

HUMAN HEALTH

ENVIRONMENTAL HEALTH



HELPING
CREATE A
BETTER
FUTURE



Dear customers, shareholders, community and employees,

I am pleased to share our fifth annual Corporate Social Responsibility Report. CSR increasingly plays a fundamental role in our Company's business strategy, specifically, our focus on strengthening our organizational capabilities and the commitment to our end markets. I am excited about the traction we made in 2013 to engage key stakeholders in our CSR initiatives, including proactively partnering with customers in community outreach activities around the world. Overall, we achieved terrific progress across the three pillars of our program last year, namely:

- Developing uniform systems and processes to support Restriction of Hazardous Substances (RoHS) compliance in our products. This activity helps to limit adverse safety and environmental impacts from waste electronic equipment by restricting substances such as lead and mercury. In collaboration with our supply chain partners, we expect to meet the target dates for RoHS and other regulations within the next three years.
- Reducing water and hazardous waste generation in our manufacturing activities. Our operations teams analyzed a number of environmental performance indicators to identify additional opportunities to help the environment while improving efficiencies. We also continue to work towards our goal of reducing greenhouse gas emissions by 10% by 2015.
- Challenging PerkinElmer employees to increase participation in our For the Better Day community service program. FTBD activities encourage teams of people to volunteer their time to support a number of local organizations and charities. Some 2,700 employees participated in over 120 projects at schools, shelters, food banks, and other community organizations and charities.

I am proud of our accomplishments to date, and of all 7,600 employees around the world who are passionate about making a difference every day. We look forward to furthering our CSR mission in the coming years, and appreciate your continued interest in PerkinElmer.

Sincerely,

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

Cover photo: Employees in Singapore wrote cards of hope and packed "love bags," distributing them to families in need, to help drive change in their local community.

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 deliver products that address customer 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 and services by:

- Improving their efficiencies
- Reducing their environmental burdens
- Increasing the value and reducing total costs 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.

ECO-INNOVATION ENABLES SUCCESS OF THE PANTHERA PUNCHER



Infusing eco-innovation concepts into our Panthera Punchers™ has benefited both PerkinElmer and our customers since we began manufacturing the new instruments in Turku. Previously, we purchased MultiPunchers from Australia, shipped them to Turku, then tested and shipped them to our customers. By now producing this instrument ourselves, while also enhancing the product's capabilities and efficiencies, we not only are able to reduce environmental impacts and shipping and production costs, but also improve customers' work processes.

FOCUSING ON PROCESS IMPROVEMENTS FOR RoHS COMPLIANCE

The newly redesigned Flexar™ PDA Plus™ Detector is one example of how we are improving its product development processes to address customer needs and regulatory trends. Enhancing instrument bandwidth and sensitivity, the instrument was also designed to substitute safer materials for lead and other hazardous substances formerly common in electronic equipment.



SUSTAINABLE AND ETHICAL BUSINESS PRACTICES

Protecting the health and safety of our employees and communities

Supplier responsibility

In order to make our products, PerkinElmer purchases chemicals, electronic components, metals, plastics, mechanical parts and other inputs. We have 2,500 tier 1 suppliers, from whom we buy products directly, and about 20,000 tier 2 suppliers. Obtaining high-quality, competitively priced 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. Our supplier contracts call for compliance with applicable 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 2013, we worked to develop our systems to assure compliance with RoHS requirements for in vitro diagnostic (IVD) medical devices and for industrial monitoring and control equipment. We pursued projects to improve communications with our suppliers and to integrate RoHS compliance into our product development, purchasing, and manufacturing systems. Our systems 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.

Some of the products we manufacture contain tantalum, tin, tungsten, or gold, which originate from mines and smelters around the world. As a publicly traded U.S. company, PerkinElmer is subject to Securities and Exchange Commission requirements to investigate the supply chain for these materials and to file a Conflict Minerals Report starting in 2014.

In 2013, PerkinElmer developed a due diligence process based on OECD Due Diligence Guidelines and piloted the process with a set of direct suppliers in the electrical category. Results of the pilot were inconclusive due to a lack of available information from our direct suppliers and their suppliers.

We will continue to work with suppliers to assure that we comply with applicable rules and that the materials we buy are demonstrated to be conflict free.

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 preventing pollution and reducing waste. Our approach to environmental management at our facilities includes:

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

We strive to operate energy- and water-efficient facilities and to pursue improvement opportunities, using tools and processes such as:

- Environmental management systems based on the ISO 14001 standard, 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 precautions, both at our facilities and those of our customers
- Operational indicators to monitor our EHS performance

At PerkinElmer, protecting employee health and safety is a core priority. Many of our facilities are third party certified to the OHSAS 18001 standard. In 2014 we will implement OHSAS 18001 and ISO 14001 at one additional US facility.

