



PASSION
WITH A
PURPOSE



TABLE OF CONTENTS

A Letter From Prahlad Singh

Our Sustainability Commitment

Supporting the United Nations Sustainable Development Goals

Our Philosophy

About PerkinElmer

Living Our Mission

- ▶ [Food](#)
- ▶ [Diagnostics](#)
- ▶ [Life Sciences](#)
- ▶ [Applied Markets](#)
- ▶ [Helping in the Fight Against COVID](#)

Our CSR Pillars

- ▶ [Governance](#)
 - [Business Ethics](#)
 - [Environmental Compliance](#)
 - [Product Governance](#)
 - [Animal Testing](#)
 - [Radionuclides](#)
 - [Supply Chain and Operations](#)
 - [Risk Assessment and Readiness](#)
 - [Data Privacy and Security](#)
- ▶ [Sustainability](#)
 - [Carbon Emissions](#)
 - [Water](#)
 - [Energy](#)
 - [Hazardous Waste](#)
 - [Product Sustainability](#)
- ▶ [Culture, Community & Our People](#)
 - [Volunteerism](#)
 - [Partnerships and Sponsorships](#)
 - [Philanthropy](#)
 - [Diversity](#)
 - [Human Rights](#)
 - [Training and Education](#)
 - [Professional Development](#)
 - [A Culture of Collaboration and Innovation](#)
 - [Inspiring the Next Generation of Scientists](#)
 - [Empowering Our Women in Science](#)

PerkinElmer's Impact by the Numbers

A LETTER FROM PRAHLAD SINGH

Now more than ever, I feel passionately that we all have an inherent duty to make the world better. As PerkinElmer's seventh CEO over the course of more than 80 years, I'm deeply committed to ensuring our organization fulfills its mission of innovating for a healthier world, which is reinforced by these unprecedented times. So I think it's fitting that my first CEO address in PerkinElmer's latest Corporate Social Responsibility (CSR) Report focuses on what sustainability truly means in the context of how we are improving science and healthcare *for the better*.

Growing up in India, the power of a community coming together to work toward a common goal was instilled in me at an early age. Collective stewardship is a vital underpinning of a thriving community. The fundamental idea that what unites humanity is greater than what divides us continues to ring true, despite what may seem like the most daunting of challenges. Over the past six months, our world has fought COVID-19, confronted racism and brutality, and challenged the status quo as we work, live, innovate, and solve problems. PerkinElmer has been on the front lines, both literally and figuratively – providing testing for the pandemic, publicly denouncing hate and discrimination, volunteering in our communities, and powerfully serving customers in new ways to help diagnose disease, discover therapies, and ensure clean water, air, and food.

We recently refreshed PerkinElmer's corporate social responsibility pillars of *Governance, Sustainability, and Culture, Community & Our People*. The intent was to better reflect how we're approaching global environmental, social, and governance (ESG) principles and the unique characteristics that make PerkinElmer the kind of company people want to work for, do business with, invest in, and rely on. We strongly believe that creating shared value for our society is inextricably linked to business success. This report conveys how we're actively engaging our entire ecosystem of stakeholders to achieve our societal, and therefore strategic, goals. COVID-19 put this philosophy to the test, as we have been accountable to everyone, including our customers, business partners, employees, investors, and global communities. I'm proud to say that PerkinElmer's response to COVID-19 has marked one of the most inspirational periods of my career. Our employees consistently rise to the challenge and demonstrate everything PerkinElmer is made of.



And it's our team of 13,000 employees serving more than 180 countries who believe in the work we do every day and know that their contributions are helping shape the future. PerkinElmer thrives on the diversity of our workforce, valuing every employee for his or her own unique skills, experiences, background, and perspectives. Moreover, our idea of "one team" means we win together – not just in PerkinElmer's own offices, labs, and facilities, but ultimately across millions of people's homes, doctors' offices, hospitals, and communities across the globe.

Furthermore, we look beyond just what our products, technologies, software, and services themselves can do, but rather think about how we're fundamentally helping shift and address macro trends and issues across the globe. Picture a world where our global food supply chain and access to clean water is reliable and equitable; where every baby is screened for life-altering illnesses; where patients can have access to the most accurate diagnosis and therapeutic options suited for their specific personal health; and where families from even the most remote villages can ensure the health of their loved ones – from pregnant mothers to children to the elderly. We're not there yet, but we'll continue to strive to reach that goal in everything we do. This is what motivates us to go to work every day with passion and purpose. And it's this commitment that allows us to connect deeply with, and uniquely meet the needs of, our customers.

In closing, while we've been hearing about the need to navigate the new normal of a post-pandemic world, why can't we instead focus on how we can build a better one? By creating healthier families, improving the quality of life, and sustaining the well-being and longevity of people globally, we believe PerkinElmer's mission is essential. But we can't do it alone. We encourage all our stakeholders join with PerkinElmer to adopt a new mindset based on the power of partnerships, a shared purpose, and a fierce passion. This way, what we can achieve today will result in a brighter tomorrow. *That's* what sustainability is. And that's what grants us permission to serve.

Regards,

Prahlad

President & Chief Executive Officer, PerkinElmer, Inc.

OUR SUSTAINABILITY COMMITMENT

As a good corporate citizen, PerkinElmer believes it's our responsibility to drive our mission of innovating for a healthier world. By being mindful of our environmental impacts and by developing products to sustain the health and safety of people and the environment, we ensure that the way we do business is as meaningful as the solutions we provide. We strive to consistently deliver value to our customers, invest in our employees, deal fairly and ethically with all stakeholders, and create better outcomes in the communities where we live and work.

SUPPORTING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

We use the 17 United Nations Sustainable Development Goals (SDG) as a guide to help build a better world for people and our planet for years to come. We also understand the increasing importance of these goals and the role that PerkinElmer plays in concert with our partners and customers. The work we do supports many of the UN SDGs, including those listed here:



Goal 3: Good Health and Well-Being

Ensure healthy lives and promote well-being for all at all ages



Goal 6: Clean Water and Sanitation

Ensure availability and sustainable management of water and sanitation for all



Goal 8: Decent Work and Economic Growth

Promote sustained inclusive and sustainable economic growth, full and productive employment, and decent work for all



Goal 9: Industries, Innovation and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation



Goal 12: Responsible Consumption and Production

Ensure sustainable consumption and production patterns



Goal 14: Life Below Water

Conserve and sustainably use the oceans, seas, and marine resources for sustainable development



Goal 15: Life on Land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and biodiversity loss

OUR PHILOSOPHY

PerkinElmer's quest to improve life is in our DNA. More than 80 years ago, it started with a passion for discovery, exploration, and scientific innovation. Richard Perkin, one of our founders, was an astronomer at heart with a goal to help improve how people see the universe. Today, we're helping achieve a bigger and better vision for the universe that looks much different – but so does PerkinElmer.

