feature automatically customizes rinse times based on element concentrations in each sample, helping improve productivity and analysis time, as well as reducing argon and energy consumption and cost.

### NEXION® ICP-MS

Our NexION product uses argon as its inductively coupled plasma (ICP) torch gas. When the torch is off, the instrument continues to consume a small amount of the gas to maintain differential pressure at the pump valve. By using compressed air instead of argon, consumption is reduced by up to one cylinder per week.



# SUSTAINABLE AND ETHICAL BUSINESS PRACTICES

## Protecting the health and safety of our employees and communities

### Supplier responsibility

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 Standards of Business Conduct (SoBC). Our supplier contracts call for 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 team. Audits are performed on suppliers based on business and technical risks.

In 2012, we worked to develop our systems to assure compliance with 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. Our systems will also address the presence of chemicals designated as substances of very high concern (SVHC) by the European Chemicals Agency in connection with the REACH regulation on chemicals.



Some of the products we manufacture contain tantalum, tin, tungsten, and gold, which originate from mines and smelters throughout the world. As a publicly traded U.S.-based company, PerkinElmer is subject to new Securities and Exchange Commission rules that will require us to investigate the supply chain for these materials and start filing a Conflict Minerals Report in 2014. We have completed a preliminary analysis concerning the origin of the subject minerals found in our products. In 2013, PerkinElmer will conduct a country-of-origin review of these raw materials to determine where they originate and whether they can be considered "conflict-free." We are committed to continuing to work with our supply base to assess this issue and determine if alternate sourcing is necessary.

### Environmental health and safety

PerkinElmer has a long record of environmental responsibility and reducing the impact of our operations on the environment. We have established robust management systems at our manufacturing sites to manage risks to the environment from our business operations, and we engage employees worldwide to take an active role in conservation efforts. Our approach to environmental management at our facilities includes:

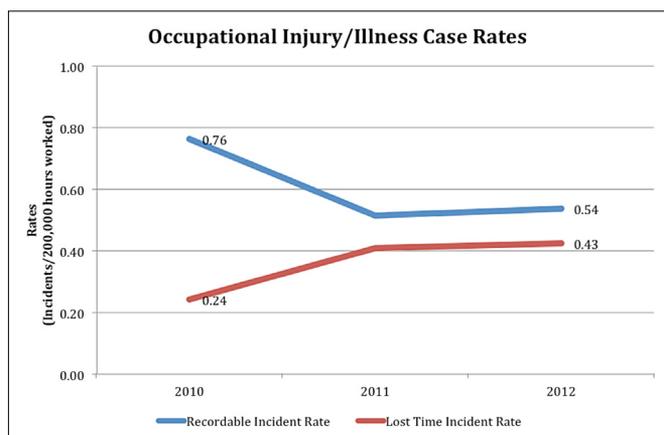
- Applying an integrated and systematic process to environmental management
- Sharing best practices across our operations
- Monitoring operations using key environmental performance indicators
- Conducting periodic audits of our operations
- Performing periodic environmental management reviews

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 documented policies and procedures designed to assess and control EHS risks
- Effective implementation of our policies and procedures with individual responsibility at all levels
- Training in required procedures and 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

At PerkinElmer, protecting employee health and safety is a core priority. Many of our facilities are certified to International Organization of Standardization (ISO) 14001 and Occupational Health and Safety Assessment Series (OHSAS) 18001 standards. In 2012, our new Taicang, China, facility achieved certification to both ISO14001 and OHSAS 18001.

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



### Environmental performance

PerkinElmer uses a variety of performance indicators to measure site and global environmental performance for our manufacturing sites, including:

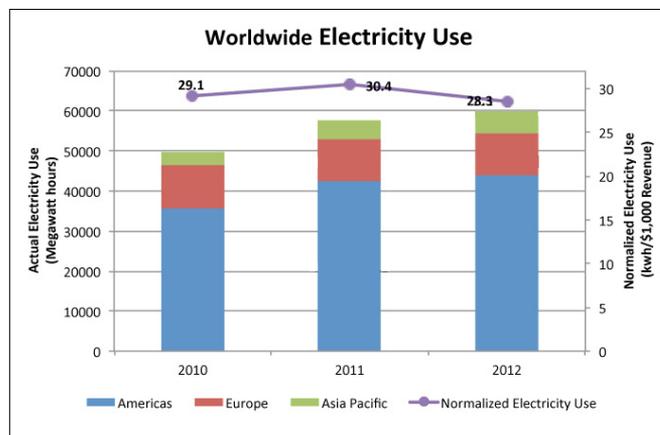
- Electricity use
- Fuel use
- Greenhouse gas emissions
- Water consumption
- Waste generation

We include manufacturing facilities in our environmental performance indicator program, which represents approximately 70% of our global footprint. Facilities not participating in our environmental performance monitoring program include administrative and smaller research and development sites. Every year we evaluate broadening our monitoring program to include additional facilities. For this report, we added several facilities in late 2011 that were part of our acquisition of Caliper Life Sciences, as well as facilities in India and Japan reporting for the first time.