A few of our locations experienced higher than normal rates of occupational safety incidents in 2013. While our global lost time injury rate was comparable to that from previous years, we experienced a rise in the recordable incident rate (including incidents resulting in no lost work time - see data table on page 13). We have established safety improvement goals for 2014 and are working on several fronts to improve our processes for hazard analysis, workplace inspections and training.

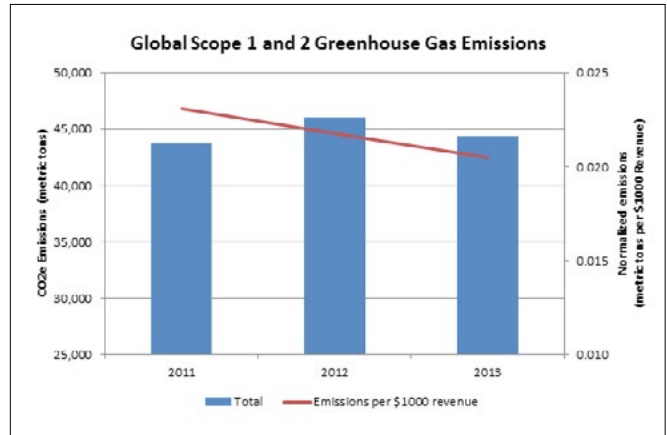
We support health, wellness, and work-life balance for employees by providing resources that promote physical and behavioral health. These vary by location and include onsite fitness facilities or discounts to local fitness clubs, employee assistance programs, onsite food service with healthy options,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

Environmental performance

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

- Energy 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. Each year we add or remove facilities from the monitoring program as appropriate to reflect changes in our business and the availability of data. Baseline data for performance monitoring are adjusted accordingly.



Greenhouse gas emissions

PerkinElmer is an active participant in the Carbon Disclosure Project, an international, not-for-profit organization that provides a global system for measurement, disclosure and management of environmental information addressing climate change, water and other topics.

Energy use

The largest category of energy use at PerkinElmer facilities is electricity supplied by local utilities. In 2013 PerkinElmer participated in the US EPA Green Power Partnership and purchased 5,000 megawatt hours of green power in the form of U.S. Wind Renewable Energy Certificates.

Other categories of energy use include fuel used in company cars, natural gas used for facility or process heating, and energy purchased from district heating and cooling systems.



PerkinElmer Renewable Energy Certificate

TAICANG SITE IMPROVES ENERGY EFFICIENCY

The Environmental Health & Safety and Facilities employees at our Taicang, China site held a brainstorming session to think of ways to save money and reduce air pollution through better energy management. The team discovered that by improving the site's current refrigeration system, they would not only help conserve energy and improve environmental performance, but also save the site approximately \$7,000 a year.



GRONINGEN SITE SIGNIFICANTLY IMPROVES ENERGY EFFICIENCY

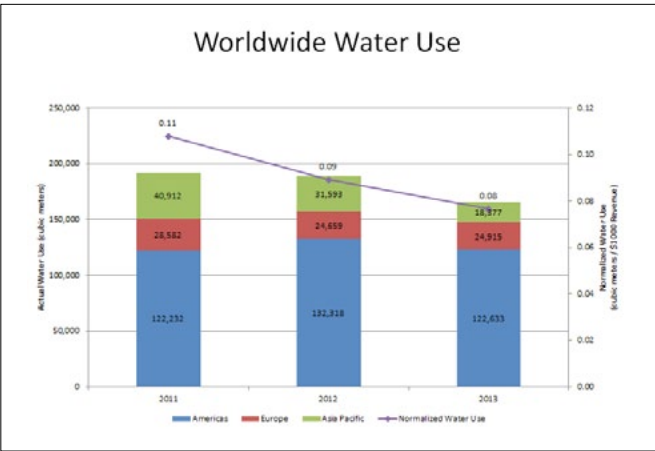
Last year, our Groningen, Netherlands site set goals to increase renewable energy use and has since implemented a number of projects in support of this. These include switching to 100% wind-powered electricity (saving 495 tons of carbon emissions a year), improving lighting efficiency and reducing heat transmission into the building (saving 125,000 kWh per year) and using high efficiency insulation (saving 11,000 cubic meters of natural gas per year).

