



# Supplier Code of Conduct

Version 2.1  
January 2024



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## Introduction

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DuPont suppliers are critical partners to our success as a premier multi-industrial company. The DuPont Supplier Code of Conduct (the “Code”) is an essential tool that outlines the guidelines, expectations, and policies for the suppliers doing business with us, including helping DuPont achieve its sustainability goals. The Code applies to all our suppliers. DuPont reserves the right to modify, revise, or alter this Code, at its sole discretion, at any time.

DuPont’s core values of Safety and Health, Respect for People, Highest Ethical Behavior, and Protecting the Planet, are the cornerstone of who we are and what we stand for as a company. Our core values exemplify the way we work, and are the foundation to everything we do including our commitments to sustainability, community impact, and diversity, equity, and inclusion.

The following sections of this document outline our expectations of our suppliers regarding core values, sustainability, and other requirements for doing business with DuPont.

**Our core values inform every decision we make, every step we take, as we live our purpose of empowering the world with the essential innovations to thrive, by discovering and delivering results that matter.**

Sustainability is firmly embedded in everything we do as a company, and this extends to our supply chain. Our suppliers play a critical role in helping us advance our sustainability goals. To that end, we work closely with our suppliers and encourage them to adopt best practices in sustainability within their work environment and operations, including their supply chain.

DuPont's sustainability standards are based on the ten principles of the United Nations Global Compact Initiative, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization, Declaration on Fundamental Principles and Rights at Work, and the Global Chemical Industry's Responsible Care® program.

We appreciate that sustainability standards and expectations will evolve over time. This Code should be viewed as a living document that will be amended from time to time to reflect changes in sustainability standards and expectations. We expect our suppliers to join us on this journey to a sustainable future.

A supplier's compliance with the Code is a condition of doing business with DuPont. We reserve the right to conduct audits or assessments on suppliers to confirm compliance, and where warranted, we will take the appropriate steps regarding our relationship with a supplier. These steps may include immediate discontinuation of the relationship for non-adherence to international principles, failure to correct violations, or ongoing non-compliance with this Code.

Learn more about our position on Transparency in Supply Chains, Product Safety, Human Rights, Climate, and more by reading our [Position Statements](#).

## Safety and Health



We are committed to protecting the safety and health of our employees, our contractors, our customers, and the communities where we operate. Similarly, we expect our suppliers to provide a safe and healthy workplace for their employees and contractors in compliance with all applicable regulations and laws, and to integrate quality management systems into their business processes.

We have a commitment to zero injuries, occupational illnesses, and incidents in the workplace. We believe all these incidents are preventable. Learn more about DuPont's [commitment to environmental, health and safety excellence](#).

Suppliers shall include these aspects in their safety and health programs:

**Health, Safety, Environmental and Quality Regulations:** Suppliers must comply with all applicable health, safety, environmental and quality regulations. All required permits, licenses, and registrations must be obtained, followed, and kept current.

**Occupational Health and Safety:** Suppliers are expected to protect their employees and contractors from hazards, including chemical, biological, electrical, and physical. At a minimum, adequate lighting, temperature, sanitation, ventilation, and potable drinking water must be presented in a safe and healthy workplace. Where provided, living quarters must meet internationally recognized standards for hygiene, health, and safety.

**Process Safety:** Appropriate communication and training on hazards, procedures, and use of proper protective equipment is essential for the safety and health of all employees. In accordance with applicable standards, suppliers must have effective safety programs in place for managing and maintaining all their processes.

**Quality and Product Safety:** Suppliers will consistently provide DuPont with high-quality products and services that meet all applicable quality and safety standards for their intended use. Suppliers must demonstrate that they have effective quality management systems (“**QMS**”). Safety data sheets must be made available for all hazardous substances. Any concerns about product safety must immediately be reported to DuPont.