As new facilities are included in our performance monitoring program, we adjust goal baselines accordingly. We use revenue as the most representative normalizing factor for comparing year-to-year performance.

### Energy use

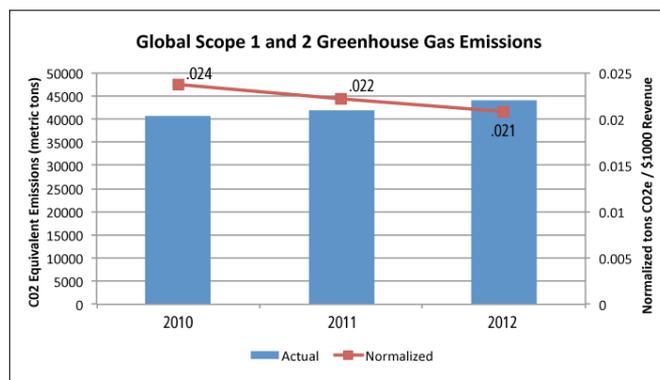
Generally, PerkinElmer facilities operate utilizing electricity supplied by local utilities. We work with those utilities to lessen the burden of our electricity demand on the local grid. For example, our Shelton, Connecticut, and Hopkinton, Massachusetts, facilities participate in programs to help reduce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



### Greenhouse gas emissions

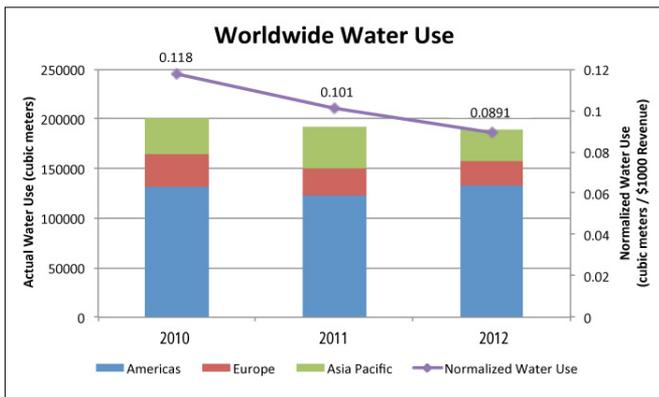
PerkinElmer is an active participant in the Carbon Disclosure Project, a nonprofit organization collecting information on greenhouse gas emissions and climate change strategies from thousands of companies across the globe. We also participate in the U.S. EPA Green Power Partnership, a voluntary program that supports the organizational procurement of green power. Since 2006, we have provided an accounting of our greenhouse gas emissions to the Carbon Disclosure Project. In 2012, we were also listed on the Maplecroft Climate Innovation Index.

Since 2011, PerkinElmer has purchased 5,000 megawatt hours of U.S. wind Renewable Energy Credits (RECs) annually, up from 1,500 megawatt-hours of RECs in prior years.



## A BETTER BOILER MAKES A BIG DIFFERENCE

Silicon Valley is the epicenter not only of innovative new technologies, but also the innovative manufacturing facilities to produce them. So it's no surprise that we would want to put our Santa Clara, California, facility, which manufactures digital, flat-panel X-ray detectors in a highly controlled cleanroom manufacturing environment, on a greener, more sustainable path. Working through Pacific Gas & Electric's Commercial Industrial Boiler Efficiency Program, we replaced old boilers used to control humidity in the cleanroom with new condensing boilers. This equipment achieves very high efficiency by preheating water with waste heat from flue gases. Plus, we optimized reheat coils in the heating ventilation and air conditioning system to increase energy efficiency even further. In all, the project resulted in annual natural gas savings of more than 69,000 therms, with the boilers also meeting new air emission requirements.



## Hazardous waste

PerkinElmer's manufacturing and laboratory facilities generate a number of wastes that are classified as hazardous by 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. A wastewater treatment system was installed at our Santa Clara facility in 2012, which will result in a major reduction in hazardous waste shipments in 2013.

PerkinElmer facilities were inspected on multiple occasions in 2012 by government environmental, health, and safety agencies. Minor deficiencies in hazardous waste biennial reporting were identified at two locations and promptly resolved.

## Water use

PerkinElmer uses water purchased from public water suppliers, and facility wastewater is discharged to publicly owned treatment facilities. Additional controls were installed for fume scrubber water at our Santa Clara facility. The result was a reduction in water consumption by more than 4,000 cubic meters per year. We continue to identify, implement and share among facilities projects to reduce water consumption and increase water recycling and reuse options.



