

PURCHASE ORDER TERMS AND CONDITIONS

These terms and conditions, together with any purchase order to which they are physically or electronically attached or in which they are incorporated by reference, are the "Order". E. I. du Pont de Nemours and Company, or its affiliate identified on the Order, is "DuPont". "Supplier" is the entity to which the Order is issued (as identified thereon). Supplier and DuPont are each a "Party" and collectively "Parties". Supplier shall supply any products, materials or other goods identified on the Order (the "Goods") and any services identified on the Order (the "Services"). If the Order is a release against an existing agreement between the Parties, these terms and conditions do not supersede the terms of such agreement. The purchase order shall control if there is any conflict with these terms and conditions. The Order is accepted by Supplier when it begins providing the Goods or Services, unless accepted earlier.

1. **Delivery.** Supplier shall deliver the Goods and Services on the delivery date(s) in the Order. Time is of the essence. DuPont may cancel the Order if delivery is not on time.
2. **Shipment.** If the price for the Goods specifies it includes the cost of shipment, Supplier can ship the Goods per its normal mode of delivery. If the price for the Goods does not specify it includes the cost of shipment, Supplier shall ship the Goods as directed or otherwise approved by DuPont.
 - a.) Imports. All modes of transportation packaging, including containers, ISO-tanks, railcars or truck trailers, but excluding airfreight and small packages, must be sealed with a high security seal that meets or exceeds the criteria set out in the current version of ISO 17712. DuPont requires Supplier to apply a high security seal to conveyances exported to the U.S. for DuPont and to document the seal number on the shipping papers that are provided to DuPont, to all initial transportation providers and import brokers hired by or representing DuPont. Supplier shall not use any express couriers for any Product or items that are imported into the United States.
 - b.) Domestic Shipping. Supplier understands that some DuPont businesses and/or sites may have specific seal requirements for domestic shipping within the United States.
 - i) Supplier will use the strictest requirements that apply to the shipment (business, site, policy or procedure) when shipping DuPont goods and material.
 - ii) The following guidelines are provided as minimum requirements for preparation of conveyances for domestic shipments of material and shall be followed when there are no prevailing seal procedures or requirements specified by the site or business:
 - Hazardous materials being shipped will use a High Security Seal
 - Non-Hazardous materials being shipped will use a Security Seal
 - Empties being shipped/returned will use a Tamper Indicating Device
 - c) Freight. Freight charges excluding detention and demurrage charges, for all Material or other items supplied directly by DuPont under the Agreement and for all Product produced hereunder by Supplier and shipped per the instructions of DuPont, shall be paid for by DuPont. Detention and demurrage charges on incoming shipments shall be borne by Supplier unless caused by early or excessive delivery of Material by DuPont. Shipments of Material or Product hereunder to third parties are to be made by Supplier upon written direction from DuPont.
 - d.) TONA. Unless directed otherwise by the DuPont Contract Administrator, Supplier will contact the DuPont TransOval North America (TONA) group at 1-800-554-8662 to schedule transportation needs for domestic shipments by notifying TONA at least 24 hours in advance of required ship date. Supplier will contact TONA immediately for same day shipments.
3. **Labor and Materials.** Supplier shall furnish all labor and materials (e.g., facilities, equipment and packaging) necessary to perform the Order, unless provided by DuPont. Supplier assumes full responsibility, liability, and risk of loss for the safekeeping and safe handling of all such DuPont material or equipment while such is in Supplier's care, custody and control.
4. **Buy DuPont.** Supplier shall furnish or specify products for the Goods and Services that, if suitable and to the fullest extent possible, incorporate materials manufactured by DuPont.
5. **Waste.** Supplier shall minimize (and limit access to containers of) refuse and other waste material under the Order. Unless DuPont otherwise directs, Supplier shall remove, transport and dispose of such refuse and waste as approved by DuPont in a safe and environmentally sound manner (and in accordance with applicable law).
6. **Quality.** Supplier shall establish, and continuously monitor and improve, a formal quality management program focused on the Goods. Supplier shall: (a) interact with DuPont's contract administrator; (b) notify DuPont sufficiently in advance of changes in components, materials, manufacturing processes, locations or test methods (and the probable effect on DuPont); and (c) pre-qualify changes at DuPont sites. If requested by DuPont, Supplier shall provide DuPont with a complete and accurate Certificate of Analysis with each shipment of Goods. Supplier acknowledges that DuPont will rely on the Certificate of Analysis and intends to introduce Goods directly into its manufacturing processes without independent analysis by DuPont. Supplier shall respond, as reasonably directed, to any DuPont request for corrective action (Supplier Corrective Action Requests) for instances where supply of Goods does not meet DuPont requirements. This includes completion and documentation of such items as the following within the time constraints stipulated by DuPont: containment actions to minimize further impact, incident investigation, determination of root cause, countermeasures to prevent recurrence, and verification of the effectiveness of any actions taken. Supplier's manufacturing locations that ship Goods to a DuPont site certified to Standard IATF 16949 (latest revision) shall be registered to ISO 9001 (latest revision) by an accredited third party certification body within three years of the site's IATF 16949 certification or three years from the initial date of supplying such site with Goods. Supplier's manufacturing locations that ship Goods to a DuPont site certified to Standard AS9100 (latest revision) shall:
 - a) Implement a quality management system;
 - b) Use external providers designated or approved by customers of DuPont as communicated and required, including process sources (e.g. special processes);
 - c) Notify DuPont of nonconforming processes, products (Goods), or services and obtain approval from DuPont for their disposition;
 - d) Prevent the use of counterfeit parts;
 - e) Notify DuPont of changes to processes, products (Goods), or services, including changes of their external providers or location of manufacture, and obtain DuPont's approval;
 - f) Flow down to their external providers (sub-tier suppliers) applicable requirements including customer requirements in the purchasing documents;
 - g) Provide test specimens for design approval, inspection/verification, investigation, or auditing;
 - h) Satisfy requirements for retaining documented information, including retention periods and disposition requirements as may be specified in DuPont purchasing documents, otherwise retention period is to be a minimum of 15 years;
 - i) Provide right of access to the applicable areas of facilities and to applicable documented information