**QMS and Quality Programs for Direct Suppliers:** Suppliers of raw materials, packaging, or contract manufacturing services are required to implement QMS and quality programs at their producing and distribution sites. The QMS and quality programs must conform with the quality requirements of DuPont. Suppliers may be required to obtain certification of its QMS to the latest ISO 9001 revision by an accredited third-party certification body. DuPont may also initiate additional oversight for any supplier that it is not ISO 9001 certified which may include, but not be limited to, verification of Certificate of Analysis (“COA”) results or on-site auditing. Upon request, a supplier will be required to complete an assessment of its QMS or quality programs. Suppliers are required to provide DuPont with a complete and accurate COA or Certificate of Conformance with each shipment of material. Suppliers shall respond as directed to any DuPont request for corrective action or establishment of an improvement plan related to nonconformance to DuPont requirements. Additionally, suppliers must provide notice to DuPont and seek its prior written consent to any proposed change in raw materials, manufacturing processes, material packaging, test methods, or location of manufacture in advance of proposed implementation.

## Respect for People



DuPont empowers the world with essential innovations to thrive. We also strive to empower all people to thrive. This extends to how we treat our employees and our business partners with professionalism, dignity, and respect, fostering an environment where people can contribute, innovate, and excel. We expect our suppliers and contractors with whom we do business to uphold the same standards.

**Human Rights:** As signatories to the UN Global Compact, we are committed to the protection and advancement of human rights wherever we operate. The use of child or forced labor, slavery, or human trafficking in any of our global operations or facilities, including those operated by suppliers, is not tolerated in any form. Should we learn of violations to these principles, we may, at our discretion, discontinue the business relationship. Learn more about our position on [Human Rights](#).

### **Prevention of Child and Forced Labor & Fair Treatment:**

Our suppliers are required to comply with the following with respect to their own operations and supply chains:

(a) Prohibition of Child Labor:

- DuPont will not tolerate the use of child labor in any part of its supply chain. DuPont defines a “child” as anyone who is less than 15 years of age. Notwithstanding any national law or local regulation that permits a worker to be less than 15 years of age, for purposes of these principles, DuPont defines such a person as a “child.”
  - At sites and in locations where a national or local law or regulation provides for a minimum employment age greater than 15 years or imposes additional restrictions in activities such as hazardous work, such laws and regulations must be observed.
  
- Persons under the age of 18 are minors and therefore in need of protection. They shall not perform work which, due to its nature or the circumstances in which it is performed, would endanger their safety, health, or morals, e.g., overtime or night shifts. DuPont defines a “young person” anyone between 15 years of age and 18 years of age. Any young person employment should be performed under the following guidelines:
  - The employment is a temporary internship, apprenticeship, or is a seasonal common and customary practice in the industry;
  - The employment does not interfere with schooling;
  - The young person is working with the permission of their parent or legal guardian;
  - The employment does not violate any pertinent labor law or regulation;
  - The employment will be directly supervised;
  - The young person’s safety, health and education will be a primary concern;
  - No hazardous work is allowed.
  
- In determining work that is unsuitably dangerous for persons under the age of 18, consideration should be given to:
  - Work involving high-risk activities, including: working at heights; working in confined spaces; high pressure water cleaning; hazardous line equipment openings; working underground or underwater; work with potential for electrical shock; work tasks involving open flames or potential to produce heat or “sparks;” working with or operating dangerous machinery, equipment and tools; or the manual handling or transporting of heavy loads;
  - Work in an unhealthy environment which may, for example, expose them to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health;
  - Work under particularly difficult conditions, such as work for long hours or during the night or work where they are unreasonably confined to the premises of the employer.

(b) Prohibition of Forced Labor:

- DuPont will not tolerate the use of forced labor in any part of its supply chain. DuPont defines forced labor as:
  - Any labor or service required of a person under threat of punishment or for which they have not volunteered;
  - All forms of slavery, slave-like practices (e.g., demanding excessive fees and withholding documents), servitude, or other forms of domination or oppression (e.g., debt bondage and use of force).