## LESS PACKAGING MAKES A MORE RESPONSIBLE OPTION

Every year, billions of tons of waste materials are produced worldwide – much of it in the form of packaging. We are aiming to reduce our usage. We started with our Turku, Finland site, which manufactures Neonatal G6PD kits to aid in screening newborns for Glucose-6-phosphate dehydrogenase deficiency (G6PD) outside the United States. Approximately 240 shipments are delivered each year, all transported via air freight. Previously, an average shipment contained blue ice, calibrators, and controls in one box, and other kit components in a separate box. Now, the calibrators and controls are shipped at ambient temperature together with the rest of the kit – and that means a decrease of 4,080 kilograms of packaging per year.

# COMMUNITY INVOLVEMENT

## Making a difference where we live and work

PerkinElmer is committed to encouraging our employees to make a positive impact in their local communities. We support their efforts by coordinating company-sponsored volunteer events and connecting employees with volunteer opportunities in their local communities around the world. Helping others by investing money, time, and technology to improve social and environmental conditions has strengthened the communities where we work and enriched the lives of our employees around the globe. We also direct corporate giving toward addressing human and environmental health issues and disaster relief.

## For the Better Days

Launched in 2011, For the Better Days (FTBD) is a global community service program supporting human and environmental health, where employee teams across the globe participate in a day of community service. We held 77 FTBD events in 2012, engaging nearly 1,900 employees, or approximately 26% of our workforce, and contributing more than 6,000 hours. Examples of our volunteer activities during 2012 are pictured on this page.



Participating in World Prematurity Day by knitting 267 pairs of socks, which were hung on lines in the Turku, Finland, office lobby and donated to the newborn department at Turku University Central Hospital



Mulching and cleaning an organic teaching garden at The Edible Schoolyard in Greensboro, North Carolina, that empowers children and families to create healthier futures through food education



Partnering with the town of Stratford, Connecticut, and the Connecticut Community Boating organization to clean beaches along Long Island Sound that serve as a refuge for endangered birds



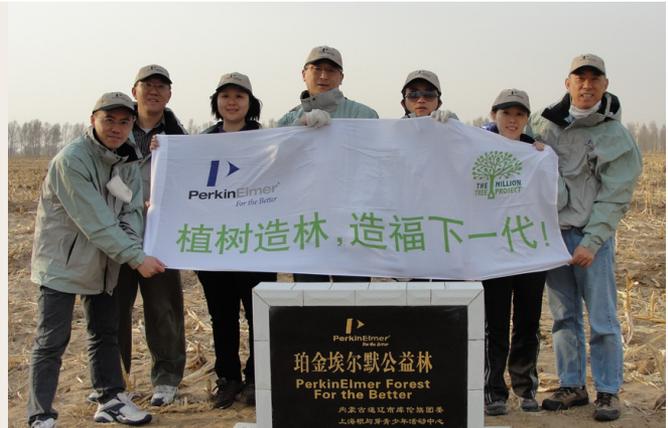
Renovation of a local bus station and two frequently used pedestrian bridges in Walluf, Germany, including a bridge used by the public to safely cross railways



Organizing games and serving food and drinks to children and families affected by Down syndrome at a festival hosted by APAE de São Paulo, Brazil, a nonprofit organization

## A NEW FOREST – AND A NEW START

Founded in 1991 by Dr. Jane Goodall and a group of students from Tanzania, the Roots & Shoots program is all about making positive change happen for communities, the environment, and for animals – and that makes it an ideal partner for PerkinElmer employees looking to make a difference. A group of workers from our Shanghai facility joined with Roots & Shoots to plant 3,000 seedlings in a desert area of Inner Mongolia. Now called the PerkinElmer Forest, this project is part of an effort to prevent desertification and offset greenhouse gas emissions in the region by planting one million trees by 2014, while educating local students on the importance of environmental protection.



Planting trees in Inner Mongolia

As we continue to expand involvement in our FTBD program, we plan to engage customers, business partners, and employee families more fully into our future efforts, around the world.

While FTBD is our keystone employee engagement program, it complements the breadth of other volunteer and community service activities. These activities include:

- PerkinElmer employees in Groningen, Netherlands contributed to the 3FM Dutch radio station's special event to raise awareness and money to reduce infant mortality. Infant mortality affects approximately 40 infants per 1,000 live births, according to the United Nations, and is a cause that PerkinElmer has long supported through our prenatal and neonatal diagnostics solutions.
- PerkinElmer employees in Japan gave students from a local elementary school a hands-on lesson on the importance of clean water by teaching them how to use World Water Monitoring Day™ (WWMD) testing kits supplied by PerkinElmer.
- Leadership Initiatives for Teaching and Technology (Lift2) is a Massachusetts-based program that offers paid externships for middle and high school science, technology, engineering, and math teachers. Lift2 participants work alongside PerkinElmer scientists for five weeks during the summer, developing life science research solutions while gaining experiences to share with and inspire students.



