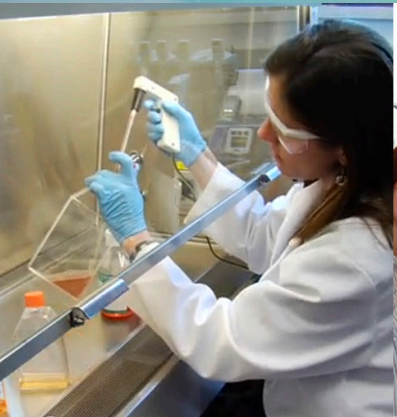




Promega



C O R P O R A T E
Responsibility

R E P O R T 2 0 1 1



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Commitment to Quality

Promega Madison first certified to international standards for quality management systems in 1988. Currently, 15 Promega locations worldwide have certified to various ISO standards.

“At Promega, we have a vision of corporate responsibility that places an emphasis on innovation as the means to add value, not just to the bottom line, but to the environment and humanity at large.”

—William A. Linton, CEO Promega Corporation

For nearly 35 years, Promega has embraced the values of corporate responsibility and sustainable business practices. Our ability to develop and deliver high quality products to the Life Sciences industry is reliant on a sustainable connection between our people, the natural environment and the communities in which we work.

Promega is committed to being a responsible corporate citizen. We are proud to create products and solutions that assist scientists in addressing some of the most significant challenges in global health and wellness. We also are active in and support our communities in the areas of education, community wellness and the arts. At Promega we acknowledge that while sustained business growth will support communities economically, to be a responsible corporate citizen we must bridge science, ethics, community and the natural environment in which we live.





As the world becomes progressively interdependent and fragile, we stand at a vital moment in Earth's history, a time when the human culture must consciously choose its future. In this ever changing world natural resources are vulnerable and finite. We need to look to the lessons provided by nature to secure a sustainable future. Organisms never stop innovating and evolving to adapt to changing habitats, all the while still managing to preserve the environment that maintains

them. As human populations grow, so do the resource demands imposed on ecosystems. Humanity is yet another complex species in this world and we must endeavor to create a harmonic balance between nature and civilization.

Not only must we look to nature to solve today's complex challenges, we must also preserve this knowledge for future generations to build upon our work.

Nature provides a host of insight and understanding in how best to create a balance. Our challenge is tapping into this incredible opportunity. For instance, learning from the adaptations of organisms that are capable of surviving extreme, severe conditions may help us design vaccines and drugs that can sustain potency longer to reach remote locations. Potential like this suggests we need to look to nature for solutions as well as preserve nature's knowledge for future generations to build upon our work.

At Promega, we have a vision of corporate responsibility that places an emphasis on innovation as the means to add value, not just to the bottom line, but to the environment and humanity at large. Through increased awareness, we are becoming more sensitive to the principles of sustainability found in biological and ecological systems and gradually evolving to include them in everyday business practices. We continue to utilize lessons of the natural world to solve scientific challenges in life sciences.

As Albert Einstein said, "We can't solve problems by using the same kind of thinking we used when we created them." We must preserve and utilize nature's genius so that humanity can apply ideas of the mind to create a more sustainable global society.

William A. Linton,
Chairman and CEO





CGMP Manufacturing Building

Last year, ground was broken at the Madison campus on a state of the art CGMP manufacturing facility.

Corporate *mind*

Overview

Promega Corporation is the largest privately held life sciences company in the world, with corporate headquarters located in Madison, Wisconsin, USA. Promega has a large global presence including branch offices in 15 different countries as well as manufacturing facilities in San Luis Obispo and Sunnyvale, California, USA; Shanghai, China; and Seoul, South Korea. Over the last year the company experienced substantial growth with revenues up more than 9% to 284 million dollars (US) and a head count increase of 7%. Promega has 1,197 full-time positions worldwide and 48% of full-time employees are women.

In 2011, Promega continued to invest in the future through innovation, improved infrastructure and enhanced customer relations. To meet the need of the ever

changing scientific community, Promega invests over 10% of revenues in research and development. A new branch in Brazil was opened to better serve South American customers. A new facility was added on the Madison campus focused on best-in-class dispensing and packaging. Ground was broken on a state-of-the-art CGMP manufacturing building.

In August 2011, Promega completed the first phase of implementing a global SAP business solution. In addition to deploying industry-leading best practices to drive business agility and modernize infrastructure, the SAP implementation was seen as change lever for advancing corporate strategy. With global implementation, Promega will have a fully integrated efficient system to allow continued growth. All these investments poise Promega for sustainable success far into the future.



Promega Governance

Promega is governed by a Board of Directors, the Corporate Leadership Team and a number of global Branch Managers. As the guiding force of the company, these groups are responsible for setting company strategy and providing organizational oversight. This group in total comprises 31 individuals; 23% of them are women.

Corporate Values

Promega Corporate Mission Statement: To provide the most innovative biological reagents and integrated systems used in research and applied technology world-wide.

In carrying out our mission, we strive to preserve and pursue these core values:

- Honesty, integrity and respect for all employees, customers and suppliers
- Open access to information for all employees
- Balance of work and life activities
- Recognition and reward of achievement through creativity, risk taking, process improvements and innovation
- Adaptability and flexibility in the workplace
- Contribution to the advancement of science and to the improvement of life in the world community

Promega is an equal opportunity employer and is richly benefited by the diversity of its workforce. We follow a global code of conduct, and employees are reminded annually of this commitment. This code of conduct is also always available and accessible on the corporate intranet site and can be read in detail there.

Corporate Vision

Promega Corporation is built on a vision where:

- Innovative research tools accelerate scientific discovery
- Life science research can lead to the cure and prevention of many diseases
- The work environment nurtures creativity
- The corporation appreciates and values the contributions of each employee



Promega Worldwide Locations: With branch offices in 15 countries and more than 50 global distributors Promega works to support scientists worldwide.





Creative Approach

Although meticulous and rational, scientists must also maintain imagination in their work if they are to discover the mysteries of the unknown. In response to the needs of such individualists, we have a long and creative tradition of doing what is best versus what is expected. That independent spirit and determination has led to a number of firsts that continue for Promega in each of its multiple roles as a business, a member of the community and an employer.

Today, Promega is the largest privately held life science company in the world, an accomplishment of which we are very proud. In an environment where acquisition is the norm, we have maintained independence and instead forged selective, global partnerships. An example of this is the collaboration between Promega and the experts in mass spectrometry at MS Bioworks. This partnership provides researchers access to a complete workflow solution, by providing unique proteomic reagents coupled with mass spectrometry services.

Supply Chain Management

Promega values suppliers of goods and services that adhere to the highest social, ethical and environmental standards.

In 2011, Promega took the first step in expanding the reach of Corporate Responsibility by surveying our key suppliers to understand their social and environmental commitments. A survey was sent to quantify the number of vendors with formal programs, their key areas of focus, and to identify contacts within each organization. Of the vendors that responded to our survey, over 50% have Sustainability or Corporate Responsibility programs established or in development.

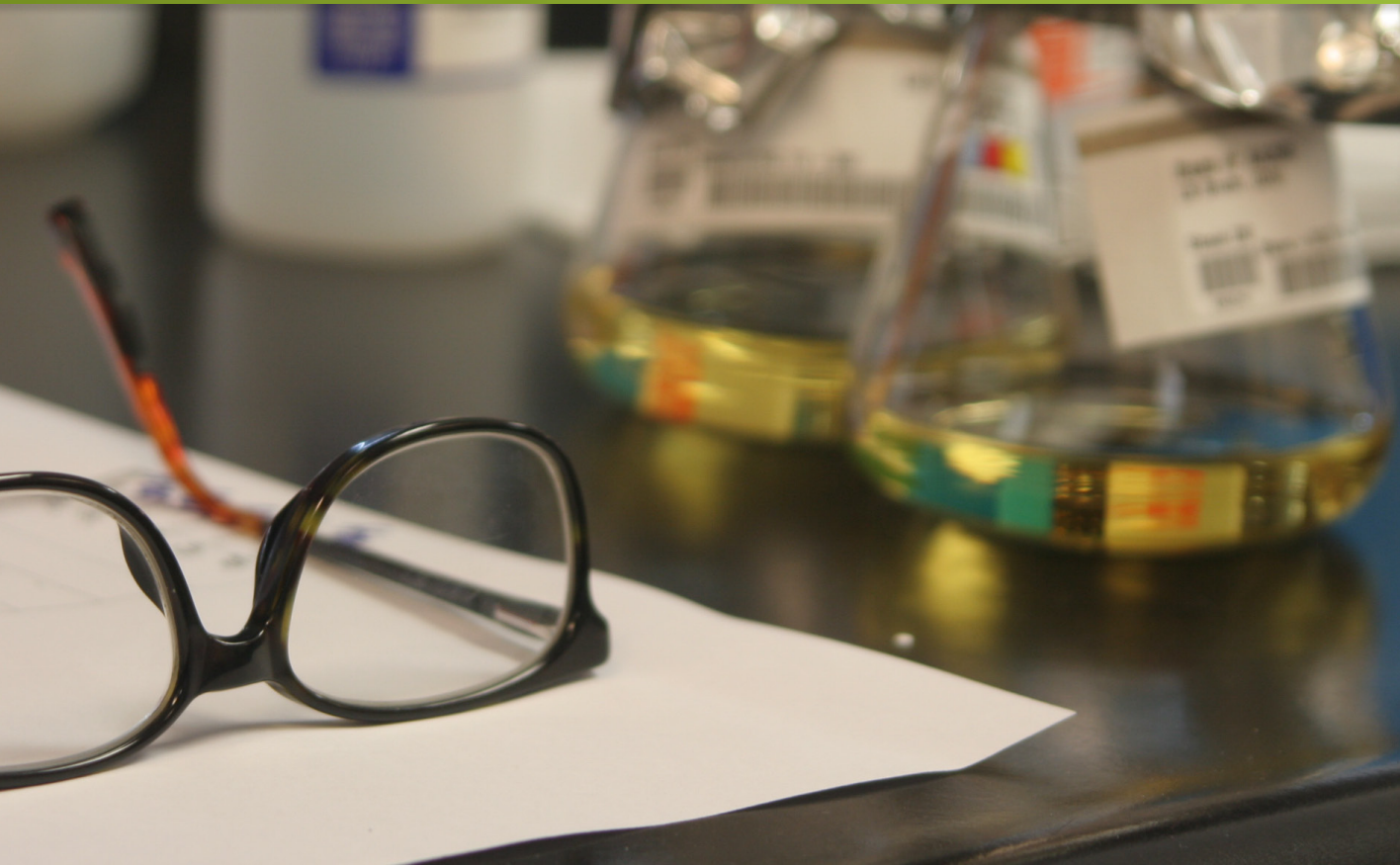
Promega recognizes the impact and importance that our suppliers have in the scope of our Corporate Responsibility and strives to work with companies that have similar commitments. Sourcing from local suppliers is also a focus to support local communities and reduce impacts from shipping.