Over the years, we've expanded our capabilities both organically, from our research and development investments, as well as through acquiring key capabilities to complement our offerings across the markets we serve. Our size and expertise enable us to better leverage the breadth of our portfolio and global footprint to address the ever-changing needs of our customers. With science evolving seemingly faster than ever, PerkinElmer is at the forefront, helping tackle the most critical issues impacting science and healthcare. We're innovating across the whole human care cycle, from family planning to maternal fetal and newborn health to childhood and family well-being. We're supporting drug and disease research with advanced genomics, imaging, and automation solutions across the entire lab workflow. And our cutting-edge detection technologies that test the quality and safety of the environment and global food supply are more meaningful than ever.

We've come a long way since the early days of our company, but what remains the same is our commitment to innovation and improving lives. For PerkinElmer, it's simple. Our mission is our purpose. Innovating for a healthier world anchors all we do and is rooted in everything from our products and processes to our methods and mindset. But we can't stop now. That's why we continue to shape our culture into one that fosters greater transparency, innovation, and collaboration. Our employees are more passionate about and connected to our mission than ever before. With their dedication, and working with our partners, suppliers, governments, communities, and customers, we're proactively connecting the dots between the challenges faced by scientists, clinicians, and researchers and the solutions we develop to solve them, to make an even greater impact for generations to come.



ABOUT PERKINELMER

PerkinElmer is a \$2.9 billion global company committed to innovating for a healthier world. We create the instruments, tests, and software used by scientists, researchers, and clinicians to address the most critical challenges across science and healthcare.

We strategically partner with customers to enable earlier, more accurate insights, supported by deep market knowledge and technical expertise. Our dedicated team of about 13,000 employees is passionate about helping them work to create healthier families, improve the quality of life, and sustain the well-being of people worldwide.

Through our comprehensive portfolio, we serve four market segments to help customers:

DIAGNOSTICS

- Test expectant mothers for pregnancy-related health risks and fetal abnormalities
- Screen newborn babies for genetic mutations associated with life-threatening disorders
- Accelerate detection of rare diseases, autoimmune disorders, allergies, and infectious diseases

LIFE SCIENCES

- Advance innovations in cancer cells, infectious microorganisms, and neurological pathways
- Validate chemical compounds, molecular data, and biomarker insights to uncover drug candidates
- Develop more effective medicines and biotherapeutics, bringing treatments to market faster

FOOD

- Maintain safety and quality of food/ beverage products by detecting fraudulent ingredients or toxins
- Analyze cannabis and hemp for unsafe pesticide levels, harmful residues, and product impurities
- Boost crop yield and enhance plant/ grain quality to maximize productivity in suboptimal conditions

APPLIED MARKETS

- Ensure the air we breathe and water we drink are free of dangerous pollutants and contaminants
- Detect and quantify concentrations of lead, heavy metals, and other toxic elements in soil and water
- Optimize performance and assure quality of industrial products (gas, biofuels lubricants, petrochemicals, polymers)

LIVING OUR MISSION

Every day, the work we do is helping customers create healthier families, improve the quality of life, and sustain the well-being and longevity of people globally. Take a look at how we're making a difference for the better.

FOOD

Helping Prevent Widespread Health Incidents



In recent years, China Mengniu Dairy Co., China's largest dairy farm, reported milk contaminated with aflatoxin, a substance that can cause severe liver damage and liver cancer. Cows had been fed with grain containing aflatoxin B1 and B2. Today, there are increased government-enforced safety standards for rapid mycotoxin testing. Meizheng, now a PerkinElmer company, developed an end-to-end workflow solution for detection of mycotoxins not just in milk, but also in grain and seed.



Helping Meet Growing Allergy Testing Needs

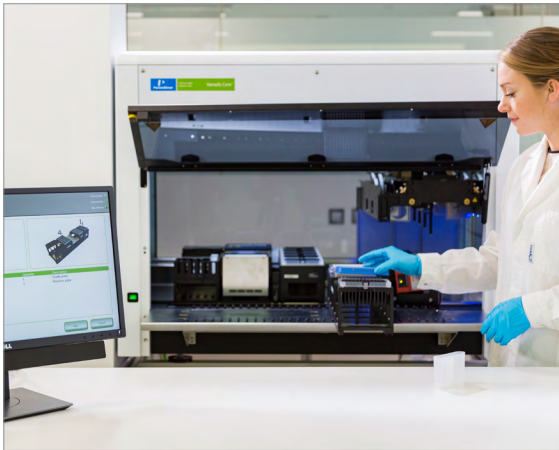


In Spain, our EUROIMMUN [EuroBlotOne](#) and [EUROLine](#) solutions are providing end-to-end food-intolerance testing at a premier clinical lab. Testing is for an entire food-intolerance panel, including 206 different foods, ranging from grains and meats to spices and fruit.

LIVING OUR MISSION

DIAGNOSTICS

Enabling Greater Access to Prenatal Screening



Family health begins with the mother and the issues important to her. Our [Vanadis[®] noninvasive prenatal testing \(NIPT\) system](#) uses imaging technology as opposed to traditional detection capabilities and is the first-of-its-kind NIPT solution that’s safer for the woman, easier to use, and at a lower cost, so millions more women can receive this critical testing.

Helping Give Babies a Healthier Start



PerkinElmer is participating in Parent Project Muscular Dystrophy’s consented pilot program to screen newborns in New York state for Duchenne muscular dystrophy (DMD). The program aims to screen 100,000 babies, about half of all those born each year in New York, over a two-year period. DMD is a rare genetic disorder and the most prevalent type of muscular dystrophy, affecting approximately 1 in 5,000 live male births.

LIVING OUR MISSION

LIFE SCIENCES

Opening Labs to Enable Critical Scientific Research



In India, we opened an *in vivo* imaging facility at the India Institute of Science Education and Research (IISER) Pune to help educate current and future scientists on high-throughput analysis in life sciences. The lab features innovative testing and analysis solutions to help drive findings in areas such as oncology, toxicology, and infectious disease.



Helping Accelerate Dementia Research in the U.K.



The U.K. Dementia Institute’s state-of-the-art research center at Cardiff University features PerkinElmer’s [Opera Phenix™ high-content screening system](#), which enables high-throughput phenotypic screening of complex disease models such as live cells, primary cells, and microtissues. Our solution will enable more than 300 world-leading scientists to advance groundbreaking scientific research on this devastating disease.



LIVING OUR MISSION

APPLIED MARKETS

Moving Microplastics Research Forward



At the end of 2019, we began a multiyear microplastics-focused partnership with eXXpedition Round the World. This U.K.-based nonprofit organization runs all-female sailing research expeditions to conduct scientific research and investigate the causes of and solutions to ocean plastic pollution. We’re providing our [Spectrum Two™ FT-IR](#) spectrometer and training on this two-year voyage to help identify the chemical classification of the plastics found throughout the journey.