World Water Monitoring Day

## LEARN MORE

We look forward to continuing to make progress across our Eco-Innovative Products, Sustainable and Ethical Business Practices, and Community Involvement pillars. To learn more about our CSR efforts, [click here](#) to visit our Website or join us on [Facebook](#).

We're also very interested in your feedback on our CSR report and program. Feel free to contact us at [csr@perkinelmer.com](mailto:csr@perkinelmer.com).

# APPENDIX

## Stakeholder engagement

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

We are guided by the issues that are relevant to our stakeholders and by our goal to improve human and environmental health. In 2012, we

followed up on the recommendations of a CSR benchmarking exercise that addressed customers, competitors, and internal stakeholders. Through this engagement, we confirmed and refined our three focus areas: Eco-Innovative Products, Sustainable and Ethical Business Practices, and Community Involvement. We also began to rely on the International Standard ISO 26000:2010 (guidance on social responsibility) to help determine the direction of our programs.

We regularly engage a wide range of stakeholders as described in the following table:

### PerkinElmer Key Stakeholders & Engagement Highlights

Stakeholder	Engagement	
<b>Employees</b>	CSR portal (internal website)	Quarterly all-employee webcasts and site meetings
	Leadership blogs	2012 employee engagement survey
	Employee surveys	Leadership and Organizational Review (LOR) process
	Performance reviews	For the Better Day events
	Community volunteer activities	PerkinElmer training programs
	Social networks	
<b>Customers</b>	Research collaboration	Revolutionaries for Global Health (RGH) summits and INspiring INnovation Tour
	Perkinelmer.com	Customer audits and self-assessments
	Response to inquiries	Environmental seminars
	Customer surveys	Brand surveys
	Product development	
<b>Suppliers</b>	Regular business communications	Supplier reviews and audits
	Supplier reviews/audits	RoHS and REACH compliance letters
	Supplier surveys	Supplier code of conduct
	Product development	
<b>Investors / Analysts</b>	Quarterly reporting and conference calls	Earnings calls
	Healthcare and life sciences conferences	J.P. Morgan Health Care Conference Fourth annual Personalized Medicine Conference
	UBS Life Sciences Conference	
<b>Communities</b>	Employee volunteering	For the Better Day events
	Donations and fundraising	Science and math education programs
	Disaster relief	Disaster plans for local sites
	Nonprofit involvement	Rapid response processes to deal with natural disasters
	Mentoring	
<b>Governments</b>	Regulatory compliance	Regulatory inspections
	Policy development process	Product review and approval
	Partnering with local governments	

## 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 in 2012 include the following:

- PerkinElmer collaborated with the European Foundation for the Care of Newborn Infants (EFCNI) to increase and improve awareness of preeclampsia screening throughout Europe.
- We collaborated with Dr. John Iafrate and Dr. Long Le of the Massachusetts General Hospital Department of Pathology and Cancer Center to develop a sequencing informatics system for profiling the genetic changes in tumors for use in advanced cancer research.
- We brought together next-generation sequencing (NGS) instrument users and respected members of the scientific community to learn and share the latest NGS and biobanking techniques and applications. During the meeting, attendees participated in an interactive workshop on NGS and biobanking laboratory workflows, including specimen collection, sample preparation, automation, sequencing, storage, and informatics.
- PerkinElmer India won the Frost & Sullivan 2012 Growth Excellence Award for Growth Leadership in Product Line Strategy in Laboratory Analytical Instruments for the success of its business and its positive impact on customers served in India.

## 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, [click here](#).

## Board of directors

PerkinElmer is a publicly owned and traded company with an eight-member board of directors. 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 a review of board performance, including diversity of experience, attributes, and skills of board members, is conducted annually by the Nominating and Corporate Governance Committee. Robert 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 New York Stock Exchange Listed Company Manual.

The effectiveness of the board's diverse mix of experience, attributes, and skills is reviewed as a component of the annual board self-assessment process. A summary 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 and strategic, and reputational risks. This oversight is conducted primarily through the Audit Committee, which oversees enterprise risk management and reports regularly to our board on such matters.

Our compensation is tied to performance through incentive plans that are described in greater detail in our [proxy statement](#).

**Corporate Governance Guidelines** – These guidelines define PerkinElmer's governance policies and procedures for the board of directors and executive management. They include provisions for selecting a lead independent director when the chief executive officer is the chairman of the board.

**Standards of Business Conduct** – PerkinElmer's Standards of Business Conduct (SoBC) document defines the values and principles that guide individual and company actions. All employees are trained on the SoBC, which is [available here](#) in 15 languages. At the outset of 2012, we moved this training onto an online platform. 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 violations of the SoBC and related policies. All reports to the hotline are investigated and addressed by a management ethics committee.