Promega acknowledges the opportunity to reduce impacts through our global supply chain. In the coming year we will start collaborating with key suppliers to identify ways to improve our impacts and add mutual business value.



Promega embraces the values of corporate responsibility through all aspects of operations and supply chain and strives toward leadership.





Product *reach*

Molecular biology opens doors not only to new understanding of life, but to practical applications that enhance the health of our citizens.” -CEO Bill Linton

Overview

Behind every new research advance and medical innovation there is an array of products and services that support the work of the researchers and clinicians involved. The role of Promega products in life science, clinical and forensics science research is evidenced by the thousands of peer-reviewed publications citing use of these products. The areas in which Promega products contribute to the advancement of science include basic research, drug discovery, forensic and paternity testing and molecular diagnostics.



Basic Research

University, private institute and government research labs around the world use Promega products to uncover how biological systems operate at a cellular and genetic level. These scientists seek to apply this knowledge in preventing disease, finding new cures and understanding the natural world.



The HaloTag® Mammalian Protein Purification System overcomes problems scientists experience while purifying genetically engineered fusion proteins. Researchers improve the recovery of difficult-to-express proteins, resulting in a tag-free protein ready for mass spectrometry analysis.

Drug Discovery

Biotechnology and pharmaceutical labs need tools to screen tens of thousands of compounds only to identify a handful of potential new drug candidates. These industrial researchers look for tools to shorten their product development cycles and reduce costs by weeding out undesirable drug characteristics (e.g., toxicity) sooner.



The new Mitochondrial ToxGlo™ Assay measures multiple biomarkers to differentiate mitochondrial toxicity from other types of toxicity. Promega's portfolio of mechanistic toxicity assays, which now includes the Mitochondrial ToxGlo™ Assay, helps researchers assess a drug candidate's toxicity profile, making it a valuable, predictive and cost-effective set of tools for drug discovery.

Forensics and Paternity Testing

DNA analysts create genetic profiles (DNA typing) to identify both victims and suspects during a criminal investigation. These same tools are applied in determining paternity and other familial relationships needed to identify victims of natural disasters.



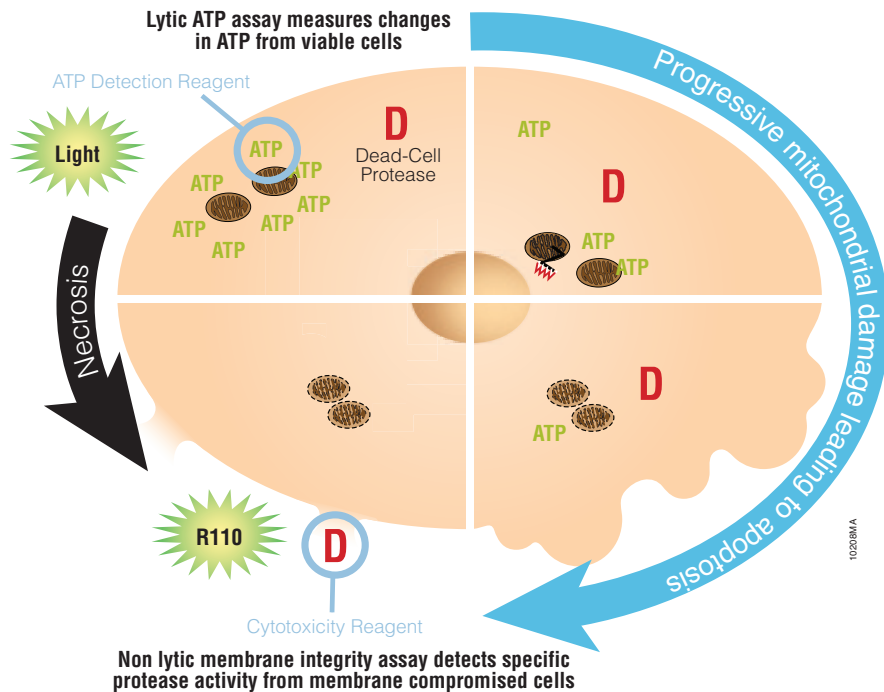
The PowerPlex® family of STR (Short Tandem Repeat) products use rapid PCR technology to save time with every run. Amplification can be completed in about 90 minutes, making forensic and paternity laboratories more efficient and productive.

Molecular Diagnostics

Medical technicians and clinical pathologists prepare DNA samples before performing diagnostic tests for organ transplants, infectious diseases and genetic screening.



The Maxwell® CSC is the next-generation, bench-top automation system for rapid nucleic acid isolation. It will be Promega's first instrument manufactured under CGMP (Current Good Manufacturing Practices), offering clinical customers and partners a high-quality, regulatory-compliant alternative to their current extraction methods.





Promega in the Real World

Joplin Tornado Tragedy

A devastating tornado hit Joplin, Missouri, USA, killing 134 people and leaving many missing. With the use of DNA IQ™, PowerPlex® 16 and PowerPlex® Y, analysts were able to identify victims. Lab workers commented “...we appreciated your products; they really came through during this very trying time.” This lab generated over 200 DNA profiles that helped bring closure to families who had lost loved ones.

This lab generated over 200 DNA profiles that helped bring closure to families who had lost loved ones.



Genetics of Taste

Lab Central at the Denver Museum of Nature and Science is researching a gene called Taster 38, which determines whether an individual can taste a particular bitter substance. The lab is asking if the differences in the way individuals taste affect food choices, with possible implications on health and lifestyle.

Volunteer Citizen Scientists work in the lab on the Genetics of Taste project. Visitors to the museum can enroll into the project by completing a few steps including providing a DNA sample. The Citizen Scientists use the Maxwell® 16 to purify DNA rapidly. The Maxwell® 16 provides ease of use and streamlined results for the lab.

Lab Central's goal is to bring awareness to the public to help people make healthier life style choices.



Investments for the Future

With significant dedication to research and development, Promega scientists create ground breaking technologies to support increasingly complex scientific experiments and methods. In 2011, over \$30 million (US) was invested in research and development, and 69 new patent applications were filed. Because of continued global investment in research and development Promega has extensive intellectual property.

Patents (Issued & Pending Applications)	
Cellular Analysis	259
Genomics	122
Genetic Identity and Other	53
Proteomics	70
Total	504

*Patents and patent applications were audited in 2011 with many patents and applications abandoned that were outdated.

In addition to developing our own intellectual property, Promega works with academic institutions and other entities to license and develop promising technologies. As a member of the Wisconsin Alumni Research Foundation Research Tool Subscription Program, Promega has the opportunity to take a first look at new technologies from the university.

New Facility Under Construction to Support Regulated Product Manufacturing

Promega broke ground on August 25th, 2011 for a Current Good Manufacturing Practice (CGMP) facility dedicated to accommodate business growth and its customers who need FDA-regulated molecular biology products. These include components such as sample preparation systems and reagents that are part of diagnostic and medical tests sold by human diagnostic test providers.

Plans incorporate a number of environmentally sensitive construction practices. Some of those practices include geothermal heating and cooling, dark sky compliant lighting, prairie restoration, bio retention ponds for storm water run off, electric vehicle charging stations, and a living wall. The living wall uses vegetation as living art inside the building to improve indoor air quality, keep the building cool, and dampen noise pollution. Design of the building used firms with expertise in sustainable building practices and construction practices that recycle 99% of construction waste.