Enabling a Deeper Understanding of Our Climate



Our solutions are being used in the largest scale Arctic research expedition to ever take place, helping measure marine and sea ice productivity. In September 2019, the German research icebreaker *Polarstern* departed from Tromsø, Norway, and once it has reached its destination, will spend the next year drifting through the Arctic Ocean. Researchers will analyze the rate at which PerkinElmer’s radiometric research reagents are absorbed by certain organisms to ultimately estimate both the amount of carbon dioxide used for growth of the organisms and biomass produced at the base of the Arctic food web.

Helping Ensure Clean Drinking Water



In Italy, a contract research organization is using our analytical and imaging solutions, including our [NexION® systems](#), to test for heavy metals in drinking water.

While on vacation in Spain, PerkinElmer senior field applications scientist Ian Robertson spotted small multicolored objects on the beach that he then took back to the lab in Seer Green, United Kingdom and identified as microplastic fragments. This sparked his desire to help environmental and food scientists tackle this problem across the globe by providing innovative technologies such as our FT-IR spectrometer, which will enable more advanced microplastics analysis.



LIVING OUR MISSION

HELPING IN THE FIGHT AGAINST COVID

Ever since the coronavirus was identified in China earlier this year, we've been playing a key, multifaceted role. We believe enabling science is critical to this fight. Today, we're actively working with our global customers – which include specialty and reference diagnostic labs, clinics, hospitals, pharmaceutical and biopharmaceutical labs, academia, and governmental and research institutes – providing our innovative detection, workflow, and research solutions to drive better outcomes as the world responds to this pandemic. We're now the only company that can deliver RT-PCR, high-throughput RNA extraction, and automated ELISA and lateral-flow-based serology testing, all from one vendor.

Our colleagues' work around the world has been truly inspirational, including sales and service employees on the front lines helping customers ramp up testing efforts, scientists in our labs and facilities developing and manufacturing products, and team members making masks and finding creative ways to collaborate and support each other. Here are just a few more examples:

Supporting Our Communities

PerkinElmer remains steadfast in helping fight COVID-19, organizing donations of instruments and critical reagent kits to help screen and diagnose the disease in critical locations around the world. We have so far co-donated instrumentation and kits worth more than \$1 million.

Developing and Providing Essential Testing Solutions for Customers



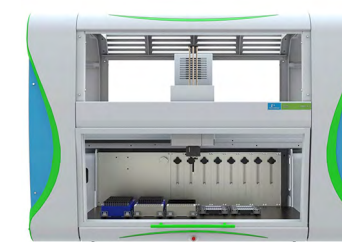
The United States Food and Drug Administration (FDA) provided PerkinElmer with Emergency Use Authorization (EUA) for our [New Coronavirus Nucleic Acid Detection Kit](#) to detect SARS-CoV-2, the virus that causes COVID-19.



The FDA provided PerkinElmer's EUROIMMUN with EUA for our [Anti-SARS-CoV-2 ELISA \(IgG\) serology test](#) to aid in identifying individuals with an adaptive immune response to SARS-CoV-2.



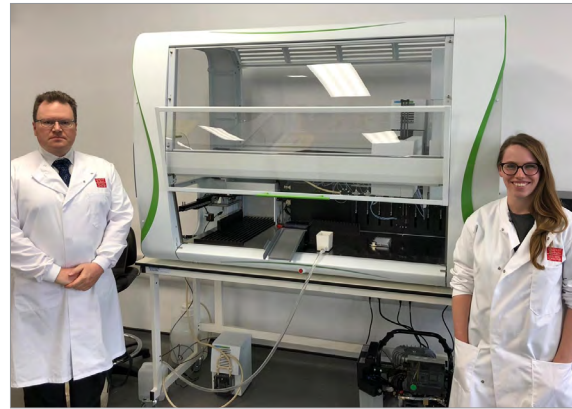
We also received an FDA EUA amendment to add our [chemagic™ Viral DNA/RNA 300 Kit H96](#) and [chemagic™ 360 instrument](#) to the New Coronavirus Nucleic Acid Detection Kit. This solution helps address any bottlenecks laboratories experience as it provides RNA extraction from the viral particle prior to RT-PCR.



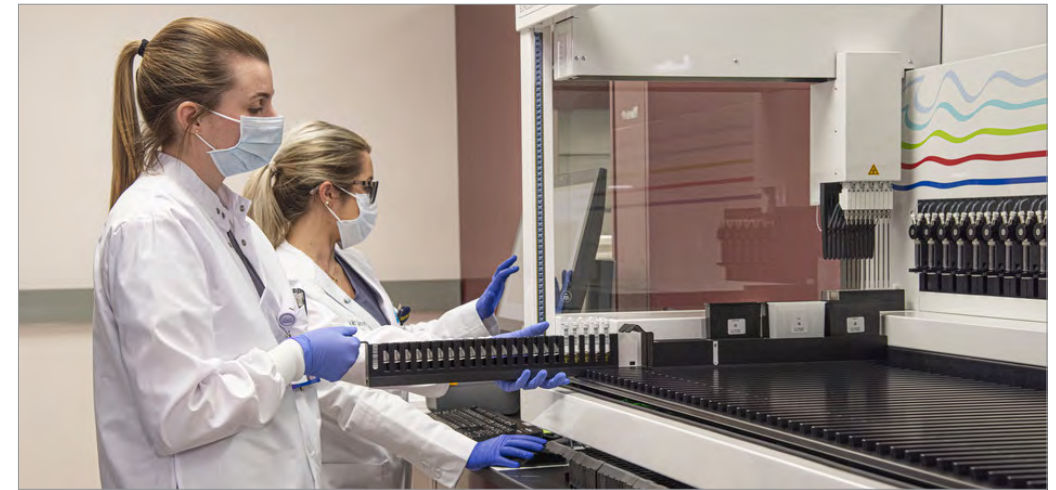
To meet high-throughput demands while reducing manual tasks, PerkinElmer can standardize nucleic acid isolation and PCR assay setup with the [JANUS® G3 workstation](#) in delivering plug-and-play automation (Research Use Only).

LIVING OUR MISSION

Our Solutions in Action



Our COVID-19 solutions have been implemented by renowned research institutions across the globe, including laboratories affiliated with Baylor University, Medical College of Georgia, Rutgers, University of Buffalo, and one of the largest research laboratories in Brazil.



Customers are leveraging our solutions in a variety of ways to detect the presence of COVID-19 antibodies in individuals and provide a better understanding of the virus. Beaumont Health, the largest healthcare system in the state of Michigan, for example, began testing members of its own staff to determine if their blood contains antibodies that help fight the coronavirus. Beaumont is employing two of our [EUROLabWorkstation systems](#) and our [EUROIMMUN Anti-SARS CoV-2 ELISA \(IgG\) serology tests](#) in the country's largest serological testing study to detect and analyze COVID-19 antibody levels in the group's more than 38,000 employee population.