**Compliance Committee** – As part of our commitment to conducting our 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 Organization 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 to achieve thoughtful and productive contributions to the broad array of policies that impact our business and industry across the globe. In particular, we are active in educating decision makers in emerging markets regarding the benefits of newborn screening.

**Risk Management** – 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, 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 resources to mitigate the highest risks.

As part of our risk-management philosophy, we support the precautionary approach described in Principle 15 of the Rio Declaration on Environment and Development. 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.

Where special precautions are required to assure safe handling of our products, we provide customers with safe work instructions, safety data sheets, material disclosures, product labels, and other communications as needed.

**Disaster Recovery** – In an effort to reduce the impact of a disaster to our employees, customers, partners, and key stakeholders, PerkinElmer maintains a comprehensive and resilient disaster recovery program. Our information technology organization has developed detailed disaster recovery plans for critical data centers across the globe to prepare for both common failures, such as Internet outages and hardware failures, and also catastrophic failures, including cascading system failures. The IT Effectiveness Group (ITE) 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 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 our SoBC. Our supplier contracts include a supplier code of conduct that requires compliance with local, regional, and national environmental, health, safety, and labor laws 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 PerkinElmer supply management personnel. Audits are performed on suppliers based on perceived business and technical risks.

We continued surveying our top-tier suppliers regarding compliance with the European Union’s restrictions on hazardous substances in IVD medical devices and industrial monitoring and control equipment, which will become effective in July 2016 and July 2017.

## Workplace

Our success depends on attracting and retaining exceptional 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 our 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, collaboration, and employee development essential parts of living our mission every day
- Focusing heavily on employee wellness

We take a dedicated approach to measuring employee engagement, including global and site-specific employee surveys that solicit direct feedback on a variety of areas related to working at PerkinElmer. Survey results and feedback are communicated to the highest levels of the organization and influence future strategies and objectives.

## Global Employment Profile

Total Number of Employees	7,400
<i>Americas</i>	47%
<i>Europe</i>	33%
<i>Asia Pacific/China/Japan</i>	21%
Voluntary Employee Turnover	At or below market rates in most countries

## Compensation and Benefits

Attracting and retaining talent at PerkinElmer means compensating and providing competitive benefits to employees relative to industry and local market benchmarks. All employees (full-time and part-time) receive paid time off and medical benefits similar to those 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 website and intranet sites. To read our SoBC, [click here](#).

At PerkinElmer, employment is voluntary, and we do not tolerate forced or compulsory labor in any aspect of our business. Through training programs and anonymous reporting of suspected violations, we ensure that we are not complicit in human rights abuses. By recognizing and respecting all applicable 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 have reviewed our operations relative to freedom of association/child labor/forced labor laws and regulations and have not identified any concerns at this time.

We also expect the same high standards of conduct and respect for human rights from 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, anticorruption, and environmental concerns.

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 antidiscrimination for all employees without regard to race, color, nationality, ethnic or national origins, religion, sex, 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. 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 performance 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 to our global leadership teams throughout the world 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 per year. These corporate programs are supplemented with local training and development. All employees participate in corporate compliance training that is delivered primarily through an e-learning platform, and supplemented with instructor led classroom training.

## GRI Content Index

Our fourth annual CSR report explains how PerkinElmer is contributing to a more sustainable future, for the better. This review is intended to give a snapshot of how we work, and covers the key issues connected to our strategy, while using the Global Reporting Initiative Sustainability Reporting Guidelines to direct our efforts.

Our report focuses on actions and activities that occurred in 2012 and encompasses facilities over which PerkinElmer has operational control. All data is provided for calendar years unless otherwise noted. Data was measured directly, calculated, or obtained empirically from a variety of internal sources. This year's report is the first to include data from Caliper Life Sciences facilities that were acquired in late 2011, as well as from facilities in Japan and India.

Each year, PerkinElmer assesses the benefits of externally verifying report data. While the data in this report has been internally validated, it has not been assured by a third party.

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

We have reviewed the contents of our report and provided the GRI Index below to show where applicable indicators are addressed in the report. Based on our review relative to the GRI, we believe this report achieves an Application Level B.

## Company Profile

PerkinElmer (NYSE: PKI) is a global leader focused on improving the health and safety of people and the environment. Founded in 1937 and 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. We are a component of the S&P 500 Index. Revenue in 2012 was \$2.1 billion, and we have approximately 7,400 employees worldwide.

As a global technology leader, PerkinElmer is taking action to harness the power of insights and transform them into knowledge to deliver innovative, differentiated solutions for our customers. From critical therapeutic and disease research and prenatal screening to environmental testing, laboratory services, and informatics, we are actively engaged in improving health and advancing quality and longevity of life all around the world.