The 260,000 square feet facility will employ 100 people in the next five years. Most of the building will be dedicated to manufacturing with committed (fixed) production lines and flexible manufacturing areas. The building will also have a customer experience center for employees and guests that will include spaces for training, laboratory demonstrations, conferences, an exercise and fitness center, and dining.



Quality Process & Product

Promega is continuously striving to hold operations to higher standards by seeking external verification and certification of internal systems. Promega Madison was first certified to international standards for quality management systems in 1998 and is currently certified to the ISO13485 standard, required for the development, manufacture, testing and delivery of medical devices around the world. Just recently, Promega's European distribution headquarters, Euro Hub, earned ISO13485 certification, increasing the total to 15 Promega locations certified worldwide to various ISO standards. The ISO series of quality management system standards are developed and maintained by the International Organization for Standardization. In addition, European branches are registered to sell certain IVD devices in their territories.

Promega takes great pride in the products it produces and in ensuring customers receive safety data, as well as comprehensive technical data sheets on the use of Promega products. This information is either shipped with the product, emailed, available on our web site or an iPhone application, or explained at the time of service delivery. A high level of integrity is applied in all product claims and use information as the incident table below indicates.

Product Responsibility and Non Compliance*	2008	2009	2010	2010
Incidents regarding product health and safety codes	0	0	0	0
Incidents regarding product information and labeling	0	0	0	0
Incidents with marketing communication regulations	0	0	0	0
Breaches of customer privacy and loss of customer data	0	0	0	0
Incidents concerning provision and use of products or services	0	0	0	0

*Only incidents resulting in fines or warnings are listed.





Planet *aware*

“The chief lesson of natural history is that life has learned the art of sustainability and that this art has stood the test of time. It is an art, moreover, that can be learned, adapted and put into conscious practice by us.”—Bill Linton

Overview

Sustainability is the sum of many small steps paving the way to something great. As Promega continues on this journey, we are increasingly aware of the principles found in biological and ecological systems that can gradually be mirrored in our business. Promega acknowledges the importance of using resources more efficiently and mitigating waste.

All Promega locations worldwide are committed to operating sustainably by investing time and resources in improving energy efficiency, working to reduce waste, and enhance the consciousness of impacts. Additionally, all Promega locations recognize the opportunities to leave a positive legacy. Whether it is funding reforestation efforts, supporting renewable energy generation, purchasing carbon offsets, or supporting environmental organizations, Promega looks beyond our buildings to enact the principles of environmental sustainability.



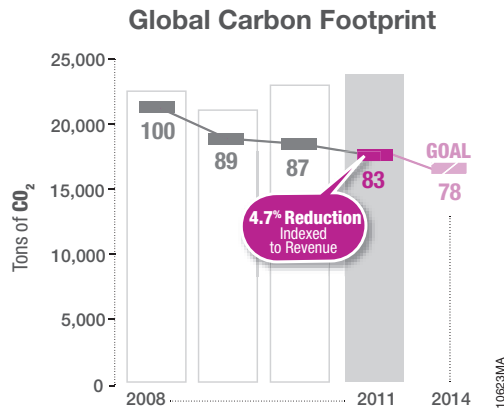


In 2011 Promega made strides to reduce environmental impacts through focus on company-wide operational efficiencies and environmental awareness campaigns. All employees at Promega are essential to our sustainability progress, and we promote environmentally conscious decision making on a daily basis through ongoing awareness and education. Promega is proud to announce that we are on target to achieve our 2014 reduction goals in all six key indicators for environmental

sustainability. This progress is thanks to focus and consciousness of many individuals worldwide committed to continuous improvement. Growth brings new opportunities and challenges to operating in an environmentally sensitive manner but Promega is committed to looking for opportunities to design, build, and operate in a sustainable manner.

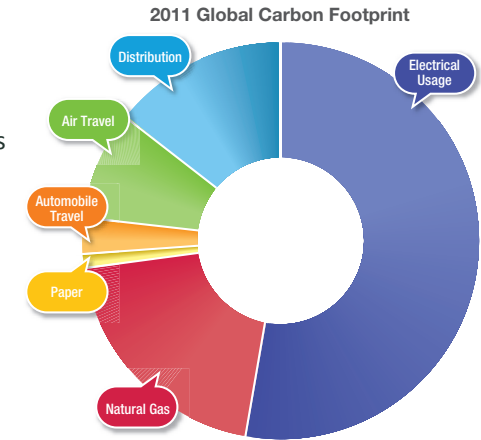
Responding to Climate Change

Appreciating the threats of climate change, Promega is striving to achieve a better understanding of and reduce our greenhouse gas emissions at all levels of the business operation. Promega actively tracks and strives to reduce direct emissions from fuel combustion and indirect emissions from purchased electricity, business travel and outgoing distribution. Because of improved awareness and focused action since 2008, Promega greenhouse gas emissions have decreased 17% as indexed to revenue. In the face of a head count increase of 7% and addition of multiple new buildings, gross carbon footprint was held to a 3.6% increase over 2010.



Energy Consumption

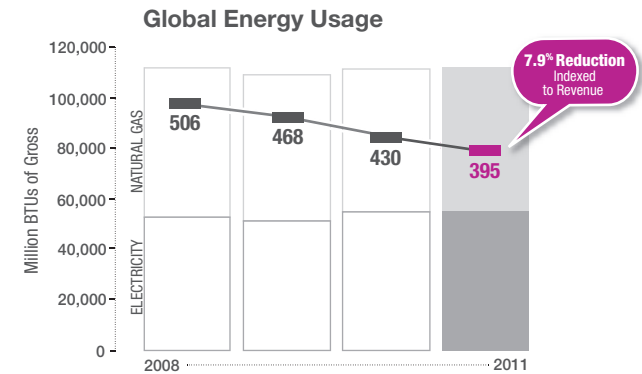
With investments in time and resources to improving efficiency, overall energy use was held constant despite significant growth in head count and the addition of new facilities in 2011. Energy is a primary focus for all Promega employees from facilities managers to scientists as we recognize the opportunity to do more with less. Energy use remains the largest contributor to Promega greenhouse gas emissions.



Electricity

Electricity is the largest single contributor to the Promega carbon footprint and accounts for 53% of our overall emissions. The Promega approach to minimize impacts from energy is two-pronged. First we focus on reducing actual energy usage through improved efficiencies and facility optimization whenever possible. Secondly, we also work to generate electricity or purchase it from renewable sources. With significant focus on both these areas, emissions from electricity decreased by 35 tons last year or an 8% reduction indexed to revenue.

We have placed a significant focus on improving efficiency and increasing employee awareness at all global locations with a primary focus at corporate headquarters in Madison, Wisconsin, where over 90% of total global electricity is consumed. In 2011, significant attention was placed on enhancing the efficiency of heating, ventilation, and air conditioning systems because these operations are primary consumers of energy.



- Replacing variable frequency drives on boilers at the Agora building allowed us to reduce the previous requirement of three boilers to one.
- Enhancements to chiller filters and motor replacements at the Agora building will enable running one chiller instead of 2 chillers during peak periods and could allow for just fan usage during winter months.



- Installation of a more efficient motor on a cooling tower at our primary manufacturing facility will further improve the efficiency of our air conditioning systems.
- New filters on an intake plenum at our primary R&D facility will improve air flow and reduce energy requirements
- Addition of infrared heating to roof top units will eliminate snow build up also improving air flow for improved efficiencies.

In 2012 Promega will continue to invest in new technology to reduce our energy usage through:

- Addition of a building automation system will allow for intelligent controlling of mechanical equipment and lighting to eliminate wasted energy
- PC Power management software to automatically power down workstations during off-peak hours
- Further enhancement to air handling systems

In addition to projects to improve energy efficiency, efforts have been made at all locations to increase the awareness on ways employees can reduce usage. A new campaign was launched globally in 2011 to remind employees to take simple steps each to reduce their energy usage and environmental impacts.

Promega branches continue to reduce energy usage as well:

- Promega Euro Hub in Germany is transitioning to newer neon lighting in the warehouse and replacing freezers with more efficient models.
- Promega Singapore in 2011 implemented a new policy to shut off lights and electronics during off-peak hours and lunches.
- Promega Shanghai is another location recently adopting policies to reduce energy usage from heating and cooling.
- Promega France recently installed a new air conditioning system equipped with a heat pump to replace the gas-based heating during mildly cold periods.

In 2011, adoption of renewable energy use continued to increase. Promega recognizes that using renewable energy eliminates greenhouse gas emissions that otherwise would have been emitted during energy production.

- The 250 photovoltaic panels on the Aviation Operations building in Madison, Wisconsin, have generated over 110,000 kWh to date avoiding over 60 tons of

CO₂ generation. To see the current production of this system, please visit this live dashboard.

- Any additional energy needs at this facility come from 100% renewable energy sources.
- Branch locations throughout the world continue to switch to 100% renewable energy sources:
 - Promega Euro Hub in Mannheim, Germany, September 2011
 - Promega Brazil in Sao Paulo, since opening in 2011
 - Promega Italia in Milan, November 2010
 - Promega Biotech Ibérica in Alcobendas, Spain since 2008
 - Promega Biotech AB in Stockholm, Sweden since opening in 2007

Promega is committed to investing in training specifically related to energy efficiency and renewable energy. A number of facilities specialists in the headquarters have been trained in energy efficiency through Wisconsin's Focus on Energy and help lead efforts to identify opportunities for improvements.