- DuPont will not tolerate any form of debt bondage in any of its global operations or any supplier or vendor doing business with DuPont.
- Forced labor does not include:
  - Compulsory military service for persons over the age of 15 of a purely military character;
  - Normal civic obligations such as jury duty;
  - Work performed in emergency situations such as fire, flood, famine, earthquake, epidemic, or other circumstance that would endanger the well-being of the community as a whole;
  - Minor communal services performed in the direct interest of the community; or
  - Mandatory (sometimes called “forced”) overtime that is understood to be part of the job description and that complies with pertinent laws and regulations.

Read our position statement on [Child and Forced Labor](#).

**Diversity, Equity & Inclusion:** We are committed to the elimination of inequality, racism, and all forms of discrimination. Addressing equity and equality requires a sustained effort, and we have partnered with organizations to address racism and eliminate bias and barriers to equality. Engaging in greater inclusivity within our company is not enough; we carefully consider how our business efforts can make a positive and lasting impact in our industries and our communities.

DuPont policy requires that our businesses include and support high-performing, small and diverse suppliers in their supply chains as a component of our global commitment. Ensuring our supply base reflects our customers, employees, and the communities where we operate is a key business strategy. Learn more about [Supplier Diversity](#).

*“At DuPont, partnering with small and diverse businesses in the communities in which we live and work is more than check-the-box corporate responsibility: Diversity and inclusion are central to our culture. We understand that the more diverse voices and ideas there are, the more opportunities there are for creativity and innovation. We value our strategic relationships with suppliers and their significant role in assisting us in delivering on our purpose to empower the world with the essential innovations to thrive. I am proud of our long history of collaborating with suppliers that represent our global employee and customer base and look forward to continuing to expand our diverse supplier network.”*

**Miguel Gonzalez | CPO, DuPont**

We expect our suppliers to reject any form of discrimination, such as those related to race, religious beliefs, gender identity, or sexual orientation, and to be equally committed to providing equal opportunities and treatment to all employees. We strongly encourage our suppliers to expand their efforts in this area by engaging with small businesses, minority-owned and women-owned businesses, and other diverse organizations.

**Freedom of Association:** Suppliers must respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly, as well as respect the right of workers to refrain from such activities. Suppliers must not interfere with the establishment, function, or administration of workers’ organizations. Suppliers must not discriminate, harass, intimidate, or retaliate against workers for being members of a union or

participating in trade union activities, and provide worker representatives with access to their workplace.

Suppliers shall also exclude the use of private or public security forces to interfere with freedom of association or where the deployment of security forces may lead to violation of human rights.

**Working hours:** Suppliers must not require workers to exceed the maximum working hours set by local law. Furthermore, in line with International Labour Organization (“ILO”) standards, suppliers must not require workers to work more than 60 hours per week including overtime, except in extraordinary business circumstances and with worker consent. Workers must be allowed at least one day off every seven days.

**Wages and Benefits:** Suppliers must pay compensation to workers for the work completed in compliance with local laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Suppliers must provide workers with sufficiently informative and accurate wage statements. Suppliers must not deduct compensation as a disciplinary measure.

**Non-discrimination and non-harassment:** In line with the ILO Discrimination Convention, suppliers must not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. In addition, suppliers must provide reasonable accommodation for religious practices. Suppliers must not subject workers or potential workers to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way (excluding lawful employee drug testing). In addition, DuPont expects our suppliers to operate in a manner that is consistent with the DuPont Equal Opportunity & Non-Discrimination position, which may be found in the [DuPont Code of Conduct](#) under the section titled "Equal Opportunity & Non-Discrimination".

### **Rights of Local Communities**

DuPont respects applicable local, national, international, and traditional rights concerning land, water, and resources. In particular, the rights of Indigenous Peoples and local communities shall be respected, promoted, and protected throughout the supply chain in accordance with the UN Declaration on the Rights of Indigenous Peoples.

Our suppliers shall not participate in land theft and shall also observe the ban on the unlawful eviction from land, forests, and waters when acquiring, building on, or otherwise using land, forests, and waters that serve as a person’s livelihood.

## Highest Ethical Behavior



We conduct ourselves in accordance with the highest ethical standards and in compliance with all applicable laws. We work diligently to be a respected corporate citizen and expect the same from our suppliers.