- for DuPont, DuPont customers, and regulatory authorities, at any level of the supply chain; and
- j) Ensure that persons are aware of:
 - Their contribution to Goods or service conformity;
 - Their contribution to Goods safety; and
 - The importance of ethical behavior.

7. **Personnel and Subcontracting.** Supplier shall provide any personnel specified in the Order. Supplier subcontractors shall comply with Supplier's obligations and Supplier shall be responsible for such compliance; however, Supplier shall not subcontract any obligation without DuPont's approval.
8. **Independent Contractor.** Supplier is an independent contractor of DuPont. The individuals and entities retained by Supplier shall be under its exclusive direction and control and shall not be considered an employee, agent or contractor of DuPont.
9. **Supplier Diversity.** As required of DuPont by applicable law (e.g., 15 USC 637) and contracts to pass along (i.e., "flow down") to Supplier, and as required by DuPont's own small and diverse supplier policy, Supplier shall (if it is a U.S. entity providing goods or services to DuPont in the U.S. and Puerto Rico): (a) provide small businesses and diverse businesses (veteran, service-disabled veteran, women, HUBZone, disadvantaged, native American, African American, Asian and Hispanic owned) the opportunity to participate in performing this Agreement, to the extent consistent with efficient performance; and (b) make good faith efforts to purchase 10% of the total goods and services provided in the performance of this Agreement from such businesses; and (c) report to DuPont on a quarterly basis or as reasonably directed by DuPont, either DuPont's allocated portion of the amounts paid by Supplier to such businesses, or at a minimum, report such data based on Supplier's total spend from such businesses; and (d) reasonably participate, on Supplier's own and with DuPont in outreach efforts such as conferences and trade shows related to achieving compliance with the goals set out in this Article; and (e) if required by the Small Business Act, (i) adopt a subcontracting plan as described in such act, (ii) submit subcontracting reports as required using the prime contract number, DuPont's Dun & Bradstreet (or "DUNS") number and the electronic mail address (for the official responsible for acknowledging or rejecting reports) provided by DuPont and (iii) provide such prime contract number, Supplier's DUNS number and such electronic mail address to its subcontractors.
10. **Child and Forced Labor Prohibition.** Supplier is fully aware of the DuPont Child and Forced Labor Principles ("**DuPont Principles**"). <http://www.dupont.com/corporate-functions/our-company/insights/articles/position-statements/articles/child-and-forced-labor.html> Supplier certifies that it does not and will not employ any person to perform services, provide product, or manufacture or supply material for DuPont who is under fifteen (15) years of age, or eighteen (18) years of age in the case of hazardous services or work (hereinafter "**Child Labor**"), unless Supplier first obtains the written approval of DuPont. Supplier shall however be entitled to employ persons under fifteen (15) years of age for non-hazardous services or work if under a temporary workplace internship or apprenticeship education program, provided that such employment is in compliance with applicable laws and the person is working with the permission of his or her parent or legal guardian, is closely supervised and their morals, safety, health, and compulsory education are not compromised in any way. Supplier certifies that the workers it uses, and will use, to produce product, provide services, or manufacture or supply material are present voluntarily. Supplier certifies that it does not and will not knowingly use forced labor as it is defined in the DuPont Principles and that it