# APPENDIX

Data Table

Indicator	Units	2010	2011	2012
<b>ECONOMIC</b>				
Revenue	USD (\$1,000)	\$1,704,346	\$1,918,508	\$2,115,205
Research & Development	USD (\$1,000)	\$94,811	\$115,821	\$132,639
Net Income	USD (\$1,000)	\$390,983	\$7,655	\$69,940
<b>ENVIRONMENTAL</b>				
<b>Total Absolute Electricity Use</b>	Kilowatt-hours	49,609,772	57,473,550	60,291,652
<i>Americas</i>	Kilowatt-hours	35,669,375	42,627,062	43,884,170
<i>Europe</i>	Kilowatt-hours	10,631,621	10,354,151	10,342,333
<i>Asia Pacific</i>	Kilowatt-hours	3,308,776	4,492,337	6,065,149
Total Absolute Electricity Use	GigaJoules	178,595	206,905	217,050
<b>Greenhouse Gas Emissions</b>				
Scope 1 and 2	Tons CO <sub>2</sub> e	40,548	41,924	44,034
<b>Total Water Use</b>	Cubic meters	200,568	191,726	188,570
<i>Americas</i>	Cubic meters	131,340	122,232	132,318
<i>Europe</i>	Cubic meters	32,649	28,582	24,659
<i>Asia Pacific</i>	Cubic meters	36,579	40,912	31,593
<b>Total Hazardous Waste</b>	Kilograms	285,231	407,315	670,616
<i>Americas</i>	Kilograms	255,629	370,171	638,134
<i>Europe</i>	Kilograms	19,085	15,306	12,498
<i>Asia Pacific</i>	Kilograms	10,517	21,838	19,984
<b>HEALTH AND SAFETY</b>				
Injury and Illness Case Rate	Incidents/200K hrs	0.76	0.51	0.54
Lost Work Day Case Rate	Incidents/200K hrs	0.24	0.41	0.43

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## GRI Disclosure Index

GRI Indicator	Coverage	Location / Direct Answer
<b>STANDARD DISCLOSURES PART I: Profile Disclosures</b>		
<b>1. STRATEGY AND ANALYSIS</b>		
1.1	CEO Statement - sustainability; importance to vision and strategy	● CEO Statement
1.2	Description of key impact, risks, and opportunities	● Our CSR Pillars
<b>2. ORGANIZATIONAL PROFILE</b>		
2.1	Name of organization	● Appendix - PerkinElmer at a Glance
2.2	Primary brands, products, or services	● Appendix - Company Profile
2.3	Operational structure	● Appendix - Board of Directors
2.4	Location of headquarters	● Appendix - PerkinElmer at a Glance
2.5	Location of operations - countries list	● Appendix - Company Profile
2.6	Nature of ownership	● Appendix - Company Profile
2.7	Markets served	● Appendix - Company Profile
2.8	Scale of organization	● Appendix - Company Profile
2.9	Significant changes in reporting period	● Appendix - Company Profile
2.10	Awards received during reporting period	● Appendix - Industry Collaboration
<b>2. REPORT PARAMETERS</b>		
3.1	Reporting period	● CSR Report - About This Report
3.2	Date of most recent previous report	● 2011 CSR Report (published August 2012)
3.3	Reporting cycle	● Annual - See CEO Statement
3.4	Contact for questions	● Appendix - GRI Content Index
3.5	Process for defining report content - determining materiality, priorities	● Appendix - GRI Content Index
3.6	Boundary of report - countries, JVs, etc.	● Appendix - GRI Content Index
3.7	State-specific limitations on scope and boundary of report	● Appendix - GRI Content Index
3.8	Basis for reporting on JVs, subsidiaries, etc.	● Appendix - GRI Content Index
3.9	Data measurement techniques and calculations	● CSR Report - About This Report
3.10	Explanation of any restatements from previous reports	● None
3.11	Significant changes from previous reporting period scope, measurement, or calculations	● Included data for Caliper Life Sciences sites beginning in this report
3.12	Table identifying location of GRI data in report	● Appendix - GRI Index
3.13	Policy or current practice regarding assurance	● PerkinElmer assesses whether or not to assure its report each year; this report has not been assured by a third party
<b>2. GOVERNANCE, COMMITMENT, AND ENGAGEMENT</b>		
4.1	Governance structure of organization	● Appendix - Corporate Governance
4.2	Indication as to whether the chair of the highest governance committee is an executive officer	● Corporate Governance
4.3	Number of independent and/or nonexecutive directors	● Appendix - Board of Directors
4.4	Mechanism for investors and employees to provide recommendations to governance body	● Refer to Proxy Statement
4.5	Linkage between executive compensation and company performance	● Appendix - Board of Directors