**Business Integrity & Fair Competition:** Suppliers must act with the highest integrity and transparency in accordance with all relevant anti-bribery and anti-corruption laws and regulations including the U.S. Foreign Corrupt Practices Act, U.K. Bribery Act, and any other applicable local laws. Suppliers must never engage in any form of bribery to secure business on behalf of DuPont or any other company. Suppliers must conduct business in compliance with all applicable antitrust laws. Read our [Anti-Bribery/Anti-Corruption](#) position.

**Intellectual Property and Confidential Information:** Protection of our intellectual property is critical to the future of our company. Suppliers will implement measures to protect all intellectual property provided during the course of our business transactions. Information should be treated as confidential and only be provided to supplier's employees on a need-to-know basis. Documents containing confidential information no longer needed by the supplier to conduct business on behalf of DuPont should be either returned to DuPont or destroyed, as appropriate. Learn more about our [Confidential Information Protection Requirements for DuPont Suppliers](#).

**Supplier Anti-Counterfeiting Requirements:** The supply of counterfeit products or materials (including those that have been illegally replicated, reproduced, or manufactured) is strictly prohibited by DuPont. DuPont suppliers are expected to ensure that counterfeit products or materials are not supplied or introduced into DuPont's supply chain. Suppliers shall only purchase materials or products to be delivered or incorporated as goods to DuPont directly from the original manufacturer, an authorized distributor of the original equipment or component manufacturer, an authorized aftermarket manufacturer, an authorized reseller or other authorized trading or logistics agents. At a minimum, every supplier should have anti-counterfeit programs that address the following matters: 1) governing the detection, prevention, removal, or mitigation of counterfeit, fraudulent or suspect products and materials from the supply chain; 2) ensuring counterfeit products or materials are appropriately reported to applicable governmental authorities and impacted stakeholders; 3) continually improve purchasing processes aimed at reducing the risk of procuring counterfeit parts.

**Cobalt & Conflict Minerals:** We are committed to the responsible sourcing of minerals worldwide. We support the observance of the Organization for Economic Cooperation and Development ("OECD") Due Diligence Guidance for Responsible Supply Chain of Minerals, which promotes respect for human rights by seeking practical solutions to curb the violence associated with trade in Conflict Minerals. We take this role seriously throughout our supply chain including ensuring that the minerals used in our products, such as tin, tungsten, tantalum, and gold ("3TG," or more broadly, "Conflict Minerals") mined from the Democratic Republic of the Congo (DRC) and surrounding areas meet the relevant U.S., E.U. and U.K. legal compliance mandates on use and sourcing. Presently, Conflict Minerals include columbite-tantalite (coltan), cassiterite, gold and wolframite, or their derivatives, including tin, tantalum, tungsten, cobalt, and mica.

Consistency with the OECD Guidance furthers our ability to engage in responsible business practices in a manner that supports our core values. This includes DuPont's monitoring of potential developments in high-risk areas outside the DRC as well as the potential for inclusion of additional minerals, materials and products sourced globally so as not to support conflict or related human rights abuses in any fashion.

DuPont's long-established Conflict Minerals compliance program requires and maintains appropriate procedures to evaluate and select suppliers consistent with our Core Values, Human Rights Policy, and this Supplier Code of Conduct. DuPont builds upon this framework as a



member of the Responsible Mineral Initiative (“RMI”), one of the most utilized and respected resources for companies addressing responsible mineral sourcing in their supply chains.

Suppliers should responsibly source raw materials and minerals used in their products by developing a management system that promotes supply chain traceability and transparency, and by implementing due diligence measures in accordance with OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Read our [Statement on Conflict Minerals](#).

**Gift Policy:** We do not encourage giving or receiving gifts. In rare cases when gifts or entertainment are provided, they need to be consistent with customary regional business practices, have a clear business purpose, cannot be perceived as a bribe or improper payment, are not offered to influence a business relationship improperly, do not violate applicable laws or ethical standards and would not embarrass the supplier or DuPont if publicly disclosed. Additionally, we have a strict gift policy for employees in the Global Procurement function at DuPont: procurement employees may not accept any gifts. We ask our suppliers to help us meet our commitment to the highest ethical behavior by not sending any gifts, even during traditional gift-giving times, such as the holidays at the end of the year.