Additionally, as many U.S. companies begin to implement their return-to-work strategies, LabCorp launched a service that provides employers with personalized solutions to make informed decisions. This includes a fingerstick antibody blood test that leverages our [EUROIMMUN Anti-SARS CoV-2 ELISA \(IgG\) serology test](#) to detect the presence of COVID-19 antibodies. By using our solutions, LabCorp can provide companies with a convenient way to test large numbers of employees with highly specific results to help determine if an individual has had an immune response to the virus.

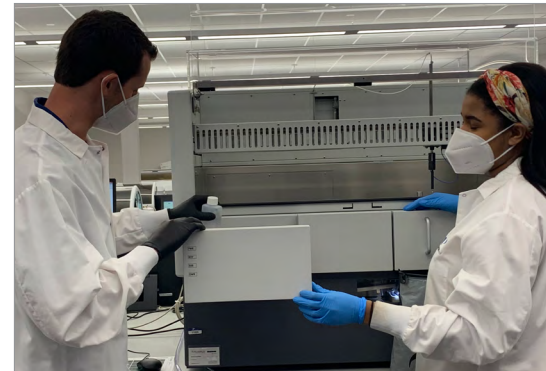
LIVING OUR MISSION

Innovating Our Existing Solutions to Help Meet Customer Needs



Amid the coronavirus pandemic, demand for hygiene supplies has increased exponentially. With this, many companies such as breweries and other liquid manufacturers are shifting their production to make hand sanitizers. To ensure that these new products comply with regulatory standards, we have developed a fast, reliable method that employs our [Spectrum Two™ FTIR spectrometer](#) to analyze alcohol content of the hand sanitizers.

Employees Going Above and Beyond



As the coronavirus situation grew increasingly critical, teams at our PerkinElmer Genomics lab in Pittsburgh, Pennsylvania swiftly transformed the facility to an infectious disease lab, allowing them to process COVID-19 samples.



Demand for our [JANUS® G3 workstation](#), which automates sample preparation and enables labs to rapidly process COVID-19 samples at high volumes, has increased exponentially amid the coronavirus pandemic as our customers ramp up testing efforts. To increase capacity in Hopkinton, Massachusetts, one of the sites where the instruments are manufactured, our director of operations has duplicated the production line to use both floors of the building. Additionally, to help ensure employee health and safety, she separated employees to minimize risk of exposure and follow social distancing guidelines.



Customer support engineers in Texas have used their personal vehicles to ensure timely delivery of instruments to customers launching their COVID-19 testing efforts.

LIVING OUR MISSION

Stepping Up to Protect Colleagues



Two of our team members developed a new method to source protective face guards using 3D printing techniques in Llantrisant, United Kingdom.



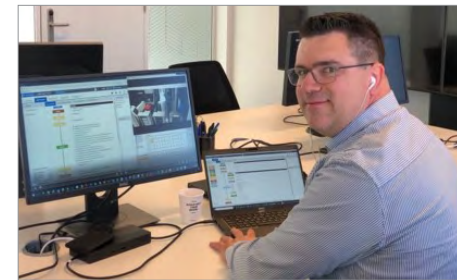
In Krakow, Poland, employees organized a fundraiser to purchase nearly 800 protective masks, 30 liters of hand sanitizer, and 600 pairs of gloves both for colleagues in the field and a local hospital.



In Shelton, Connecticut, one of our associate service support specialists sewed more than 500 reusable masks.

Creatively Connecting with Customers

Our employees have gone the extra mile to ensure they can maintain connections with our customers, including building virtual online academies with activities, training programs, webinars, and demo labs, in addition to rolling out dozens of virtual tradeshow experiences.



Where possible, sales and service teams have continued supporting customers, adjusting to a new set of safety requirements and utilizing our remote demo capabilities at our tech centers in Downers Grove, Illinois, and Shelton, Connecticut.

OUR CSR PILLARS

Governance

Sound corporate governance is a crucial component of PerkinElmer's guiding business philosophy. As a global organization, we're committed to conducting business with customers, business partners, shareholders, and employees according to our high standards of ethics and transparency, and in compliance with the law. Our Compliance Committee, composed of senior PerkinElmer personnel, monitors companywide adherence to regulations and internal policies and receives regular reports from a diverse group of representatives across our major areas of compliance focus, including Environmental Health and Safety, Human Resources, Risk Management, and Quality & Regulatory.

In overseeing the management of our business and protecting the financial interests of our shareholders, the [PerkinElmer Board of Directors](#) follows the procedures and principles set forth in our [Corporate Governance Guidelines](#). In doing so, the Board of Directors helps set and maintain standards for our employees, officers, and directors.



Business Ethics

PerkinElmer does business directly or indirectly in more than 190 countries, each of which has its own unique laws, customs, and business practices. We require all our employees and business partners to conduct their affairs with absolute integrity and do not tolerate corrupt activities of any kind. We comply with the laws and regulations of each country where we conduct business, as described in PerkinElmer's [Standards of Business Conduct](#) (SoBC). All employees are required to review our SoBC and complete a related course through our Learning Management System on an annual basis. Additionally, PerkinElmer is committed to competing fairly in all markets in which we do business, and we place the highest importance on maintaining compliance with competition laws globally.

Furthermore, in order to communicate PerkinElmer's standards for ethical and lawful business conduct to those third parties with whom we engage around the globe, we've developed a [Code of Business Conduct for Dealers and Agents](#). This document summarizes the values and principles that PerkinElmer expects of those third parties as they conduct business relating to PerkinElmer.

We also maintain two hotlines – one for general ethical/compliance reporting and one specifically to report inappropriate behavior in the workplace. Any issues submitted to either hotline are sent to PerkinElmer's General Counsel, Chief Human Resources Officer (currently General Counsel), and Head of Internal Audit. Reporters can remain anonymous by phone or email. The general compliance hotline is accessible in 15 languages, both internally and externally through our website, as part of our Standards of Business Conduct.

As part of our SEC and SOX reporting compliance programs, we receive quarterly certifications from our business and sales leadership, as well as finance and other management functions, which include, among other things, affirmations regarding any indicia of fraud as well as around customer behavior and interactions.

OUR CSR PILLARS

Governance

Business Ethics *(continued)*

Specific to our testing services laboratories, we have enhanced our Know Your Customer (KYC) reviews to reference new laboratory customers for legitimacy. A cross-functional team performs a review of a number of areas, including litigation searches, confirming CLIA status, checking the OIG exclusion database, and a general “sanity check” of the proposed customer’s website to determine if anything looks suspicious (such as a lab that appears to be an office in a strip mall or residence if there appears to be a lack of any qualified personnel).

We’ve also implemented a program where a cross-functional team meets regularly to review customer sample volumes and types to identify any potentially troubling patterns.