● Fully Disclosed    ● Partially Disclosed    ○ Not Disclosed

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GRI Indicator		Coverage	Location / Direct Answer
<b>STANDARD DISCLOSURES PART I: Profile Disclosures</b>			
4.6	Process for highest governance body to ensure conflicts of interest are avoided	●	Refer to Proxy Statement
4.7	Process for determining the qualifications of highest governance body members	●	Refer to Proxy Statement
4.8	Internally developed mission, values, or code of conduct	●	Appendix - Standards of Business Conduct
4.9	Procedures for highest governance body to oversee SEE risks and opportunities	●	Appendix - Board of Directors
4.10	Process for evaluating highest governance body's own performance	●	Appendix - Board of Directors
4.11	Explanation of where and how precautionary approach is addressed	●	Appendix - Risk Management
4.12	Externally developed codes, initiatives, etc., that the organization has adopted	●	PerkinElmer is a signatory to the U.N. Global Compact
4.13	Memberships in organizations	●	Appendix - Industry Collaboration
4.14	List of stakeholders engaged	●	Appendix - Stakeholder Engagement
4.15	Basis for determining stakeholders to engage	●	Appendix - Stakeholder Engagement
4.16	Approach to stakeholder engagement; frequency by type and stakeholder group	●	Appendix - Stakeholder Engagement
4.17	Key topics and concerns raised by stakeholders	●	Appendix - Stakeholder Engagement
<b>DMA EC Disclosure on Management Approach EC</b>			
Aspects	Economic performance	●	Refer to 2012 Annual Report
	Market presence	◐	Appendix - Company Profile
	Indirect economic impacts	○	
<b>DMA EN Disclosure on Management Approach EN</b>			
Aspects	Materials	○	
	Energy	●	CSR Report - Energy Use
	Water	●	CSR Report - Water Use
	Biodiversity	○	
	Emissions, effluents, and waste	●	CSR Report - Hazardous Waste
	Products and services	●	CSR Report - Eco-Innovative Products
	Compliance	●	Appendix - Compliance Committee
	Transport	○	
	Overall	●	CSR Report - Environmental Health and Safety
<b>DMA LA Disclosure on Management Approach LA</b>			
Aspects	Employment	●	Appendix - Workplace
	Labor/management relations	●	Appendix - Workplace
	Occupational health and safety	●	CSR Report - Environmental Health and Safety
	Training and education	●	Appendix - Employee Education and Training
	Diversity and equal opportunity	●	Appendix - Diversity
	Equal remuneration for women and men	○	

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DMA HR Disclosure on Management Approach HR			
Aspects	Investment and procurement practices	●	Appendix - Our Suppliers
	Nondiscrimination	●	Appendix - Standards of Business Conduct
	Freedom of association and collective bargaining	●	Appendix - Human Rights
	Child labor	●	Appendix - Human Rights
	Prevention of forced and compulsory labor	●	Appendix - Human Rights
	Security practices	○	
	Indigenous rights	◐	
	Assessment	◐	Appendix - Standards of Business Conduct
	Remediation	◐	Appendix - Standards of Business Conduct
DMA SO Disclosure on Management Approach SO			
Aspects	Local communities	●	CSR Report - Community Involvement
	Corruption	●	Appendix - Standards of Business Conduct
	Public policy	●	Appendix - Public Policy
	Anticompetitive behavior	●	Appendix - Standards of Business Conduct
	Compliance	●	Appendix - Compliance Committee
DMA PR Disclosure on Management Approach PR			
Aspects	Customer health and safety	●	Appendix - Risk Management
	Product and service labeling	●	Appendix - Risk Management
	Marketing communications	○	
	Customer privacy	○	
	Compliance	○	

## Economic Performance Indicators

STANDARD DISCLOSURES PART III: Performance Indicators			
EC1	Economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments (core)	●	Refer to 2011 Annual Report
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change (core)	○	
EC3	Coverage of the organization's defined benefit plan obligations (core)	○	
EC4	Significant financial assistance received from government (core)	●	Refer to 2011 Annual Report
EC5	Range of ratios of standard entry-level wage compared to local minimum wage at significant locations of operation (additional)	○	
EC6	Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation (core)	○	
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation (core)	○	
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement (core)	○	
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts (additional)	○	

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## Environmental Performance Indicators