**Disclosure of Information:** Suppliers should disclose financial and non-financial information in accordance with applicable regulations and prevailing industry practices.

**Export Controls, Trade, and Economic Sanctions:** Suppliers shall comply with applicable restrictions on the export or re-export of goods, software, services, and technology, as well as with applicable restrictions on trade involving certain countries, regions, companies or entities and individuals.

**Due Diligence:** Suppliers should conduct due diligence on their direct suppliers and subcontractors in accordance with the OECD Due Diligence Guidance for Responsible Business Conduct. Suppliers should also promote transparency and traceability and cascade and implement the sustainability guiding principles outlined in this Code further along the supply chain.

**Animal Welfare:** We expect suppliers that process animal products to implement standards and best practices to safeguard animal welfare along their supply chains. We also expect our suppliers to give preference to alternative methods that do not involve animal testing, except where required by law. In any case, suppliers shall follow national and international rules regarding animal protection and animal testing. Suppliers are expected to follow:

- the 3R principle regarding animal testing (reduction, refinement, replacement);
- the five freedoms of the Animal Welfare Committee (AWC) as a criterion to evaluate animal welfare; and
- the standards for the improvement of animal health and welfare (Terrestrial Animal Health Code) of the World Organization for Animal Health.

**Conflict of Interest:** A supplier must avoid any actual or apparent conflict of interest that may arise in connection with its relationship with DuPont. This includes disclosing any existing or potential conflicts of interest to us at the earliest possible stage. A conflict of interest exists when a supplier or an employee or representative of the supplier has an interest or relationship that

could influence, or reasonably appear to influence, the supplier's decision-making in performing its obligations under the agreement with DuPont.

Suppliers must adopt procedures to prevent or manage conflicts of interest and must document such procedures in writing. Any actual or potential conflict of interest must be disclosed, in writing, to DuPont, without delay. We will assess the nature and extent of the conflict and determine the appropriate course of action. If the supplier fails to disclose any actual or potential conflict of interest, the supplier may be subject to termination of the agreement and potentially be barred from doing further business with DuPont in the future.

If you suspect any actions that are inconsistent with our business ethics policies, you can report your concern anonymously via phone or online. For detailed information on how to report a suspected issue, visit <https://www.dupont.com/ethics-and-compliance-hotline.html>.

## Protecting the Planet



DuPont creates science-enabled, sustainable solutions for our customers, managing our businesses to protect the environment and preserve the earth's natural resources—for today and for the future. Through our science, our people, and our communities, we pledge to constantly improve and innovate more sustainable ways of contributing. As a global leader in science, we have an important role to play in conservation. We expect our suppliers to use natural resources such as energy, water, and raw materials in a sustainable manner. We strongly encourage our suppliers to use renewable resources in their supply chain, where possible, and to track progress toward greater sustainability. We expect our suppliers to reduce greenhouse gas emissions, responsibly manage water use - quantity and quality, improve energy and resource efficiency, and reduce waste.

[Learn more about DuPont's 2030 Sustainability Goals](#)

**Responsible Care®:** We have voluntarily committed to the principles of the American Chemistry Council's [Responsible Care®](#). These principles focus on improving the environmental, health, safety and security performance of facilities, processes, and products throughout their life cycles. Suppliers are expected to embrace Responsible Care® or develop similar programs to support their own operations.

**Acting on Climate:** The impact of climate change is widespread across human populations and natural ecosystems. Addressing climate change, and the greenhouse gas ("GHG") emissions that contribute to it, requires urgent action and long-term commitments by every segment of society. With this commitment, we will act to drive down our GHG emissions at a pace that is aligned with climate science. We will procure our electricity from more renewable sources, expand our work on energy efficiency projects that deliver the most value and advocate for consistent, predictable policy and regulatory environments that foster innovation, investment, and economic growth. We understand that reducing DuPont's carbon footprint requires a strong partnership with our customers and suppliers towards reducing the emission in the entire supply chain.