Environmental Compliance

PerkinElmer’s approach to environmental management is focused on ensuring the health and safety of our employees, driving continuous improvements in environmental impact from our sites, and providing customers accurate and up-to-date information on safe handling of our products. We do this through:

- Applying integrated and systematic risk assessment and control processes
- Sharing best practices across our operations
- Monitoring key indicators such as incident rates, energy and water consumption, hazardous materials use, and waste generation
- Conducting periodic compliance and management system audits at manufacturing operations and laboratories
- Performing environmental management reviews to assess performance and set forward-looking improvement goals

Depending on the nature of products and services, most of our facilities and businesses have been appropriately certified to ISO 9001, ISO 13485, and AS 9100 standards to meet relevant ISO and regulatory requirements for quality management. Many of our facilities are also certified to the ISO 14001 and ISO 45001 standards.

We also partner with suppliers to support the aims and objectives of the [Dodd-Frank Act regarding the use of “conflict minerals”](#) in the materials we purchase.

OUR CSR PILLARS

Governance

Product Governance

PerkinElmer's products are compliant with the European Union's Reduction of Hazardous Substances (RoHS) Directive and other regional RoHS regulations that seek to reduce the environmental impact and increase the recycling of electrical and electronic equipment through restriction of certain hazardous substances. We also comply with the European Union's Waste Electrical and Electronic Equipment Directive to reduce the disposal of waste by allowing customers to return eligible equipment for recycling at the end of its useful life. We supply reagents and consumables that comply with chemical directives and regulations on hazard classification, labeling, packaging, and information in the supply chain.



Animal Testing

Our [IVIS® *in vivo* imaging systems](#) are helping make an impact in the 3Rs ("Replacement, Refinement, Reduction") outlined by the National Centre for the Replacement, Refinement, and Reduction of Animals in Research. More specifically, our focus is on reduction, which refers to methods that minimize the number of animals used per experiment or study. As it's essential for reduction that studies with animals are appropriately designed and analyzed to ensure robust and reproducible findings, our methods enable the information gathered per animal to be maximized to reduce the use of additional animals. Our high-content screening solutions complement the work of our IVIS imaging systems by providing more predictive drug screening results through imaging and analysis of 3D cell culture models. The improved drug hits will further reduce the number of animals that will be used in *in vivo* studies. We continue to look for areas to design and develop our instruments around the principles outlined by the 3Rs.

Radionuclides

Our Boston site manufactures research reagents used to help scientists and researchers at universities and pharmaceutical and agricultural companies study and ultimately improve human and environmental health. These reagents, some of which are radioactive, are like chemical flashlights. They're used for a variety of applications, from showing how diseases act and the efficacy of a drug on the disease to demonstrating how fertilizers work on plants and pesticides break down in soil.

Researchers use radioactive materials instead of fluorescence because radiolabeling of a molecule can be done without altering its structure. Fluorescent dyes, on the other hand, change the structure of the molecule, which can impact how it interacts with other molecules.

The radionuclides are disposed of in several ways. Short-lived isotopes that decay to cold materials are held in storage until nonradioactive and then disposed of based on the cold category (acid, base, organic, flammable, or plain trash). Long-lived isotopes are packaged and sent to Waste Control Specialists, a company in Texas, for proper burial. For a portion of our 3H material, we have the ability to recycle it in-house and reuse it for additional experiments.

Supply Chain and Operations

Critical to developing innovative products is our ability to obtain high-quality, competitively priced raw materials in a timely fashion so we can most effectively deliver solutions for our customers. For this reason, we purchase chemicals, electronic components, metals, plastics, mechanical parts, and other materials from thousands of global suppliers. When engaging these suppliers, we manage relationships in accordance with our [Standards of Business Conduct](#).



OUR CSR PILLARS

Governance

Risk Assessment and Readiness

At PerkinElmer, we recognize that risk is an integral component of any business. In order to achieve the Company’s objectives and execute on our business strategies successfully, we need to manage risk amid ever-changing social, economic, and regulatory environments. Our ability to do so effectively results in better overall performance and more beneficial outcomes for our employees, customers, vendors, and shareholders. We’ve taken a structured and coordinated entity-wide governance approach to risk management, and through this integrated process, we believe we have a reasonable ability to identify, quantify, respond to, and monitor the consequences of potential events. Each of our sites is responsible for maintaining a business continuity plan, including emergency response plans for specific circumstances. In addition, each of our business regions has local and national regulations that we closely follow, which help us determine protocols around health, safety, and travel. The foundation we’ve built in these areas has proven successful throughout the COVID-19 pandemic as there has been no disruption across any of our facilities.

Data Privacy and Security

PerkinElmer is committed to fair and transparent use of personal data, safeguarding individual data privacy, and complying with applicable data privacy and security laws and regulations. PerkinElmer has made protecting personal data a corporate priority, and accordingly, every employee is expected to understand and comply with our [data privacy and security requirements](#).

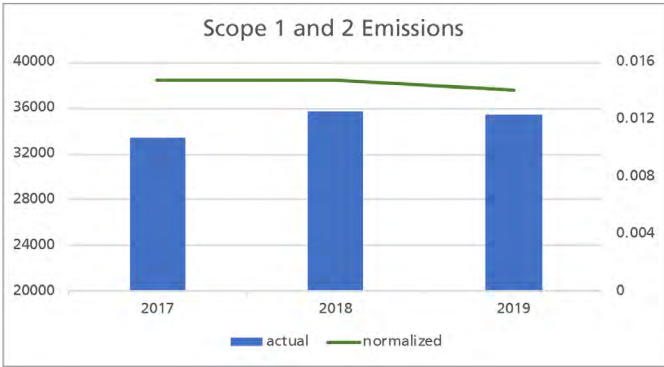
Sustainability

We strive to infuse sustainability into all aspects of our business and recognize that each of our sites has the responsibility to research, source, and execute safety, resource-efficiency, and energy-saving activities to reduce the environmental impacts of our operations.

Carbon Emissions

PerkinElmer measures three types of greenhouse gas emissions:

- Scope 1:** Fuel burning
- Scope 2:** Purchased energy
- Scope 3:** Business travel



We participate in the [Carbon Disclosure Project Climate Change Reporting](#), whereby we disclose our greenhouse gas (GHG) emissions and describe our management of climate change risks and opportunities. In 2019, our Scope 1 and 2 emissions increased by about 294 tons of CO2e, or 1.6% (excluding EUROIMMUN and Cisbio). Scope 3 business travel emissions declined by 22% due to reduced business travel.

As part of our commitment to continue identifying opportunities to reduce our overall carbon emissions, we will start to look at more eco-friendly vehicle options for our sales and services employees, such as replacing less fuel-efficient cars with a hybrid Ford Fusion, Toyota Camry, Prius, or Honda Accord.