complies and will comply at all times with the applicable statutory minimum standards regarding employment conditions when providing services under this Agreement. Supplier understands that these certifications and undertakings are essential to the Agreement. Supplier agrees to indemnify DuPont and hold DuPont harmless with respect to any liability arising from the contravention of this Section by Supplier. Supplier also agrees that, in the event that DuPont determines that a violation of this Section has occurred, DuPont shall notify Supplier and Supplier shall immediately remedy the violation. In the event that DuPont determines that Supplier has not remedied the violation, then DuPont may terminate the Agreement immediately, and such termination shall be with cause.
11. **Sustainability.** The Supplier is expected to organize its business with DuPont in line with the DuPont Supplier Code of Conduct available at http://www.dupont.com/general/suppliers/supplier-center/Supplier_Sust_and_Expectations.html. DuPont shall have the right once a year to audit the sustainability performance of the Supplier, either by assessment (online, paper questionnaire, etc.) or by an onsite audit, executed directly by DuPont or by a third party. The sustainability performance results will not be "qualifying" or "disqualifying" for continued business with DuPont.
12. **Ethics.** Supplier shall not pay any salaries, commissions or fees (or make any other payments or rebates) to any employee, officer or director of DuPont (or any designee of such employee, officer or director) or favor any such individual with gifts, entertainment, services or goods.
13. **Service Locations and Site Conditions.** Supplier will only perform the Services from locations approved by DuPont (and, if performed in the U.S., in English). If the Services are provided on DuPont sites, Supplier shall comply with all site conditions and site rules (including DuPont's policies at such site regarding substance abuse and criminal background checks available at http://www.dupont.com/general/suppliers/supplier-center/Supplier_Library.html, and safety and health).
14. **Confidential Information.** Supplier shall protect all DuPont information designated as confidential with at least the same level of care as Supplier protects Supplier's own confidential information, but not less than a reasonable level of care. Supplier shall not use or disclose DuPont confidential information without DuPont's prior approval and shall return such information to DuPont at the end of the Order or upon DuPont's request.
15. **Privacy.** Any personal information provided by one Party to the other may only be used in connection with the Order and may not be used for direct marketing or transferred to a third party.
16. **Intellectual Property.** Supplier irrevocably assigns to DuPont all right, title and interest in and to

any work product (e.g., drawings, designs, plans, reports, studies, other written material or software) developed for DuPont under the Order. This assignment excludes existing intellectual property of Supplier (including any modifications or enhancements thereto) provided to DuPont under the Order. Supplier grants DuPont a nonexclusive, royalty-free, worldwide, perpetual license for DuPont (and its affiliated entities and third party providers) to use such existing intellectual property in connection with the Goods or Services. DuPont retains all right, title and interest in and to, and Supplier shall not use (except as necessary to perform the Order), its data and other intellectual property (and materials).

17. **Publicity.** Supplier shall not: (a) use the name, trade name, oval, trademarks, service marks or logos of DuPont in any manner not approved by DuPont; or (b) represent (directly or indirectly) that any product or service offered by Supplier has been approved or endorsed by DuPont.