Water use

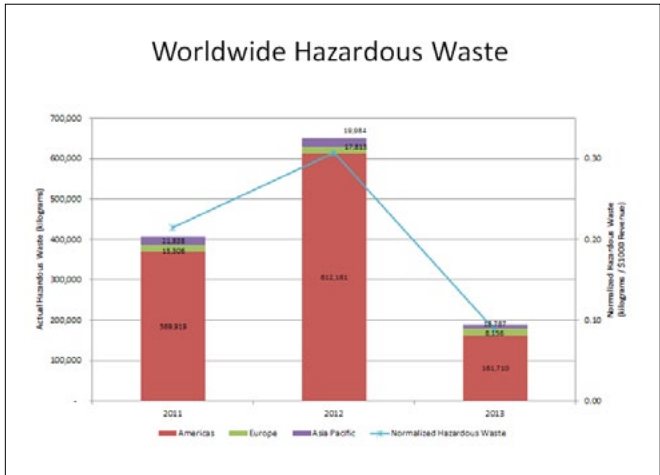
PerkinElmer uses water purchased from public water suppliers, and facility wastewater is discharged to publicly owned treatment facilities. We continue to identify, implement and share among facilities, projects to reduce water consumption and increase water recycling and reuse options.

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. Our Santa Clara facility installed a waste water treatment system which resulted in a major reduction in hazardous waste shipments in 2013.



During 2012, a combination of new manufacturing technologies and stringent product quality requirements caused us to generate more regulated hazardous waste than in previous years. By the end of that year, our Santa Clara, CA facility completed the installation of a waste treatment system that enabled removal of fluoride from wastewater. Operating the new system in 2013 helped us reduce the volume of regulated waste disposal by over 70 percent compared to the previous year.



PERKINELMER HOSTS CLIMATE CORPS FELLOW TO IMPROVE ENERGY EFFICIENCY

PerkinElmer hosted Environmental Defense Fund's Climate Corps fellow Tom Melburn at its Boston, Hopkinton and Waltham locations where he analyzed our energy use patterns and find ways to improve efficiency in our laboratories, manufacturing areas and offices. Tom's research identified opportunities to save money and improve lab safety through better monitoring and control of airflow in the workplace. Other recommendations we are working on are to install more efficient motors on our freezer units and to upgrade lighting systems.

Left: Arthur (Chip) Wallace, Director, Environmental Health and Safety, Regulatory Compliance
 Right: Tom Melburn, Environmental Defense Funds' Climate Corps Fellow

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 similar 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. We also direct corporate giving toward addressing human and environmental health issues and disaster relief. For example, when Typhoon Haiyan struck the Philippines, PerkinElmer donated money to the Red Cross Disaster Relief and hosted food and clothing donation drives at local sites.

For the Better Days

We encourage all of our employees to participate in For the Better Days (FTBD), which is a global community service program supporting human and environmental health. Employee teams across the globe participate in a paid day of community service. We held over 90 events in 2013, with over 2,700 employees, or approximately 35% of our workforce, contributing more than 8,000 hours. Examples of our volunteer activities during 2013 are pictured below.



Employees Clean Up Japan's Mt. Fuji - Sixteen employees from Japan volunteered 80 hours to help clean up Mt. Fuji, Japan's most sacred peak. With help from the Mt. Fuji Club, the employees collected 160 kilograms (352 pounds) of garbage.



Turku Employees Participate in 2nd Annual World Prematurity Day - Employees at our Turku, Finland site celebrated the 2nd annual World Prematurity Day to help raise awareness about health problems resulting from premature births. Employees knitted 524 pairs of baby socks, which were hung on lines in the office lobby and in the Turku City Library, and will be donated to the newborn department at Turku University Central Hospital.



Sales and Service Employees Volunteer at Sacramento Food Bank A group of field service and sales employees volunteered their time at the Sacramento Food Bank, a local non-profit organization committed to helping people move towards self-sufficiency and financial independence. The employees spent the afternoon sorting canned goods, food items, and bags of clothes to donate to those in need.

ViaCord Employees Make A Difference - Employees in Kentucky made "no-sew" blankets for the Brighton Center of Newport, Kentucky, an organization that creates opportunities for individuals through support and education. Also in collaboration with Every Child Succeeds, an early prevention program that provides services and support to at-risk, first-time mothers, the employees made sure each child received a blanket of their own.

Collaborating with customers in the community

In addition to partnering with our customers to help them solve their most critical scientific and business goals, we also engage them in our CSR efforts. Starting in 2012, we encouraged customer participation in our program, and in 2013 we took an even more pro-active approach, inviting them to participate in our sites' For the Better Day activities. Our strategy going forward is to continue to connect with our customers upfront and build awareness of how PerkinElmer, together with our customers, helps improve lives and make a difference every day. Several examples of customer collaboration activities are pictured below.