The solar array on the Promega Aviations Hangar is one of the largest statewide.



Table 1. Direct Air Emissions from North American Operations

	NOx	N2O	CO	CO2	SO2	PM	VOC	Pb	HAP
2010	2.21	0.05	1.85	2,649	0.01	0.17	1.00	0.00	0.14
2010	2.30	0.05	1.87	2,649	0.01	0.17	1.00	0.00	0.19
2009	2.54	0.04	2.05	2,237	0.01	0.17	1.13	0.00	0.19
2008	2.54	0.04	2.11	2,329	0.01	0.17	1.37	0.00	0.16

Natural Gas

Natural gas is the largest source of direct air emissions and second in overall emissions for Promega. Natural gas is used primarily at our manufacturing sites for heating and production related processes but some branch offices use natural gas. Through equipment improvements and better management of our heating requirements, dependency on this resource decreased substantially during times of growth. Since 2008, natural gas usage has decreased 25% indexed to revenue. To reduce further impacts from natural gas use, Promega is investing in upgrades to our equipment and looking to use renewable energy for air and water heating.

- Geothermal heating and cooling continues to minimize the natural gas dependency of the Aviation Operations building in Madison, Wisconsin.

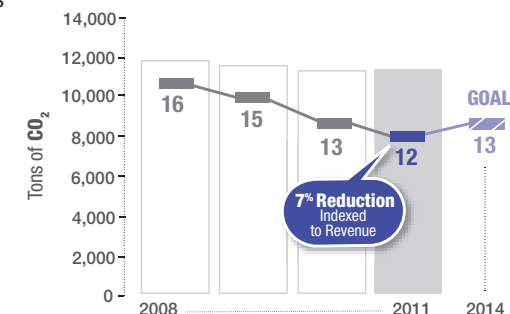
Direct air emissions outlined below are from fuel purchased for heating and emergency generators in North America. All of these emissions are below threshold levels set by local and federal organizations. We continue to evaluate options to further reduce direct emissions globally.

Distribution

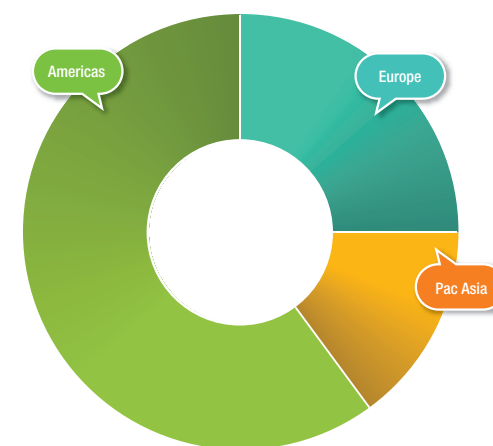
Much effort is invested to ensure that our products get to customers quickly and safely. We have also focused on reducing air emissions by using more efficient modes of transport when possible and reducing the weight of packaging materials. Because of product requirements for temperature regulation and customer expectations, roughly 90% of our shipments are sent via air. Our logistics teams continue to be committed to finding ways to reduce emissions from distribution while assuring the same high level of service to our customers.

To understand the indirect emissions from outgoing shipments, data was collected from Promega owned global distribution hubs on weight, distance, and mode of transportation in 2011. In previous years where data was unavailable emissions related to outgoing logistics have been estimated according to revenue growth.

Emissions from Natural Gas



Distribution Emissions by Region



Promega Helix

To reduce further emissions from distribution, Promega offers a state-of-the-art, on-site inventory management system called Helix. Helix “Smart” capabilities provide real-time product monitoring and manages Helix inventory based on product usage to provide consolidated bulk replenishment shipments. This enables more products to be sent with less shipping and materials. The automated Helix inventory management system not only ensures uninterrupted supplies, but consolidates shipments to ensure uninterrupted workflow for our customers while having less impact on our planet.



Contributing to protect our environment and have a positive impact on society, Promega continues a campaign started in 2010 by purchasing carbon credits to offset the greenhouse gas emissions from energy use of all Helix units. In addition, emissions

from initial unit shipment and product distribution through this channel are also offset. In 2011, Helix offset over 470 tons of emissions worldwide by supporting the following projects:

- Dalaman Hydro Power, *Turkey*
- Zanghbei Wind, *Hebei Province, China*
- Reforestation in North America
- Tensas River National Wildlife Refuge, *Louisiana*
- Lower Mississippi Valley Reforestation

To see more information and learn how to participate, visit: www.promega.com/helix

In 2011, Helix offset over 470 tons of emissions worldwide.

Business Travel

As a global company, travel is essential to building strong customer relations and general business operations. Reducing travel to customer sites is difficult, but with the availability of video conferencing Promega is working to reduce our travel emissions. Business travel via air, automobile, and rail make up about 12% of the Promega current carbon footprint.

Air Travel

Since 2008 global air travel emissions have been one of the most significant challenges for Promega. During this period emissions have increased by 40% per revenue due to emphasis on growth globally and the addition of the Promega Aviation Operations program in 2010. The Promega Aviation Operations Program provides unique opportunities for development of stronger connections with customers and collaborators as well as supporting global operations internally. Promega branches are dedicated to using efficient high-speed rail in lieu of air travel to reduce carbon emissions whenever possible. Because of its efficiency, rail travel contributes only a small portion to our carbon footprint from travel. When travel is necessary, efforts are made to use the most fuel efficient mode.

Business Travel Carbon Footprint

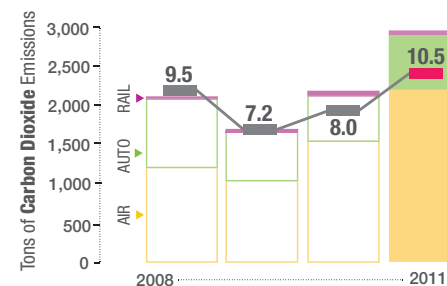


Table 2. Locations with Largest Total Travel Reduction Since 2008

Location	Emission Reduction
Korea Biosystems	63%
Australia	45%
Spain	36%
Japan	12%



Automobile Travel

Reduction in environmental impacts of automobile travel has been accomplished by moving toward a more fuel-efficient fleet at several locations worldwide. Promega Benelux, Promega AG in Switzerland, and Promega KK in Japan are just a few of the locations to move to more efficient and ecologically sound fleets. In the United States, enrollment in Emkay's "GoGreen" fleets program enables increased use of hybrids and other high-efficiency vehicles. As part of this program, we plant trees each year to offset any unavoidable greenhouse gas emissions generated from Promega fleet travel in the United States. Since our enrollment in 2009, Promega has offset over 700 tons of CO₂ as members of the "Go Green" program.

To reduce the environmental impact of employee commuting, alternate transportation programs have been implemented in a number of locations worldwide. The goal is to encourage use of public transportation, ride sharing or biking to work. To reduce further the impact of employee commuting, staff started an "Alternative Transportation Program" at Global Headquarters to educate and encourage employees on more environmentally friendly options for getting to work. Promega is in the process of installing electric vehicle charging stations to encourage the use of electric vehicles.

All buildings at corporate headquarters in Madison have bikes for employees to use and resources to support cyclists such as pumps and bike repair kits. Many locations worldwide have similar programs in place to encourage employees to bike to work, use public transport, or ride share. Promega Biosciences in California and Promega UK were specific locations that expanded their programs to encourage cycling or alternative transportation use by employees.

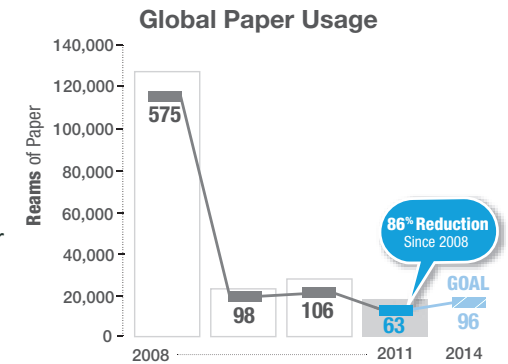
Preserving Natural Capital

Paper Usage

In evaluating paper usage, Promega strives to embody the mantra of "Reduce, Reuse, Recycle". Adoption of emerging media channels has enabled enhanced communication with our customers while at the same time reducing the impact on the environment. By using iPhone®/ iPad® and Android™ applications, blogs, electronic catalogs or online support, communications can also be more efficient.

In 2008, aggressive commitments were made to move away from printing. With significant efforts and investment Promega transitioned from most paper catalogs, instruction manuals, print marketing, and a majority of other corporate communications to electronic formats. Since 2008 paper usage has decreased 86%. Additional efforts to reduce paper and impacts from paper include:

- **Using Recycled Paper and Duplex Printing:** Many global locations have transitioned to recycled paper and duplex printing. These efforts provide value to the environment by reducing air emissions, combating deforestation, and limiting waste.
 - Promega Italia enrolled in a campaign in 2010 with the Portucel Soporcel group where purchasing recycled paper also enables the planting of trees to improve biodiversity in the region. To date over 275 trees have been planted in Portugal on behalf of Promega Italia.
- **Electronic documents:**
 - Field Application Specialists in North America along with branches such as Promega UK have adopted iPad®s in order to serve customers while eliminating the use of printed resources.
 - In August 2010, Promega started sending electronic copies of various documents to customers resulting in a savings of over 5,000 pieces of paper a month since.
 - European branches offer electronic invoices as another way to reduce unnecessary printing and paper usage.