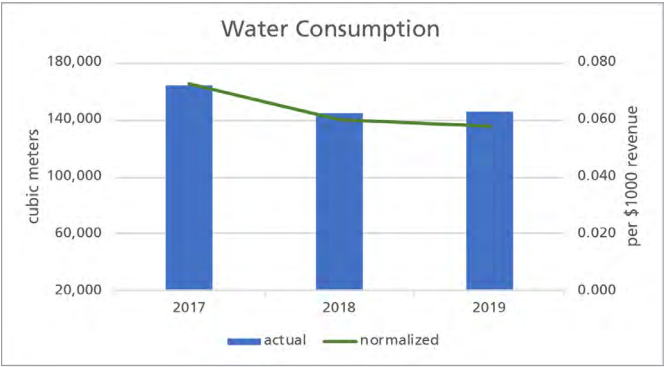
Additionally, our remote support capabilities, such as our LogMeIn and Radian™ Remote Diagnostic Services, are not only helping customers decrease downtime and increase lab productivity, but they’re also making a positive impact on the environment through fewer car, train, and plane trips.

OUR CSR PILLARS

Sustainability

Water

We continuously explore new ways to conserve water at our sites around the world. Our water supply originates mostly from public suppliers, and our wastewater is handled by publicly owned treatment facilities. During 2019, our water consumption increased by 1 percent compared to 2018 (excluding EUROIMMUN and Cisbio) due to production growth in China, offset by reduced water consumption at several other locations.



Similar to the CDP Climate Change Reporting, we also participate in the [CDP Water Reporting](#), a reporting system for water use and management.

At our new facility in Singapore, we've implemented a rainwater harvest and irrigation system, along with new technology for recycling water.

Our Shelton, Connecticut, site received the 2019 Environmental Protection Agency Environmental Merit Award for ongoing efforts to help preserve our environment. From bringing in more than 20,000 pounds of waste for its annual Earth Day collection event to reducing its carbon footprint by installing LED lighting, the site views sustainability as fundamental to how it operates every day.



Energy

We aim to improve the energy efficiency of our facilities as well as look at opportunities to source renewable energy.

Our Llantrisant, United Kingdom site has been increasingly focused on our ISO14001:2015 commitments to reduce carbon emissions. Beginning in June 2019, the site began sourcing renewable energy, which resulted in zero carbon emissions for electricity and a mitigation of 179 total carbon dioxide emissions (tCOe) for the period of June 2019 – December 2019, compared with conventional energy sources. And after reviewing business-related flights and the carbon emission levels produced per person and per flight as a result for 2019, the team was able to offset this amount by using a certified carbon-offsetting service that plants trees and supports various projects around the globe.

At our Vadodara, Thane, and Hyderabad locations in India, as well as our Seer Green office in the U.K., our employees have helped reduce our carbon footprint by installing LED lighting and electric-car charging ports to optimize energy usage.

OUR CSR PILLARS

Sustainability

Hazardous Waste

Our manufacturing and laboratory facilities generate a variety of waste types classified as hazardous by local and national regulations. In 2019, our hazardous waste volumes increased by 1 percent compared to 2018 (excluding EUROIMMUN and Cisbio) due to growth at one U.S. site, offset by reductions at other locations.



Product Sustainability

We focus on designing and developing instruments that require as little maintenance as possible, making them more stable in the long term and reducing the amount of spare parts that will ultimately be needed. In turn, this also reduces the amount of waste.

Culture, Community & Our People

At PerkinElmer, our mission of innovating for a healthier world extends beyond just the solutions we provide. It also applies to how we support local organizations and communities.

Similarly, our work to help improve lives begins with the environment we create for our own people. Whether on the manufacturing floor, in the lab, out in the field with customers or within the walls of our offices, each of our 13,000 employees plays a unique role in helping us achieve our goals. We aim to provide work environments that foster innovation, knowledge-sharing, and collaboration by attracting, retaining and engaging top talent at all levels of the organization. Our goal is for all employees to have equal access to resources, programs, and networks that enable a differentiated employee experience. Our efforts include:

- Promoting leadership across all areas of the business
- Crafting a collaborative, innovative, and transparent company culture
- Training employees for career development
- Supporting health, wellness, and work-life balance



OUR CSR PILLARS

Culture, Community & Our People

Volunteerism

We encourage our employees to give back in ways that are meaningful and sustainable. When we consider the effects of our volunteer efforts, they are more than just the number of employees who helped and the hours devoted – our work has lasting impacts around the world.

While our colleagues volunteer in their communities throughout the year, our annual global Impact Day is an opportunity for all employees to come together on one single day and collectively give back, supporting causes in the areas of disease research, food safety, newborn health, and the environment. In 2019, across more than 20 countries, we delivered over 5,000 meals for those in need, removed at least three tons of trash from rivers, beaches, and parks, knitted over 200 pairs of socks for premature infants, and prepared 150 packages for families whose children have been affected by cancer.

“It makes me proud to know that the company I work for encourages its employees to take the time to do meaningful work in our communities with colleagues.”
– Nick Salvin, Senior Sales Specialist



Cleaning Up a Local River –

In an effort to help conserve the local environment, employees in **Seer Green, U.K.**, spent the day walking along River Melbourne collecting trash and testing the water for contaminants.



Bringing Smiles to Sick Children –

Our colleagues in **Milan** visited with sick children and their families in a local hospital, preparing a meal and playing games.



Educating Children on Food Safety and Environmental –

Employees in **Shanghai** spent the day with students from a local primary school, analyzing drinking water and food samples.



Distributing Lifesaving Meals to Newborns –

In **Austin, Texas** employees prepared nearly 10,000 meals of human donor milk for premature and sick infants in the community.



Planting Native Trees –

To support reforestation efforts, **São Paulo** volunteers planted more than 130 native tree saplings in the area surrounding the city.



Providing Meals to the Hungry –

In **Perth, Australia**, a group of volunteers worked together to sort groceries, pack ingredients, and deliver meals to the less fortunate.

OUR CSR PILLARS

Culture, Community & Our People



Over the past eight years, PerkinElmer has partnered with Shanghai Roots & Shoots to sponsor and participate in the Million Tree Project in Inner Mongolia. The program focuses on driving positive environmental change and awareness in response to the combination of climate change and land exploitation, which has severely depleted the land in the region. Employees travel to Tongliao, a city on the outskirts of Horqin (Keerqin) Sandy Land, one of the most serious desertification areas in China, to plant and prune trees and spread environmental knowledge to the local people. In 2019, our dedicated volunteers planted and pruned 3,500 trees, bringing the total number of trees planted to 30,000.

Employees participated in a 5K walk/run in Austin, Texas, to support the VWM Families Foundation, an organization that seeks to raise awareness around Vanishing Matter disease and support the families of those living with this condition.

Upon starting his role as an IT infrastructure manager at our Taicang office, Candem Chen developed a plan that would responsibly dispose of computers the site no longer needed, while also educating children in rural China. Over the past nine years, he and fellow PerkinElmer employees have established seven “green classrooms” throughout China, and have restored, regenerated, and donated more than 180 computers and laptops, which has enabled more than 4,000 children to expand their education through computer classes. The classrooms not only help the students, but also provide the teachers with resources to develop their lesson plans.