18. **Invoice and Payment.** After delivery of the Goods or the end of each month for Services, Supplier shall submit an invoice to the address specified in the Order for the fees, taxes and, if reimbursable, expenses applicable to the Goods delivered and Services provided. Supplier's invoice shall be accompanied by such records as DuPont deems adequate to verify the amounts billed and shall be in the form required by DuPont. Incomplete or incorrect invoices will not be processed or paid. All expenses, charges and costs are included in the fees and will not be reimbursed. DuPont shall pay Supplier (via electronic funds transfer, wire or check, as DuPont elects) within 90 days after receipt of a properly prepared and correct invoice and with the scheduled payment run on or following the invoice due date, subject to the applicable local jurisdiction.

19. **Taxes.** Each Party shall bear and remit any sales, use, value added, goods and services, transfer or similar taxes imposed upon it by the taxing authority. Where imposed upon Supplier, without recovery from DuPont, Supplier shall bear those Taxes. Where imposed upon DuPont, Supplier shall itemize those taxes on each invoice (unless DuPont provides an exemption certificate or direct pay permit). DuPont shall withhold income or other taxes from payments to Supplier to the extent required by the taxing authority; DuPont shall not be required to "gross up" or increase any payment to Supplier for such taxes. DuPont shall not be responsible for any other taxes.

20. **Audits.** Upon notice from DuPont, Supplier shall provide DuPont (and its accountants and auditors) with access to Supplier's locations and records (except internal cost records of Supplier) for DuPont to audit Supplier's compliance with this Order, including to verify if the charges are accurate.

21. **Compliance with Laws and Nondiscrimination.** Supplier shall comply with all laws, ordinances, rules and regulations applicable to it in connection with the Order, including (if Supplier is a U.S. entity): (a) those related to import and export control; and (b) those covering the production, sale and delivery of the goods or services specified in the Order, such as Affirmative Action Compliance Program (41 CFR 60-1.40), Affirmative Action - Disabled Veterans and Veterans of the Vietnam Era (41 CFR 60-250.4), Affirmative Action - Handicapped Workers (41 CFR 60-741.4), Equal Opportunity (41 CFR 60-1.4), Employer Information Report SF-100, annual filing (41 CFR 60-1.7), Fair Labor Standards Act of 1938 (as amended), Prohibition of Segregated Facilities (41 CFR 60-1.8) and Small Business Concerns, Small Disadvantaged Business Concerns and Women Owned Business Concerns (48 CFR Chapter 1, Subpart 19.7).

DuPont and Supplier shall abide by the requirements of 41 CFR §§ 60-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, national origin, protected veteran status or disability.

22. **TSCA, PCBs and REACH.** Supplier shall not ship any chemical substance not specified by name in a Safety Data Sheet or the Order. Supplier certifies that: (a) all chemical substances subject to the Toxic Substances Control Act (TSCA) supplied to DuPont are correctly listed on the TSCA Chemical Substances Inventory or comply with an exemption; (b) no Polychlorinated Biphenyls (PCBs) are present in any materials provided to DuPont, or are present only due to the inadvertent manufacture or import thereof, and Supplier has complied with all PCB regulations; and (c) all chemical substances subject to the Regulation of the European Parliament and of the Council concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) supplied to DuPont have been correctly submitted for registration to the European Chemicals Agency according to statutory registration deadlines or there is an exemption for such registration. Supplier shall immediately inform DuPont of Substances of Very High Concern (SVHC) on the candidate list above 0.1% w/wt, including new entries normally added twice a year in June and December (see <http://echa.europa.eu/candidate-list-table>). The concentration of the SVHC on the candidate list shall be calculated for each material, according to the ruling of the European Court of Justice of 10 September 2015 (see <http://curia.europa.eu/jcms/upload/docs/application/pdf/2015-09/cp150100en.pdf>).

Upon DuPont's request, Supplier shall promptly provide DuPont with the complete chemical composition of substances supplied under the Order and any other information or certifications DuPont requests.