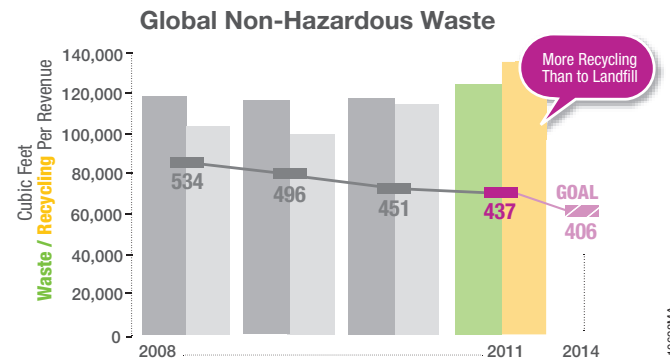
Waste

Results of efforts to “Reduce, Reuse, Recycle” can be measured in part by the waste impact. For the first time since tracking global waste and recycling, Promega is recycling more than we are sending to the landfill. Since 2008, recycling efforts globally have increased by 31% as a result of improved awareness and convenience for recycling at all Promega locations. Since founding our Corporate Responsibility program waste is down 3% as indexed to revenue.

Key areas of focus that have contributed to waste reduction include:

- Communication campaigns to increase awareness and understanding of what can be recycled.
- Looking at our waste stream to identify materials that can be segregated and handled more responsibly.
 - In 2011, over 4,400 ft³ of pipette tip boxes were recycled that would have previously been sent to the landfill. These plastic boxes could fill an entire semi trailer.
- Use of permanent ware, compostable and recyclable materials in cafeterias and kitchenettes:
 - Reusable tumblers were provided to all Promega employees worldwide.
 - Polystyrene materials have been removed and replaced with recyclable or compostable alternatives at corporate headquarters.
- In 2011 Promega Biosystems in California was certified as a “Green Business” by Santa Clara County for their ongoing efforts around sustainability. Significant focus was placed on waste and recycling last year with a formal audit identifying additional waste streams to be minimized. In 2012, Promega Biosciences will be initiating a composting program that will further reduce waste being sent to the landfill.

Being in the biotech industry, manufacturing processes often require work with potentially hazardous substances. Promega takes the responsibility that comes with the use of these products seriously as well as the obligation to reduce waste while ensuring that, at the end of their life, these products are disposed of responsibly. As a result of focus on efficiency, Promega has seen a 10% reduction in waste as indexed to revenue. Promega recognizes the value of absolute reduction in waste stream and will continue to regularly analyze hazardous waste reduction opportunities.



In 2011, more waste was recycled than sent to landfills.





Water Usage

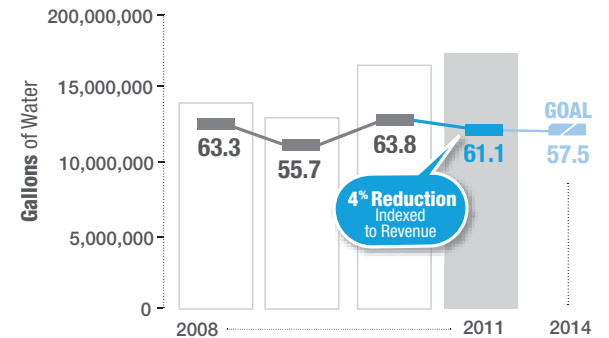
Promega recognizes the value water provides to all life on this planet and the fact that billions of people each year go without clean water. Many Promega locations worldwide incorporate design features to minimize water use and insure proper disposal of water. The corporate park of offices in Sydney, Australia, uses rain water collected for cleaning, toilets, and irrigation of plants. Similarly, our Madison-based global headquarters building uses rainwater collection, allowing runoff to drain to prairie and rain gardens for natural filtration.

Promega is committed to responsible water use from all sources whether used in manufacturing processes, landscaping, or daily office activity. With the increase in water-intensive manufacturing processes since 2010, reduction in water usage poses an ongoing challenge. In 2011, Promega realized a 4% reduction in water usage when indexed to revenue as a result of ongoing diligence and new efforts.

Promega Biosciences' "Green Team" in San Luis Obispo, CA made significant steps to reduce water usage in 2011 primarily through an optimized irrigation schedule and implementation of a water recirculating system for distilled water units. In the new system condensing water is re-used rather than sent down the sewer. Over the last year water usage is down 30% saving over 250,000 gallons of water.

Promega Biosystems in Sunnyvale, CA, also continues to look to reduce water use through low-flow aerators on every sink and a new dishwasher that is more water and energy efficient.

Global Water Usage



Packaging

Packaging serves many functions for our products, but it also is a primary consumer of raw materials. Promega recognizes the impact of our packaging and is committed to searching for innovative ways to reduce packaging, use environmentally friendly materials, and design for recycling or reuse.

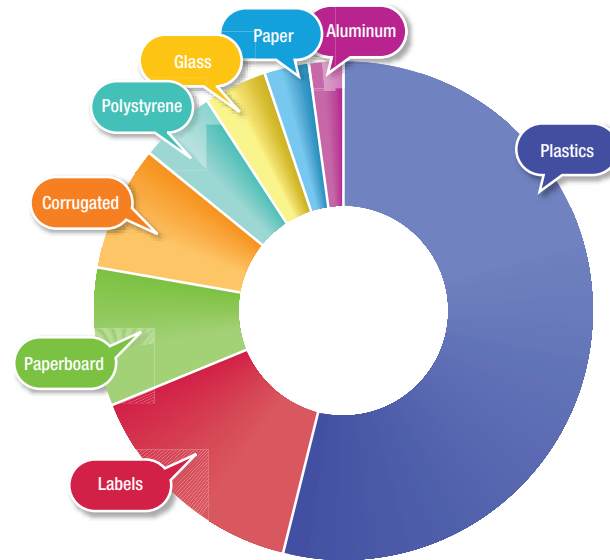
One recent step to improve our impacts was moving to unbleached shipping boxes. This step has been completed at all global logistics hubs to avoid the harmful environmental impacts of bleaching corrugate. Unbleached corrugate uses less virgin wood, less energy, and produces fewer waste and air emissions than bleached corrugate. For shipments out of North America we were also able to use Sustainable Forestry Initiative materials to minimize impacts further.

To take this initiative even further a team of individuals at our Corporate Headquarters set out to look for an alternative to the wax coating on some of our boxes. While initial testing was unsuccessful we are currently working with other resources outside of Promega to identify a solution. This change will allow shipping boxes, which were not previously recyclable due to wax coating, to be recycled. These recent strides follow a long history of efforts to reduce the impacts of packaging such as:

- Funding a program for over 20 years enabling customers to return Styrofoam® containers for reuse to minimize waste in landfills. In 2011, over 14,000 polystyrene containers were recycled and re-used.
- In 2012, Promega partnered with the Packaging Engineering Department at the California Polytechnic University in San Luis Obispo to identify ways to implement more sustainable packaging and maintaining quality during transport.

Capturing environmental impacts of product and shipment packaging continues to be challenging. Maintaining the critical need to adequately protect products while minimizing the use of packaging is a delicate task. An initial cost analysis indicated that plastic encompasses about half of the packaging purchases yet corrugate for shipping, as well as paperboard used in product packaging, represent our best opportunity for reducing environmental impact. Following transition to a new ERP we will have richer data allowing for quantification of the amount of materials used, providing the ability to develop a comprehensive packaging impact baseline.

2011 Packaging Breakdown by Spend





People *care*

“We strive to create a work environment that fosters creativity, promotes growth, encourages wellness, and recognizes great work.”—Bill Linton

Overview

At Promega, we know that hard work, creativity, and passion drive success and employee satisfaction. For this reason, our goal is to provide an exciting work environment where individuals can be challenged and innovative while still achieving a work-life balance.

Promega strives to create a work mentality that not only allows this, but in turn equips individuals to do so. We are committed to fostering a happy, healthy community within our company and see our culture as a valuable asset.

Promega employs 1,197 individuals worldwide and is committed to being an equal opportunity employer. Over 48%, or nearly half, of our total global workforce is represented by women, and we are proud to report no incidents of discrimination or human rights violations. As a member to the UN Global Compact, we are committed to upholding and advancing The Universal Declaration of Human Rights.



Employee Wellness

The health and wellbeing of our employees is integral to our success at Promega. Our hope is for our employees to experience the richness of life with work, family, and personal growth. That kind of lifestyle is a part of how we are able to achieve the innovative progress that makes Promega a rewarding place to work.

Benefits

Promega has comprehensive benefits programs including medical, dental, and vision coverage available to all full time employees and their families. Employees are also offered short- and long-term disability insurance, life insurance, tuition assistance, and paid time off. These benefits add significantly to employee compensation programs. While benefits vary by branch based on country norms in that location, the health and safety of each employee is of the highest importance globally.



