

# U.S. Equal Employment Opportunity and Affirmative Action (EEO/AA)

## Summary:

In accordance with the core value of Respect for People and as required by United States law, DuPont is committed to Equal Employment Opportunity and Affirmative Action (EEO/AA). As an US federal contractor, DuPont is required to take affirmative action on behalf of minorities, females, individuals with disabilities and protected veterans.

## Full Statement:

DuPont is firmly committed to Equal Employment Opportunity (EEO) and to compliance with all Federal, State and local laws that prohibit employment discrimination on the basis of age, race, color, gender, national origin, religion, disability, protected veteran status and other protected classifications. This policy applies to all employment decisions including, but not limited to, recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions and terminations. This policy has the full support of the Chief Executive Officer and senior management.

As a government contractor, DuPont is also committed to taking affirmative action to hire and advance minorities and women as well as qualified individuals with disabilities and protected veterans.

We invite employees who are disabled or protected veterans and who wish to be included under our Affirmative Action Program to self-identify as such with the Human Resources Coordinator for their location / organization and via available employee systems, such as Workday. This self-identification is strictly voluntary and confidential and will not result in retaliation of any sort.

Employees of and applicants to DuPont will not be subject to harassment, intimidation, threats, coercion, or discrimination for (1) filing a complaint relating to any federal, state or local law regarding employment discrimination on the basis of protected classifications; (2) assisting in a review, investigation, hearing, or any other activity related to the administration of the affirmative action provisions of any federal, state, or local law regarding employment discrimination or EEO, (3) opposing any act or practice made unlawful by any federal, state or local law regarding employment discrimination or EEO, or (4) exercising any other right protected by any federal, state or local law regarding employment discrimination or EEO.

DuPont is committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, selected Human Resources personnel serve as EEO Coordinators and Affirmative Action Plan owners for the multiple DuPont US sites. One of the EEO Coordinator's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of the company's programs.

In furtherance of DuPont policy regarding Affirmative Action and Equal Employment Opportunity, DuPont has developed a written Affirmative Action Plan which sets forth the policies, practices and procedures which the company is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for women, minorities, qualified individuals with disabilities, and qualified protected veterans is accomplished. This Affirmative Action Plan for women, minorities, qualified individuals with disabilities and qualified protected veterans is available for inspection by any employee or applicant for employment upon request, between 9:00 am to 3:00 pm at the site's / organization's Human Resources Department.

## *Pay Transparency*

DuPont will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.