Suppliers must take actions to track and continuously improve their environmental performance across all their operations, products, and services. Suppliers are required to quantify and report

meaningful Environmental, Social and Governance (ESG) metrics following established methodologies like the Greenhouse Gas Protocol, Global Logistics Emissions Council Framework, World Business Council for Sustainable Development (WBCSD) Pathfinder Framework, and the Global Reporting Index that they can continually measure over time. We recommend that suppliers disclose their ESG metrics and goals via CDP, including key climate metrics such as the Greenhouse Gas Protocol Scopes 1, 2 and 3. We give favorable consideration to suppliers who disclose their product carbon footprint (PCF) with DuPont. Learn more about our position on [Climate Change](#).

**Leading water stewardship:** In the next three decades, the demand for water will increase by 50-70% for the municipal and industrial sector. Water stewardship is becoming increasingly important as scarcity and quality concerns continue to grow. As a leading global manufacturing company, DuPont depends on a stable water supply to make quality products that serve society. We understand that although the importance of water stewardship is a global issue, water withdrawal, consumption, and quality must be managed locally. Increasing competition for water demands immediate action, and a steep change in the way that companies manage water. We recognize the need to manage the water needs of today while simultaneously securing water for the future. We also recognize that we cannot do it alone and must collaborate with our stakeholders in new innovative ways to address underlying shared water challenges.

We expect our suppliers to measure and report their water consumption, reduce waste, and ensure responsible handling of water, especially in high-risk watersheds. Suppliers are requested to implement good water stewardship in their operations and local watersheds.

**DuPont Safe and Sustainable by Design:** DuPont has robust product stewardship practices to support the protection of human health and the environment and responsible chemical management. These practices enable our products to meet or exceed applicable regulatory requirements. Our team reviews our product portfolio for the presence of Substances of Concern, and we are committed to reducing, eliminating, or replacing Substances of Concern where possible. We acknowledge that realizing our commitment to avoid, reduce or eliminate Substances of Concern requires a strong relationship with our customers and suppliers. We expect our suppliers to actively support our efforts to reduce, eliminate or replace Substances of Concern, where possible, and actively investigate suitable substitutes to maintain product and environmental stewardship.

Learn more about our positions on [PFAS](#) and [REACH](#). If you would like more information on our efforts or specific information on the Substances of Concern we monitor, please contact [substances-of-concern@dupont.com](mailto:substances-of-concern@dupont.com).

**Enabling circular economy:** Maximizing the circularity of a product throughout its lifecycle is quite complex, with different considerations at each stage and for each market where a material is used. The road to a truly circular economy will require new processes and increased collaboration to understand and overcome the barriers to adopting circular techniques. Industry-standard methodologies are still being formed, requiring customers, suppliers, and others in the ecosystem to connect and create tailored solutions to meet the needs of each product and industry. Throughout DuPont, we share a vision to attain "zero waste" operations, not only inside our plants but also across the complete lifecycle of the products we make.

Suppliers should promote closed-loop systems by supporting the use of sustainable, renewable natural resources while reducing waste and increasing reuse and recycling. We give favorable consideration to suppliers who help advance the use of recyclable materials and are committed to initiatives for growing the circular economy.

**Protection of Biodiversity, land use and deforestation:** Protection of the world's biodiversity is an imperative. As part of our commitment to sustainable growth and core value of Protecting the Planet, we expect our suppliers to protect natural ecosystems, especially key biodiversity areas impacted by their operations, and avoid illegal deforestation in accordance with international biodiversity regulations, including the International Union for the Conservation of Nature Resolutions and Recommendations on Biodiversity.