Safety

The Promega Environmental Health and Safety programs are committed to establishing, maintaining and continuously improving our working environment so that it is safe and healthy for all Promega employees and the communities in which we operate. Promega accident rates have historically been well below the industry average. We are proud to announce that Promega was nominated for the Wisconsin Corporate Safety Award due to its outstanding record in safety practices.

Wellness

Mental and physical wellness is an important part of the culture at Promega. To ensure our employees are happy and healthy, Promega offers a multitude of wellness programs designed to encourage a healthy lifestyle.

- **Wellness Center.** Staffed by a certified nurse practitioner, our Wellness Center offers convenient care services to Promega employees, spouses, and partners. Wellness consultation services are available to anyone seeking support in weight management, nutrition counseling, smoking cessation, and stress management.

– Throughout the U.S., Promega offers a free, 24/7, 100% confidential Employee Assistance Program.

- **Community and Culinary Gardens.** Our culinary garden provides local produce for the cafeteria and catering operations at Promega and allows our kitchen to be more sustainable through composting. Our community garden promotes the sharing of gardening skills and provides plots for Promega employees to use to produce their own food.



- **Zen Zone.** Our Madison based Zen Zone is a wellness area consisting of three zones designed to promote health in body, mind, and spirit. There is space for employees to take a yoga or meditation class, use a variety of fitness equipment, enjoy a massage, or relax in our steeping pool, steam room or saunas.



- **Working Environment.** Promega supports our people by creating workspaces with features such as original art, third spaces to evolve thinking, and restored prairies and woodland trails. Additionally, employees work in similar, nonhierarchical space to foster creativity.

– Promega Corporate is a nonsmoking campus to prevent the health hazards associated with secondhand smoke.

- **On site Wellness Facilities.** Our corporate campus offers basketball and volleyball courts, as well as walking, jogging, and biking paths, and groomed ski trails in the winter. Employees can take advantage of our on-site fully-equipped fitness rooms or take a wide variety of yoga and fitness classes. Personal training, massage, acupuncture, and meditation classes are also offered. Health club reimbursements are provided for employees that are not located in a facility with an on-site fitness room nearby.



- **Bike to Work.** Promega has an avid “Bike to Work” group in Madison, Wisconsin, that commutes year round. To encourage irregular riders, a bike event was held providing healthy snacks promoting the Wisconsin Bike Challenge. Over 40 Promega employees participated in the 2011 Wisconsin Bike Challenge. Cycling is encouraged globally as a way to promote health and wellbeing while also being environmentally conscious. To support cyclists, bike racks and repair kits are available at every building in Madison and at several locations globally.

– In May 2011, Promega Biosciences employees in San Luis Obispo, CA, participated in the regional Bike Month Challenge riding over 1,000 miles during the month of May. Promega Biosciences is a “Bike Friendly Business” that supports the local Bicycle Coalition, providing workplace bikes for employees to use, and by offering bike safety seminars for employees.

– Promega UK is another location with a “Cycle to Work” program to encourage active and healthy employees.

Wellness Campaigns

Our Promega Wellness Team plans a variety of wellness campaigns for our company each year. The campaigns promote healthy eating, increased physical activity, support weight management and educate employees about personal health risks. Some of these programs are highlighted below.



- **“Know Your Numbers”.** This two part program was designed to help provide employees with important insights based on their overall level of healthiness. The program consists of a health assessment used to gauge the general wellbeing of the individual followed by an online health survey concerning the individual’s personal habits such as eating and exercise.
- **“More is Better”.** This wellness challenge was launched to increase fruit and vegetable intake. The initiative attracted approximately 20% of our employees. Ninety-five percent of those who participated indicated that the program influenced them to make better eating choices. The Promega Headquarters offers a cafeteria and vending machines that contain healthy choices to foster better nutrition at work.
- **Annual Promega Fun 5K Walk/Run.** Each fall Promega sponsors a fun walk/run for our employees and their families.
 - This year 120 participated, including a group of employees at a conference in San Antonio, Texas, and our branch in Sunnyvale California.
- **Holidaze Fitness Craze.** 173 employees participated in this 7-week physical activity program geared to keep people moving throughout the Thanksgiving through New Year’s holiday season. Sixty percent of those who participated indicated that the program helped them to exercise more. Half of participants indicated that they had experienced either weight loss, improved BMI or blood pressure or reduced stress.
- **Whittle Away the Winter.** Our first weight loss challenge drew 53 participants who lost a combined 80 pounds over the 4 week challenge. The challenge winner posted a 7-pound weight loss.



Promega values health education and regularly offers programs throughout the year. In addition to a quarterly wellness newsletter, guest speakers have talked to employees over the past year on wellness topics such as advanced directives, nutrition for children, snacking smart, healthy recipes, smoking cessation, financial planning, stress relief, back care, knowing your pet, and trigger point therapy. Each year we sponsor a Wellness & Safety Fair in Madison. This year approximately 30 vendors and 200 employees attended the event.

Employee Advancement

Education, Training and Development

To match a world that is constantly changing, evolving and advancing, our training and development programs are designed to keep employees abreast of the latest technologies, scientific trends and customer needs in order to stay competitive in the marketplace. Our people determine the quality of our products and services. Investing in employees is an investment in the future.

To support and empower our management the following training programs were initiated in 2011:



- **Coaching for Leaders:** This program will continue in 2012 for key leaders and managers to teach skills to empower employees, guide powerful coaching conversations, and provide personalized recognition.
- **Management Essentials Mini Series:** This training series is designed to help new managers or supervisors or those looking to refresh their skill and learn up-to-date approaches. In 2011, 77 managers attended at least one session.



Globally, we invested over \$1,100,000 in continuing education, development, and training in 2011, a 35% increase over 2010. A significant amount of training is focused on maintaining our high standards in Quality System Regulated (QSR) areas. In early 2010, we implemented a robust system to track and manage QSR training compliance. This has provided automated and just-in-time visibility into the training status by individual employee as well as by training requirements.

Scientific Training is an area of significant investment at Promega. The Scientific Training Department designs, develops, and implements scientific training for employees around the globe with live classroom and virtual classrooms used for training. In 2011, the number of attendees of live courses and webcasts increased by 65%, from 1,200 course attendees to 1,965 course attendees, with 45 total courses offered. With dedicated training departments and comprehensive training facilities in the United States and in Europe, we make every effort to provide employees with the resources they need to advance their career.

Globally, we invested over \$1,100,000 in continuing education, development, and training in 2011, a 35% increase over 2010.



Live courses are offered at Promega Madison and at the Promega Europe Training and Applications Lab (PETAL) in Lyon, France. This training facility continues to address the training needs of European, Middle Eastern and African employees. PETAL helps reduce travel due to its central location in Europe, and with video conferencing equipment scientists and trainers are able to participate from off site locations.



Human Rights and Diversity

Human Rights

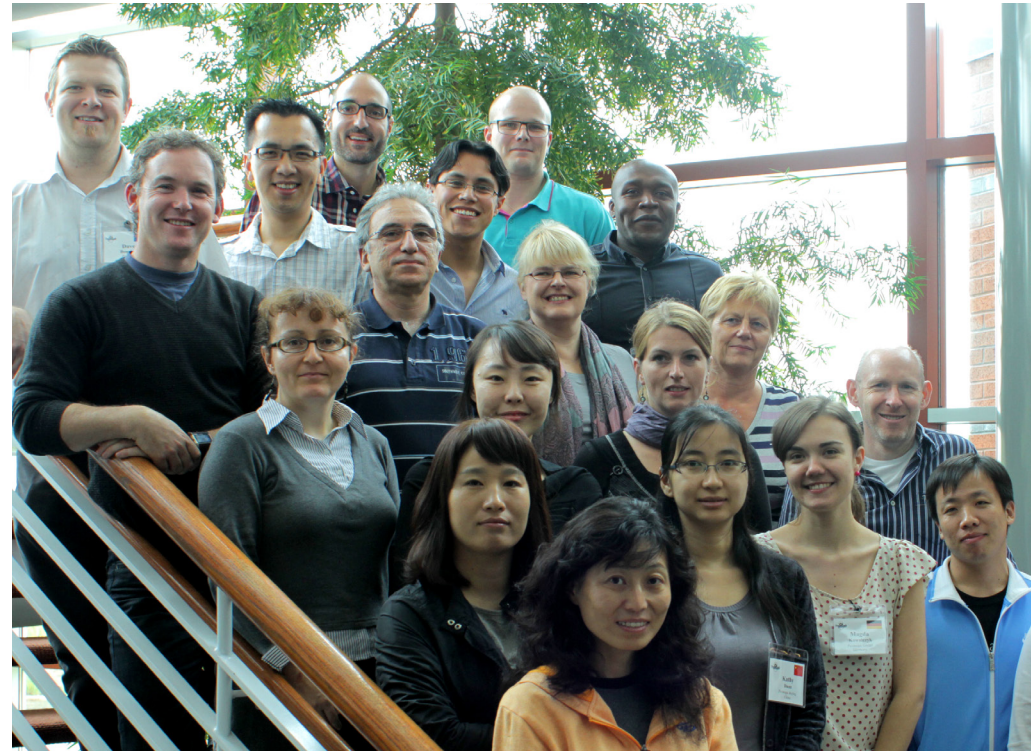
Promega places the highest value on human rights and follows all regulations regarding employment. We have zero tolerance for violations of human rights and respect the principles in the United Nations Universal Declaration of Human Rights. Many of these principles can be applied to how global businesses build productive relationships around the world and work cooperatively among different customs and cultures. Issues that we take very seriously include:

- Protection of children from exploitation
- Protection of all workers from compulsory labor
- Payment of at least minimum wages
- Safe working conditions

Promega complies with all local workplace regulations and insures that our employees and community members are treated with respect and dignity.