“Being a part of this program and watching the children learn makes me very happy. I have worked with my friends and colleagues over the years to continue to expand this program, and it makes me proud to work for an organization that supports an initiative like this.” – Candem Chen, IT Infrastructure Manager



OUR CSR PILLARS

Culture, Community & Our People

Partnerships and Sponsorships

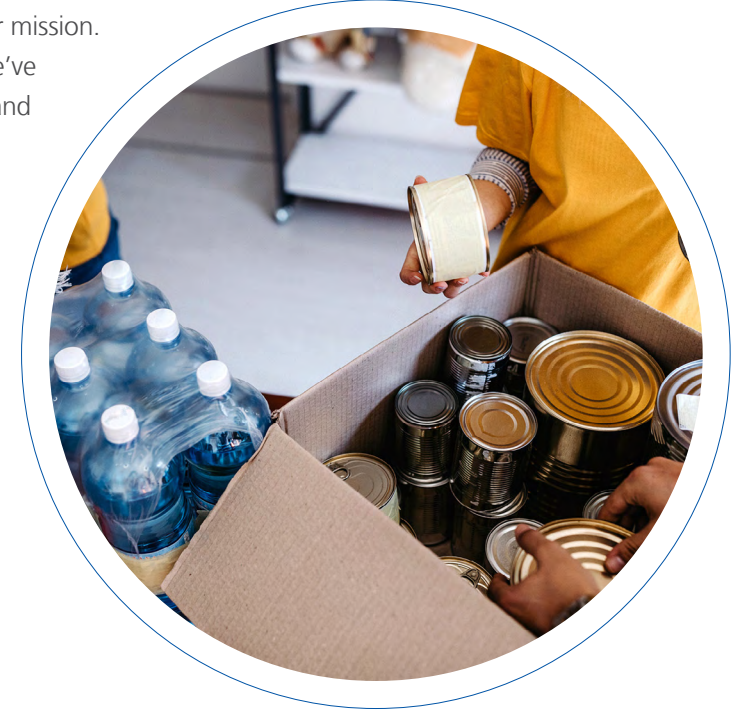
We continue to look for opportunities to align ourselves with and support like-minded organizations, both inside and outside the lab.

Since 2011, PerkinElmer has partnered with the American College of Medical Genetics and Genomics to host an annual Day of Caring for children living with genetic conditions and their families. Each year at the ACMG Clinical Genetics Meeting, PerkinElmer presents children with specially adapted bicycles and helmets. This year we were fortunate enough to provide them to Seattle-area children from the United Mitochondrial Disease Foundation and Little People of America.

We were proud to support the 2019 meeting for the sub-Saharan section of the Association of Official Analytical Chemists INTERNATIONAL. Held in Cape Town, South Africa, the conference hosted approximately 350 members, 110 delegates, and 44 speakers from 17 countries. During the meeting, attendees discussed ways to improve the quality of analytical testing in the region and listened to several young scientists' presentations. One of the presenters received the Best Young Scientist award, sponsored by PerkinElmer, which enables them to attend and present at an international conference representing the sub-Saharan section.

Philanthropy

Every year, PerkinElmer makes a \$10,000 donation to the Red Cross to help devastated communities in the aftermath of hurricanes, earthquakes, wildfires, and other powerful natural disasters around the world. Additionally, our PerkinElmer Foundation provides funding to larger, mostly multinational charitable organizations that connect to our mission. For example, in previous years we've donated to the March of Dimes and Water Environmental Federation (WEF). Furthermore, we give nearly \$500,000 to various nonprofits annually.



OUR CSR PILLARS

Culture, Community & Our People

Diversity

As a global company, our ability to operate in a multicultural world is critical to our long-term sustainability. PerkinElmer is committed to creating an environment where the cultures, experiences, and perspectives of our employees are embraced and respected. We provide equal employment opportunities that allow all individuals to maximize their capabilities and enrich the value of our organization, regardless of race, national origin, religion, gender, sexual orientation, age, disability, or veteran status. Our diversified workforce fuels the innovative insights we provide to our customers and global communities.

PerkinElmer advertises all open positions with LocalJobNetwork, whose innovative solutions help to enhance the livelihood, diversity, and growth of our communities nationwide. Additionally, we began a marketing and sourcing campaign with JumpRecruits in 2019. JumpRecruits develops and implements diversity recruitment programs with organizations like PerkinElmer to represent ethnically and racially diverse candidates, bringing talent and opportunities together.



The greater Boston area PerkinElmer Women's Network is an employee resource group committed to engaging, educating, and empowering women by providing opportunities for personal and professional development. Recent meetings include featured speakers and panel discussions on communication skills, stress management and mindset, and building your personal brand.

PerkinElmer recently began partnering with Resilient Coders to hire software engineers through a 14-week nonprofit coding bootcamp. The Boston-based organization offers young people of color opportunities in tech by equipping them with the knowledge and skills to prepare them for high-growth careers as software engineers.

"I wanted to find others that share my enthusiasm for coding and push me to keep reaching my goals, which is exactly what I have found at PerkinElmer. I am excited to be that mentor for someone else now." – Samantha Casseus, Full Stack Developer



OUR CSR PILLARS

Culture, Community & Our People

Human Rights

Our policies and practices require PerkinElmer to conduct our business with uncompromising integrity and to promote human rights within the Company's area of influence.

Training and Education

At PerkinElmer, we seek to provide our employees with meaningful learning opportunities to help grow their capabilities and careers. We provide learning through many channels and in many formats, including formal (classroom-based, blended learning solutions, digital learning) and informal, on-the-job learning. In 2020, we're greatly enhancing our Anytime Learning strategy with the development of a digital PerkinElmer Product Academy and Global Learning Hub, providing employees access any time, from anywhere, and on any device to contemporary, high-impact learning materials.

Professional Development

We're also dedicated to our employees' professional development, with a pivotal component of our annual performance review and goal-setting process focused on providing employees with constructive and actionable feedback, as well as management support and engagement in the creation and completion of development goals. Additionally, we drive these efforts through leadership and mentoring programs around the world.

Launched in 2014, our APAC mentoring program focuses on accelerating emerging talent to the next level, providing career guidance through networking, developing business knowledge and career management, and enhancing talent acquisition and retention of diverse talent.

A Culture of Collaboration and Innovation

PerkinElmer's commitment to scientific innovation is at the heart of everything we do. It's why our customers turn to us to help them unlock critical insights that make impacts: smarter decisions, earlier diagnoses, more effective treatments, and scientific breakthroughs. And now more than ever, our teams are embracing new ways to work together to better meet customers' most critical needs.

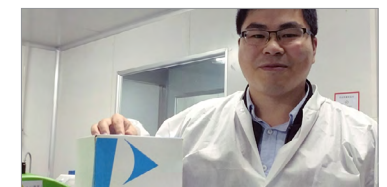
While innovation is happening all around PerkinElmer, no matter our employees' roles or responsibilities, our Visiting Researcher Program is unique in that it offers scientists the opportunity to conduct research on special projects alongside colleagues at other sites. Born out of an internal innovation challenge for R&D employees, the Visiting Researcher Program is designed to encourage new ideas and foster collaboration across the Company.