STANDARD DISCLOSURES PART III: Performance Indicators			
EN1	Materials used by weight or volume (core)	○	
EN2	Percentage of materials used that are recycled input materials (core)	○	
EN3	Direct energy consumption by primary energy source (core)	●	CSR Report - Energy Use
EN4	Indirect energy consumption by primary source (core)	●	CSR Report - Energy Use
EN5	Energy saved due to conservation and efficiency improvements (additional)	●	CSR Report - Energy Use
EN6	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives (additional)	●	CSR Report - Eco-Innovative Products
EN7	Initiatives to reduce indirect energy consumption and reductions achieved (additional)	●	CSR Report - Energy Use
EN8	Total water withdrawal by source (core)	●	CSR Report - Water Use
EN9	Water sources significantly affected by withdrawal of water (additional)	○	
EN10	Climate protection: global climate protection goals	●	CSR Report - Our Corporate Social Responsibility Pillars
EN11	Location and size of land owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas (core)	○	
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas (core)	○	
EN13	Habitats protected or restored (additional)		Not applicable
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity (additional)	○	
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk (additional)		Not applicable
EN16	Total direct and indirect greenhouse gas emissions by weight (core)	●	CSR Report - Greenhouse Gas Emissions
EN17	Other relevant indirect greenhouse gas emissions by weight (core)	○	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved (additional)	●	
EN19	Emissions of ozone-depleting substances by weight (core)	○	
EN20	NOx, SOx, and other significant air emissions by type and weight (core)	○	
EN21	Total water discharge by quality and destination (core)	○	
EN22	Total weight of waste by type and disposal method (core)	◐	CSR Report - Hazardous Waste
EN23	Total number and volume of significant spills (core)	○	
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII and percentage of transported waste shipped internationally (additional)	○	
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff (additional)	○	
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation (core)	●	CSR Report - Eco-Innovative Products

● Fully Disclosed    ◐ Partially Disclosed    ○ Not Disclosed

# APPENDIX

## Environmental Performance Indicators

STANDARD DISCLOSURES PART III: Performance Indicators		
EN27	Percentage of products sold and their packaging materials that are reclaimed by category (core)	○
EN28	Monetary value of significant fines and total number of nonmonetary sanctions for noncompliance with environmental laws and regulations (core)	○
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce (additional)	○
EN30	Total environmental protection expenditures and investments by type (additional)	○

## Social Performance Indicators

### Labor Practices

STANDARD DISCLOSURES PART III: Performance Indicators			
LA1	Total workforce by employment type, employment contract, and region (core)	◐	Appendix - Workplace
LA2	Total number and rate of employee turnover by age group, gender, and region (core)	◐	Appendix - Workplace
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations (additional)	○	
LA4	Percentage of employees covered by collective bargaining agreements (core)	○	
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements (core)	○	
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs (additional)	○	
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region (core)	●	CSR Report - Sustainable and Ethical Business Practices
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases (core)	○	
LA9	Health and safety topics covered in formal agreements with trade unions (additional)	○	
LA10	Average hours of training per year per employee by employee category (core)	○	
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings (additional)	●	Appendix - Employee Education and Training
LA12	Percentage of employees receiving regular performance and career development reviews (additional)	●	Appendix - Employee Education and Training
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity (core)	○	
LA14	Ratio of basic salary of men to women by employee category (core)	○	

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## Social Performance Indicators Human Rights

STANDARD DISCLOSURES PART III: Performance Indicators			
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening (core)	○	
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken (core)	○	
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained (additional)	○	
HR4	Total number of incidents of discrimination and actions taken (core)	○	
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights (core)	●	Appendix - Workplace
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor (core)	●	Appendix - Workplace
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor (core)	●	Appendix - Workplace
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations (additional)	○	
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken (additional)	○	

## Society

STANDARD DISCLOSURES PART III: Performance Indicators			
S01	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting (core)	●	CSR Report - Community Involvement
S02	Percentage and total number of business units analyzed for risks related to corruption (core)	●	Appendix - Risk Management
S03	Percentage of employees trained in organization's anticorruption policies and procedures (core)	◐	Appendix - Standards of Business Conduct
S04	Actions taken in response to incidents of corruption (core)	◐	Appendix - Compliance Committee
S05	Public policy positions and participation in public policy development and lobbying (core)	◐	Appendix - Public Policy
S06	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country (additional)	○	
S07	Total number of legal actions for anticompetitive behavior, antitrust, and monopoly practices and their outcomes (additional)	○	
S08	Monetary value of significant fines and total number of nonmonetary sanctions for noncompliance with laws and regulations (core)	○	

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## Social Performance Indicators Product Responsibility

STANDARD DISCLOSURES PART III: Performance Indicators			
PR1	Lifecycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures (core)	●	CSR Report - Eco-Innovative Products
PR2	Total number of incidents of noncompliance with regulations and voluntary codes concerning health and safety impacts of products and services during their lifecycle, by type of outcomes (additional)	○	
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements (core)	●	Appendix - Risk Management
PR4	Total number of incidents of noncompliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes (additional)	○	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction (additional)	○	
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship (core)	○	
PR7	Total number of incidents of noncompliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes (additional)	○	
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data (additional)	○	
PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services (core)	○	

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