Diversity

Promega has a highly diverse team from all parts of the world. Our corporate office and branch teams reflect the demographics of the country in which they are located. As such, our global organization reflects many cultures around the world. Women represent approximately 48% of the worldwide workforce and 40% of management positions at our corporate headquarters.



Nearly half of our total global workforce is represented by women.





Community *touch*

Overview

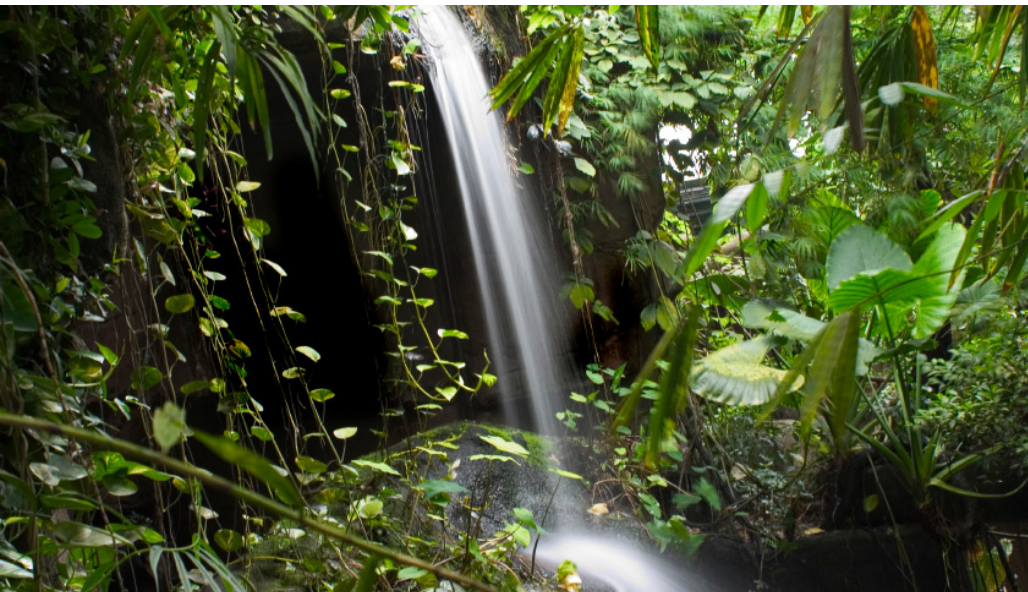
The people of Promega are especially aware of the interconnectedness of life because they work at a life science company. It's the connection of DNA to a protein to a cell to a function, to exchange, to growth, to life. So we work to reinforce and strengthen Promega connections with the community.

Integration is a way of life at Promega. That is why so much of the Promega campus makes room for the public to participate through community gatherings and educational events. It's why childcare that started for Promega employees is also offered to the community. It's why quarterly art exhibits on the campus are open to and visited by hundreds of community members. And it's why some of the Promega business operates "mixed use spaces" that include areas for local businesses to take residence.

In working to make a meaningful contribution to the community each year, Promega has both established community organizations as well as contributed to additional groups and initiatives. Promega chooses to support areas which can, like life science, foster discovery and enrich our lives. Promega centers most of its giving around

- Community Wellness
- Creativity
- Education/Knowledge





Education/Knowledge

Promega embraces the perspective that shared knowledge across global networks ensure that scientists and science can fulfill their potential. Education brings growth, discovery, and rich context for the future. Each year Promega supports established educational efforts as well as the individual efforts of Promega scientists who volunteer to teach throughout the community (over 1,500 hours in 2011) and classes for Promega staff and customers in working with the tools of molecular biology.

In 2011, nearly 40% of overall philanthropic contributions were geared toward educational efforts. Initiatives supported by Promega include:

AMAZ/Botanical Dimensions Digital Herbarium Project

Promega started supporting this key initiative in 2010 to preserve and share the knowledge of one of the largest extant flora collections in Northern Peru. The AMAZ/Botanical Dimensions Digital Herbarium Project is a three year effort to create a digital database of over 100,000 species that had been collected in the Peruvian Amazon since 1972. Appreciating that 25 percent of medicines today come from rainforest botanicals, there is a real need to preserve and share the rich knowledge of the Amazon with scientists working around the globe. The information is being databased at the Universidad Nacional de la Amazonia Peruana (UNAP).

Promega locations worldwide strive to support education and create interest in science. A few examples of efforts in 2011 include:

- Promega GMBH in Germany signed on to sponsor the international learning platform “Honey Bee Online Studies” (HOBOS) for the next five years. The project of the University Wuerzburg is centered around a honey bee stock and designed to stimulate the students’ urge to research worldwide.
- Promega Australia supported The Smith Family “Learning for Life Program” in 2011 that supports disadvantaged children to develop vital life skills and stay engaged in education.
- Promega Biosciences chemists frequently make presentations at schools and provide on site tours of the organic chemistry labs and manufacturing facilities in California.

Promega Training Support Program

Appreciating that teachers are always looking for news ideas and the latest information for their curricula, Promega offers educational resources such as complementary lectures and lab teaching guides on topics ranging from DNA purification to emerging infectious diseases. The Training Support Program, allows instructors teaching courses using DNA, RNA, protein or cell-based techniques at high school, undergraduate or graduate universities to receive 50% off Promega products. For more information please visit www.promega.com.

Promega Webinar Series

The Promega Webinar Series is a program that provides noncommercial live webinars to scientists around the world. Scientific topics range from basic science concepts to highly technical research presentations. This channel of communication allows unique interactions between young and senior scientists in the areas of genomics, proteomics, genetic identity, and cellular analysis.

BTC Institute

The Biopharmaceutical Technology Center (BTC) Institute is a not-for-profit organization operated to foster excellence in biotechnology, facilitating conferences, seminars, classes and training programs in techniques of molecular biology and biotechnology manufacturing. Classes have served a range of students from young scientists learning about molecular science for the first time to graduate students who are interested in the business of science and how to integrate the two worlds. The BTC Institute has provided educational forums for the public and scientific thought leaders. These forums are designed to explore the ethical questions around new discoveries as well as around ancient unanswered questions.



Wood's Hollow Children's Center

Promega is a significant supporter of the Woods Hollow Children's Center, which was developed to provide affordable and vital early childhood education and care for the community surrounding our headquarters in Madison, Wisconsin. With gold-standard accreditation, Woods Hollow offers a rich experience with diverse curriculum and a setting that allows children to explore and create.



Community Wellness & Giving

Promega defines community wellness in a broad sense from strengthening the physical and mental needs of the individual to addressing a multitude of social needs in the community.

In support of the diverse interests of Promega employees and the diverse needs of the community, each year Promega matches employee giving in the annual United Way and Community Shares campaigns that are offered on the Madison campus. Similar programs are also offered at Promega branches to encourage contributions and volunteering:

“The support received from Promega through contributions, the use of Promega facilities, and employee involvement are all essential to the success of the BTC Institute. This relationship between Promega and the BTC Institute has created an innovative network of collaborations, resulting in educational value and opportunities for a diverse community. For example, last year over 3,000 local middle and high school students participated in Biotechnology Field Trips. In addition to biotechnology workshops for teachers, we provided eight scientific courses that offer UW-Madison credit and over 600 people attended either our 6th Annual Wisconsin Stem Cell Symposium or our 10th Annual International Bioethics Forum.” Karin Borgh, Executive Director BTCI

- In California at Promega Biosciences an employee led “Community Action Team” works to support local organizations by involving employees in fundraising activities, matching donations and encouraging volunteering.
 - In 2011 funds donated by employees were matched by Promega Biosciences to support the Leukemia and Lymphoma Society and The United Way.
- Thanks to the initiative of employees of the Promega Euro Hub and German branch in Mannheim a donation fund was setup in 2011 to help the people of Somalia with food and medicine. Employee donations were matched by Promega Germany.
- In 2011, Promega Australia raised funds to support disadvantaged children through World Vision Australia, supported Cancer research, and made contributions to The Red Cross.
- Terso team members were also very active in the Wisconsin community with volunteering efforts benefiting Habitat for Humanity in 2011.
- Employees at Promega AG in Switzerland donated to support the Swiss Cancer Fund in 2011
- Promega corporate headquarters also launched an in-house aluminum can recycling program to benefit young adults with special needs in Wisconsin. AdamCan Recycling is a start-up business that will enable these young adults to be self-employed and active members of society. Since initiation in July 2011, Promega has collected and donated over 318 lb. of aluminum cans.



Creativity

By its very nature, science is an experiment. The need to think of things that don't exist is simply a part of the job. The ability to think creatively and be comfortable forming ideas that have no specific roadmap is an important characteristic to reinforce. As a result, Promega has a long history of supporting creativity within the company and surrounding community.