"The distance between us is miniscule compared to the potential we have as one unit to build cutting-edge solutions for our customers."
– Christoph Klaunick, Senior Systems Design Engineer



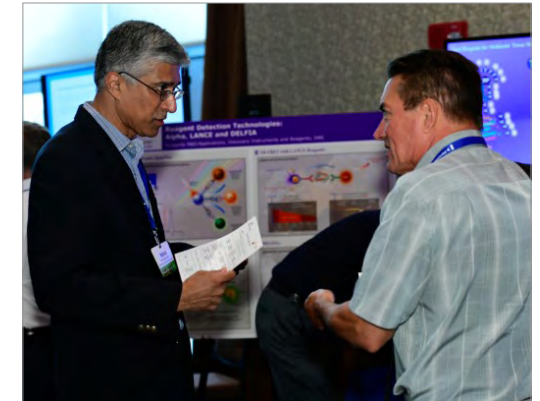
"It took me fifteen hours to travel to the office but only fifteen minutes to feel at home with the team."
– Kuan Jiang, Mass Spectrometry Scientist



OUR CSR PILLARS

Culture, Community & Our People

Our employees look for opportunities in their day-to-day interactions to share expertise and ideas, and we create organized forums for them to do so. Our Innovation Summits bring together R&D, business, commercial, and senior leaders for two days of collaborative, creative, and constructive conversations. Employees also have a chance to check out the latest PerkinElmer technologies at a tradeshow fair, and those who recently received patents, as well as the latest Early and Distinguished Innovator Award recipients, are recognized.



Inspiring the Next Generation of Scientists

Not only do our employees aspire to advance their own careers, but many serve as role models to young students, motivating and educating them to pursue jobs in science, technology, engineering, and math (STEM).

In July 2019, we participated in the Kew Science Festival, which took place at Royal Botanic Gardens, Kew, with whom we initiated a collaboration in 2018. Attendees at the festival, including children, learned how researchers at the Gardens are using PerkinElmer's Spotlight™ 200 FT-IR microscopy system to analyze samples from the Garden's collection of 8.5 million plant and fungal specimens. During the two days, we also provided the equipment for three experimental activities: a honey test, wood test, and quinine test.

For more than four decades, principal sales specialist Bob Hope has built strong relationships with customers and colleagues, but his passion for science and innovation extends beyond the office. In 2012, Bob initiated a partnership with the Students 2 Science (S2S) organization, a New Jersey-based STEM program. With the help of PerkinElmer's local service team, Bob has provided some of our solutions for the S2S labs, including gas and liquid chromatographs, infrared spectrometers, and numerous UV-Vis products. Throughout the year, PerkinElmer service employees help by maintaining the instrumentation, and both sales and service employees participate during the student sessions and experiments.

"Helping these students understand that they can achieve their dreams is truly rewarding. I believe that paying it forward and making a difference in the community is the least we can do." – Bob Hope, Principal Sales Specialist



OUR CSR PILLARS

Culture, Community & Our People

Empowering Our Women in Science

PerkinElmer’s passion for innovation starts with our employees. We recognize and encourage the brilliant, creative, and innovative women who are helping make the world a better place.



Anna Gousseva, a Sweden-based development engineer, helped design our Vanadis® NIPT platform.

“Even after more than two years on this team, I find myself anticipating the next challenge and can’t wait to keep developing in my role.”



Lee Marotta’s over 25 years of expertise and innovation play a key role in helping customers improve the environment.

“It’s very humbling to learn that customers can improve their science thanks the work I’ve done.”



Olivia Kelada, a Hopkinton-based senior field application scientist, develops new applications for our imaging solutions.

“As a global company with solutions that range from newborn screening and food testing to environmental analysis and drug discovery, PerkinElmer provides us with the chance to team up with colleagues across different focus areas and regions.”



Kristine Vasquez’s work as a senior application scientist is helping push the boundaries of translational research.

“For me, it all begins with a purpose. Every day, my goal is to make a difference in the lives of ordinary people through scientific research.”



Rachael Adomat helps customize the way pharma researchers use our JANUS® G3 workstation.

“I love the fact that this job keeps me on my toes, and that I always feel like I’m making an impact.”

PERKINELMER’S IMPACT BY THE NUMBERS

Together, we
are making a
difference *for
the better.*



Last year, **35 MILLION BABIES** in over **90 COUNTRIES** were screened using PerkinElmer tests, saving the lives of more than **70 BABIES** each day on average.



To date, more than **650 MILLION BABIES** have been tested for life-threatening diseases using PerkinElmer’s newborn screening tools.



220 MILLION TONS OF WHEAT are analyzed for quality each year by PerkinElmer instruments. Our technologies can also detect food fraud in **UNDER 30 SECONDS.**



PerkinElmer’s EUROIMMUN business created the **FIRST COMMERCIALY AVAILABLE SEROLOGICAL TEST TO DETECT ZIKA VIRUS.**



Around the world today, more than **2 MILLION SCIENTISTS** are using PerkinElmer’s laboratory software to store and analyze research data and collaborate on experiments.



PerkinElmer technologies have contributed to the development of **22 NOVEL THERAPEUTIC DRUGS.**



PerkinElmer instruments test **289 BILLION GALLONS OF WATER** annually, to provide safe drinking water for more than **1 BILLION PEOPLE**, and help reduce **8 MILLION METRIC TONS** of plastic waste from our oceans.

YEAR ESTABLISHED: 1937

2019 REVENUES: Approx. \$2.9 billion

EMPLOYEES: About 13,000 globally

HEADQUARTERS: 940 Winter Street, Waltham, MA 02451

WORLDWIDE PRESENCE: 190 countries

TICKER SYMBOL: PKI (NYSE)

PerkinElmer is a component of the S&P 500 Index.

WEBSITE: www.perkinelmer.com

CORPORATE OFFICERS:

Prahlad Singh, *President and Chief Executive Officer*

Jamey Mock, *Senior Vice President, Chief Financial Officer*

Joel S. Goldberg, *Senior Vice President, Administration, General Counsel and Secretary*

Daniel Tereau, *Senior Vice President, Strategy and Business Development*

Tajinder Vohra, *Senior Vice President, Global Operations*

Andrew Okun, *Vice President, Chief Accounting Officer*

PerkinElmer, Inc.
940 Winter Street
Waltham, MA 02451 USA
P: (800) 762-4000 or
(+1) 781-663-6900
www.perkinelmer.com



For a complete listing of our global offices, visit www.perkinelmer.com/ContactUs

Copyright ©2020, PerkinElmer, Inc. All rights reserved. PerkinElmer® is a registered trademark of PerkinElmer, Inc. All other trademarks are the property of their respective owners.