We give favorable consideration to suppliers committed to the principles of certified, sustainable agriculture and forestry. Scientific research on the ecological consequences of deep-sea mining is not yet sufficiently comprehensive to enable an evaluation of the environmental risks at the present time. As long as it cannot be ensured that the protection of the marine ecosystem is guaranteed, we exclude the use of deep-sea raw materials for our products (in accordance with the precautionary principle) and expect the same of our suppliers and their supply chains.

**Air Quality:** Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting substances, and combustion byproducts generated from operations are to be characterized, routinely monitored, controlled, and treated as required prior to discharge. Suppliers should routinely monitor and disclose, appropriately control, minimize, and to the extent possible, eliminate emissions contributing to air pollution, in accordance with applicable law. Suppliers should assess cumulative impacts of pollution sources at their facilities and mitigate their pollution levels accordingly.

**Soil Quality:** Where appropriate, suppliers should monitor and control their impact on soil quality to prevent soil erosion, nutrient degradation, subsidence, and contamination.

**Noise Emissions:** Where appropriate, suppliers should monitor and control the levels of industrial noise to avoid noise pollution.

## Governance

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Ensuring these guiding principles are embedded in our supply chain is important to us. Suppliers are expected to adopt or establish a management system covering these standards. Monitoring of performance and setting of goals or targets is required for any program to be effective. In the spirit of continuous improvement, we are committed to working with and supporting our suppliers to meet the requirements of this Code.

**Legal and Customer Requirements:** Suppliers must comply with all applicable laws, regulations, contractual agreements, and generally recognized standards related to a supplier's operations, products, and services.

**Commitment, Accountability and Risk Management:** Suppliers are expected to allocate appropriate resources to ensure the implementation and ongoing compliance with this Code.

Suppliers must identify and manage risks in all areas addressed. We strongly encourage and reserve the right to request our suppliers to routinely conduct a risk assessment of its supply chain, which includes providing us with visibility regarding risks and mitigation strategies. Suppliers are required to keep adequate records with respect to their direct suppliers and actively engage with their supply chains to increase transparency and traceability.

**Non-Compliance:** We reserve the right to verify compliance with this Code. If non-compliance is discovered, the supplier must take corrective action. If the supplier fails to remedy an act of non-compliance in a timely manner, we may suspend purchases, refuse delivery, and return any goods or services from the supplier, at our discretion, and without further obligation.

**Grievances/Concerns:** We expect suppliers to report concerns and violations directly to the DuPont Ethics and Compliance Hotline. The multi-lingual, free phone number is monitored by a third-party and is available 24 hours a day, seven days a week. To access the hotline please refer to <https://www.dupont.com/ethics-and-compliance-hotline.html>. Suppliers shall not engage in retaliation against anyone in their organization or supply chains raising a complaint to the Ethics and Compliance Hotline.

**Cybersecurity and Information security:** A supplier must take reasonable measures to secure any data or information provided by DuPont, including, but not limited to, data related to the products or services being supplied to DuPont. This includes implementing adequate physical, administrative, and cybersecurity controls to prevent unauthorized access, disclosure, alteration, interruptions, or destruction of data. A supplier must also promptly report any unauthorized access or suspected breach of security to DuPont.

In addition, a supplier may be required to undergo periodic audits or assessments to verify that DuPont data is adequately protected from external and internal threats, particularly if they have access to sensitive information or access to DuPont's systems. A supplier must cooperate fully with such audits or assessments and any deficiencies identified in such audits or assessments must be promptly addressed by the supplier. If the supplier fails to remedy any identified deficiency in a timely manner, we may suspend purchases, refuse delivery, and return any goods or services from the supplier, at our discretion, and without further obligation.

**Employee training:** Suppliers are required to provide appropriate training to their employees and contractors who are responsible for performing work on behalf of the supplier. This training must include the contents and policies of this Code. The purpose of this training is to ensure that all individuals working on behalf of the supplier understand the expectations and requirements set forth in the Code and will act in accordance with these expectations. Suppliers shall maintain records of the training provided, including information on who received the training and when they received it, and shall make these records available to DuPont upon request.

Visit the Supplier Center on DuPont.com for information, policies, transaction tools and more.

<https://www.dupont.com/supplier-center.html>



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