Promega has a long history of supporting creativity within the company and surrounding community.

Quarterly Art Exhibits

Quarterly public art exhibits on the Promega campus serve a dual purpose of sharing the creativity of featured artists while introducing the community to international perspectives. Throughout the years, exhibits have featured work of artists from around the world. In 2011, the spring art show featured *Bringing the World Back Home: 50 Years with the Peace Corps*. The exhibit honored Peace Corp volunteers whose service over the past 50 years has affected thousands of lives in various parts of the world. The art pieces were windows into their memories and experiences with the overseas communities that welcomed them.

Established Creative Venues

Promega supports numerous cultural venues in the community such as the Madison Contemporary Art Museum and the American Player's Theatre (APT). Specifically with the nationally recognized APT, Promega supports the education program of this Shakespearean theater that travels to schools around the state bringing new experiences from theater to thousands of students.



REPORT PARAMETERS

Reporting on Promega Corporate Responsibility progress is completed on a calendar year basis with information in this report covering January 1, 2011 to December 31, 2011. This is the fourth Promega report in this area following the initial report released in July of 2009. This process of reporting will continue on an annual basis. Corporate Responsibility reporting attempts to focus on the environmental and social impacts of Promega operations worldwide using the framework established by the Global Reporting Initiative's G3 Guidelines and the principles of the United Nations Global Compact.

By establishing a more timely process for gathering information worldwide, Promega has seen improved accuracy and transparency in its key indicators for environmental and social impacts. Increases in the scope, materiality, and comprehensiveness have been experienced, but Promega recognizes that there is still significant room for growth. Information has been gathered from all Promega branches and subsidiaries worldwide, including Promega Brazil added in 2011. In some instances, additional or more accurate information has been gathered resulting in variations from reported indicators in previous reports. Estimations for previous years' indicators have been made where information was unavailable using revenue as a factor.

Areas that have not been measured in this report due to lack of current information are:

- Packaging: By implementing a new system for gathering and tracking data, Promega will have a better understanding of gross packaging material usage by type and the impacts from these activities.
- Staff Commute
- Effluents to Water
- Supply Chain Analysis

Carbon footprint calculations have been made using the emission factors provided by the [World Resources Institute Greenhouse Gas Protocol](#) on energy and business travel. The reported emissions from distribution were calculated with the conversion factors provided by [Defra's 2011 Greenhouse Gas Conversion Factors](#). Lastly, the [Environmental Defense Fund Paper Calculator](#) has been used for calculating the life cycle impacts due to paper usage. Current and previous years' carbon footprints have been calculated using the most updated information and current emission factors listed above.



KEY INDICATORS

Economic	2008	2009	2010	2011
Revenue (US Dollars)	\$220,700,634	\$233,172,176	\$259,141,868	\$284,453,280
Number of Employees	973	1,009	1,117	1,197
Environmental				
Energy Consumption:				
Electricity (kWh)	15,746,424	15,319,804	16,363,009	16,196,690
Natural Gas (Therms)	594,453	581,554	566,038	572,776
Greenhouse Gas Emissions (Tons of CO₂)				
Emissions Per Million in Revenue (Tons of CO ₂)	95.7	84.4	80.5	82.6
Water Consumption (Gallons)				
	14,105,846	13,529,448	16,908,510	17,396,818
Printed Paper (Reams)				
	117,874	14,179	19,302	9,432
Plain Paper (Reams)				
	9,758	8,720	8,497	8,626
Solid Non-Hazardous Waste (Cubic Feet)				
Incinerated (Cubic Feet)	6,586	3,981	3,984	6,580
Land filled (Cubic Feet)	109,384	110,689	108,542	117,702
Recycled (Cubic Feet)	92,109	95,825	110,368	135,298
Chemical Waste (Pounds)				
	145,395	144,449	177,238	167,771
Infectious Waste (Pounds)				
	9,316	9,431	9,261	9,923
Styrofoam Boxes Returned				
	16,718	18,172	16,743	14,590



GRI INDEX

The Global Reporting Initiative (GRI) is the world's most widely recognized sustainability framework for organizations to use when measuring and reporting on economic, environmental, and social performance. Our 2011 Corporate Responsibility Report is based on the GRI G3 Guidelines, and the following table has been developed to help users locate specific information in the report.

Section #	Disclosures	Link to Report
	Strategy and Analysis	
1.1	Statement from the most senior decision maker of the organization about the relevance of sustainability to the organization and its strategy	CEO Letter
1.2	Description of key impacts, risks, and opportunities	Landing Page Planet aware

	Organizational Profile	
2.1	Name of the organization	Corporate mind
2.2	Primary brands, products, and/or services	Product reach
2.3	Operational structure	Corporate mind
2.4	Location of organization's headquarters	Corporate mind
2.5	Number of countries where the organization operates	Corporate mind
2.6	Nature of ownership and legal form	Corporate mind
2.7	Markets served	Product reach
2.8	Scale of the reporting organization	Corporate mind
2.9	Significant changes during the reporting period	Report Parameters

	Report Parameters	
3.1	Reporting period	Report Parameters
3.2	Date of most recent previous report	Report Parameters
3.3	Reporting cycle	Report Parameters
3.4	Contact point for questions regarding content	Feedback
3.5	Process for defining report	Report Parameters
3.6	Boundary of the report	Report Parameters
3.7	Specific limitations on the scope of the report	Report Parameters
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities and outsourced operations	Report Parameters
3.9	Data measurement techniques and the bases of calculations	Report Parameters
3.10	Explanation of restatements of information provided in earlier reports	Report Parameters
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	Report Parameters
3.12	Table identifying the location of the Standard Disclosures in the report	This Index



Governance, Commitments and Engagement		
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight	Corporate mind
4.2	Indicate whether the Chair of the highest governance body is also an executive officer	Corporate mind
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members	Corporate mind
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives, and the organization's performance	Corporate mind
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation	Corporate mind
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	Product Reach> Quality Assurance

Management Approach and Performance Indicators		
Economic Performance		
EC 1	Direct economic value generated	Key Indicators Table
EC 3	Coverage of the organization's defined benefit plan obligations	People care
EC 6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation	Corporate mind> Sustainable Supply Chain

Environmental Performance		
EN 3	Direct energy consumption	Planet Aware> Responding to Climate Change Issues> Energy Usage
EN 4	Indirect energy consumption	Planet Aware> Responding to Climate Change Issues> Energy Usage
EN 5	Energy saved due to conservation and efficiency improvements	Planet Aware> Responding to Climate Change Issues> Energy Usage
EN 8	Total water withdrawal	Planet Aware> Preserving Natural Capital> Water Usage
EN 13	Habitats protected or restored	Planet Aware> Preserving Natural Capital
EN 16	Total direct and indirect greenhouse gas emissions by weight	Planet Aware> Responding to Climate Change Issues
EN 17	Other relevant indirect greenhouse gas emissions by weight	Planet Aware> Responding to Climate Change Issues
EN 18	Initiatives to reduce greenhouse gas emissions and reductions achieved	Planet Aware> Responding to Climate Change Issues
EN 19	Emissions of ozone depleting substances	Planet Aware> Responding to Climate Change Issues
EN 20	NOx, SOx, and other significant air emissions	Planet Aware> Responding to Climate Change Issues
EN 22	Total weight of waste by type and disposal method	Planet Aware> Preserving Natural Capital> Waste



EN 23	Total number and volume of significant spills	Planet Aware> Preserving Natural Capital
EN 26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	Planet Aware> Distribution
EN 27	Packaging materials that are reclaimed We reclaimed over 14,500 Styrofoam boxes in 2011	Key Indicators Table
EN 28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. No fines or non-compliance with environmental regulations in 2011	Planet Aware> Responding to Climate Change Issues> Energy Usage
EN 29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce	Planet Aware> Distribution

Labor Practices & Decent Work		
LA 1	Total workforce by employment type, employment contract, and region	People care
LA 2	Total number and rate of employee turnover by age group, gender, and region	People care
LA 3	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People care> Benefits
LA 7	Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region	People care
LA 11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	People care
LA 12	Percentage of employees receiving regular performance and career development reviews	People care
LA 13	Composition of governance bodies and breakdown of employees per category	People care> Diversity

Human Rights Performance		
HR 4	Total number of incidents of discrimination and actions taken	People care
HR 6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor	People care> Diversity and Human Rights
HR 7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of forced or compulsory labor	People care> Diversity and Human Rights
HR 9	Total number of incidents of violations involving rights of indigenous people and actions taken	People care



Society Performance		
SO 1	Nature, scope, and effectiveness of any programs and practices that access and manage the impacts of operations on communities, including entering, operating, and exiting	Community touch
SO 2	Percentage and total number of business units analyzed for risks related to corruption.	Community touch
SO 7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	Community touch

Product Responsibility Performance		
PR 2	Incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services, by type of outcomes	Produce reach> Product Responsibility
PR 4	Incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	Produce reach> Product Responsibility
PR 5	Practices related to customer satisfaction	Product reach
PR 7	Incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	Produce reach> Product Responsibility
PR 8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Produce reach> Product Responsibility
PR 9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Produce reach> Product Responsibility