Brazil Employees and Customers Carpool to Help Reduce Air Pollution - Thirty-one employees and eight customers in Brazil participated in a "Carpool Day" as part of their community involvement activities. Carpooling together to a regional meeting in São Paulo, the participants took cars off the road in support of cleaner and healthier air, which is particularly powerful in such a large city.



Customers and Employees Create Hand-Made Cards for Children at St. Jude's Hospital - At our Revolutionaries for Global Health Summit in Newton, Massachusetts, customers, together with employees – both at the event and at multiple sites in the Boston area - dedicated time to hand make over 200 cards with kind thoughts and messages for the children at St. Jude's Children's Research Hospital.



Relay Ride Raises Money for Cancer Research - Five of our employees together with a customer participated in a 24 hour relay bicycle race in France, to support cancer research. Riding a combined 390km (242 miles), the team won second place in the Companies Challenge.

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 are also very interested in your feedback on our CSR report and program. Feel free to contact us at csr@perkinelmer.com.

APPENDIX

Stakeholder engagement

By working with our stakeholders on a regular basis, we can understand the issues most important to them and better address their needs. Additionally, we can gain valuable insight into trends, risks and opportunities and understand their expectations of us. We continually seek their feedback to incorporate into our corporate strategy, plans and priorities as we work towards our goal to improve human and environmental health.

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

2013 PerkinElmer Key Stakeholders and Engagement Highlights

Stakeholder	Engagement	
Employees	CSR portal (Internal web site)	Quarterly all-employee webcasts and site meetings
	Leadership blogs	Leadership, Employee Advancement and Development (LEAD) Process
	Employee engagement surveys	<i>For the Better Day</i> events
	Performance reviews	
	Community volunteer activities	
	Social networks	
	Ethics hotline	
Customers	Research collaboration	Revolutionaries for Global Health Summits and innovation seminars
	PerkinElmer.com	Customer audits and self-assessments
	Response to inquiries	Environmental seminars
	Customer surveys	Brand surveys
	Product development	
	Collaborating in the community	
Suppliers	Regular business communications	Supplier reviews and audits
	Supplier reviews/audits	Collaboration on RoHS and REACH compliance
	Supplier surveys	Supplier Code of Conduct
	Product development	
Investors / Analysts	Quarterly reporting and conference calls	Earnings calls
	Analyst meetings	J.P. Morgan HealthCare Conference
	Health care conferences	Barclay's Global Healthcare Conference
		UBS Life Sciences
Communities	Employee volunteering	<i>For the Better Day</i> events
	Donations and fundraising	Disaster plans for local sites
	Disaster relief	Rapid response processes to support natural disasters
	Nonprofit involvement	PerkinElmer Foundation
Governments	Regulatory compliance	Regulatory inspections
	Policy development process	Product review and approval

Industry collaboration

While we provide our customers with innovative solutions to help them solve their most critical business and scientific challenges, we recognize that it cannot be done alone. Participating in foundations and associations enables us to share our knowledge and expertise, while leveraging resources with legislative, academic and industry peers to influence the development of industry standards, respond to stakeholder concerns, collaborate on policy development and make a difference around the world. Examples of our collaborations in 2013 include:

- Working alongside the National Center for Drug Screening in China to advance personalized medicine and drug profiling in the country. Through sharing knowledge, expertise and innovative capabilities, the two organizations will develop a significant personalized drug research and development technology platform which will enable patients to be treated more accurately, safely, and efficiently.
- Working with the Center for International Blood and Marrow Transplant Research (CIBMTR) to collect, maintain and publish research from ViaCord's cord blood stem cell transplants. This collaboration will expand knowledge of cord blood-derived stem cell applications throughout the medical and research community.
- Partnering with Chemical Abstracts Service (CAS) to enhance the efficiency of researchers' workflows. By combining the power of two leading chemistry solutions; ChemBioDraw® and SciFinder®, we will address the latest research challenges facing chemists, biologists and other scientists.
- Participating in a CHU de Quebec study funded by Genome Canada, G nome Qu bec, Canada Institutes of Health Research (CIHR) and Genome Alberta by providing a four marker first trimester serum quadruple screen to help evaluate the effectiveness of a non-invasive prenatal screen to decrease the rate of higher risk invasive procedures. This area of research is vital in continuing to advance access to reliable first trimester screening to support healthy healthy pregnancies for women across Canada.

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 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 board performance, including a review of the diversity of experience, attributes and skills of board members, is conducted annually by the Nominating and Corporate Governance committee. Mr. 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 chart detailing our 2013 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 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 – 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](#) in 15 languages. This training is an online platform and is required for all employees upon hire and every two years thereafter. 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 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 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 (IT) organization has developed detailed Disaster Recovery Plans for critical data centers across the globe to prepare for both common failures (e.g., Internet outage, hardware failure, etc.) and also catastrophic failures. The IT Effectiveness 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 recover data in the event of a disruption to our operations.

Workplace

Our success depends on attracting, retaining and engaging 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 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, collaboration and integrity
- Making teamwork and employee development essential parts of living our mission every day
- Focusing heavily on employee wellness and encouraging employees to learn more about how to improve their health
- Preparing detailed, robust communication materials to ensure that our employees, customers, and suppliers understand the changes to our business as a result of acquisitions or organizational changes
- Surveying all 7,600 employees to measure and improve engagement. During 2013 we had over 82% of our employees respond to a company-wide survey and over 59% of our employees make suggestions to make PerkinElmer even better.

We take a dedicated approach to measuring employee engagement, including 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 action plans are communicated to the highest levels of the organization and influence future strategies and objectives.

Global Employment Profile

Total Number of Employees	7,600
<i>Americas</i>	42%
<i>Europe</i>	33%
<i>Asia Pacific/China/Japan</i>	25%
Voluntary Employee Turnover	At or below market rates in most countries

Compensation and Benefits

Attracting, retaining and engaging talent at PerkinElmer means compensating and providing competitive 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.

At PerkinElmer, employment is voluntary, and we do not tolerate forced or compulsory labor in any aspect of our business. Through training and enabling the 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 and have not identified any significant 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 basic obligations 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.

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, disability or veteran status.

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, Employee Advancement and Development (LEAD) Process is our primary method for managing employee development and performance and ensuring that employees have the skills, competencies, development, and training to succeed. Employees partner with their managers in developing an annual development plan. The LEAD 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 various regions and sites are held at the company's corporate headquarters in Waltham at least twice per year. These corporate programs are supplemented with local training and development. Additionally, employees participate in corporate compliance training that is delivered primarily through an e-learning platform, and supplemented with instructor led classroom training. During 2013 employees received an average of 22 hours of training.

GRI Content Index

Our fifth 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 2013 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.

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. Please feel free to contact us at: csr@perkinelmer.com

This report contains Standard Disclosures from the GRI Sustainability Reporting Guidelines.

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 2013 was \$2.2 billion, and we have approximately 7,600 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	2011	2012	2013
ECONOMIC				
Revenue	USD (\$1,000)	\$1,918,508	\$2,115,205	\$2,166,232
Research & Development	USD (\$1,000)	\$115,800	\$132,600	\$133,000
Net Income	USD (\$1,000)	\$7,655	\$69,940	\$167,212
ENVIRONMENTAL				
Total Absolute Electricity Use	Kilowatt-hours	58,979,536	61,748,234	61,839,208
<i>Americas</i>	Kilowatt-hours	42,627,062	43,884,170	42,695,527
<i>Europe</i>	Kilowatt-hours	11,578,983	11,517,761	11,332,373
<i>Asia Pacific</i>	Kilowatt-hours	4,773,491	6,346,303	7,811,307
Total Electricity Use	GigaJoules	206,905	217,050	220,700
Greenhouse Gas Emissions				
Scope 1 and 2	Tons CO ₂ e	43,705	46,059	44,352
<i>Americas</i>	Tons CO ₂ e	29,773	31,444	29,075
<i>Europe</i>	Tons CO ₂ e	10,830	10,455	10,281
<i>Asia Pacific</i>	Tons CO ₂ e	3,102	4,161	4,995
Total Water Use	Cubic meters	203,977	188,570	165,925
<i>Americas</i>	Cubic meters	134,483	132,318	122,633
<i>Europe</i>	Cubic meters	28,582	24,659	24,915
<i>Asia Pacific</i>	Cubic meters	40,912	31,593	18,377
Total Hazardous Waste	Kilograms	392,035	649,958	188,653
<i>Americas</i>	Kilograms	354,891	612,161	161,710
<i>Europe</i>	Kilograms	15,306	17,813	18,787
<i>Asia Pacific</i>	Kilograms	21,838	19,984	8,156
HEALTH AND SAFETY				
Injury and Illness Case Rate	Incidents/200K hrs	0.51	0.54	1.20
Lost Work Day Case Rate	Incidents/200K hrs	0.41	0.43	0.35

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