23. **Warranty.** Supplier represents and warrants that: (a) it is transferring good title to the Goods (free and clear of any claims, liens or encumbrances), it has sufficient right, title and interest to assign the ownership rights and grant the licenses hereunder and the Goods and Services (and process for making the Goods and use of the Services) do not infringe the proprietary rights of a third party; (b) the Goods and Services shall meet the specifications and descriptions in the Order; (c) the Goods shall be commercially similar to previous goods, be free of contaminants and be of merchantable quality; (d) Goods that are equipment (including parts) shall be new, be free of defects in materials, workmanship and design and be fit for the particular use; (e) the Services shall be performed in a good, prompt and professional manner by qualified personnel in accordance with the Order and consistent with best practices. Goods that are equipment (including parts) shall conform to the warranties in clauses (b), (c) and (d) for 24 months from date of installation or start up, or 30 months from date of shipment, whichever comes last. At DuPont's option and as applicable, Supplier shall promptly repair non-conforming equipment, replace non-conforming Goods, re-perform non-conforming Services, refund the purchase price of non-conforming Goods or Services or reimburse DuPont's repair costs for non-conforming equipment.

24. **Indemnity.** Supplier shall defend and indemnify DuPont from and against any loss, liability

(including settlements, judgments, fines and penalties) or costs (including reasonable attorney fees, court costs and other litigation expenses) relating to any action, suit or proceeding against DuPont by a third party (including employees of either Party or government agencies) alleging it arises from acts or omissions (including what would be negligence, willful misconduct or breach of the Order) by Supplier (or its subcontractors).

25. **Insurance.**

25.01 **Coverage.** Supplier, at its expense, shall carry and maintain in force at all times the following insurance, on policy forms and with insurance companies authorized to do business in the jurisdictions where Services are to be performed, at the indicated minimum coverage limits or such higher limits as provided under insurance currently held by Supplier as of the effective date of the Order, whichever is greater.

(a) Workers' Compensation (or its equivalent outside the U.S.) – in accordance with all applicable statutory and legal requirements; Employer's Liability (or its equivalent outside the U.S.) if applicable - \$500,000 per accident/per employee; and such other insurance as may be required by law. This policy shall include a waiver of subrogation to DuPont.

(b) Commercial General Liability (Occurrence Form), including Contractual Liability and liability for Products and Completed Operations, in a combined limit for Bodily Injury and Property Damage - \$1,000,000 per occurrence. This policy shall name DuPont as an additional insured.

(c) Business Automobile Liability, for all licensed vehicles, in a combined single limit for Bodily Injury and Property Damage - \$1,000,000 per occurrence. If Supplier operates licensed vehicles owned or leased by DuPont, the Supplier's insurance policy shall be the primary insurance coverage.

(d) Other insurance appropriate for Supplier's business or as required by law.

25.02 **Insurance Documentation.** Upon the request of DuPont, Supplier shall provide DuPont with certificates of insurance evidencing the coverage referenced in Coverage Section. Such certificates shall include a provision that the insurer will give DuPont at least 30 days advance notice of any changes in, cancellation of or non-renewal of coverage. Supplier shall require that any subcontractor it employs carry the same coverage in the same limits as set out in Coverage Section, and any other coverage as Supplier deems appropriate, and shall provide proof.

Supplier's failure to comply with any of the insurance requirements in the Order, including failure to secure endorsements on policies as may be necessary, shall not limit or relieve Supplier from any of its obligations under the Order.

26. **Term and Termination.** The Order shall continue for the period specified (or, if not specified, until completed) unless terminated earlier (in whole or in part): (a) as set forth herein; (b) by DuPont, with or without cause, upon immediate notice; or (c) by Supplier if DuPont fails to cure a breach within 30 days after notice. Any permitted termination (or expiration) shall be without penalty (including termination fees) and shall not relieve or release either Party from any rights, liabilities or obligations that have accrued under the law or the Order.

27. **Excused Performance.** If a Party cannot perform due to fire, flood, hurricanes, earthquakes, other elements of nature, war, terrorism, riots, rebellions, revolutions or civil disorders, the affected Party shall be excused from such performance while the event continues; provided, the event is beyond the affected Party's reasonable control (and could not be prevented by reasonable precautions) and the affected Party is diligently attempting to promptly commence performance. The affected Party shall promptly give notice to the other of the event and, if non-performance continues for seven days (or more), the other may terminate the Order (or affected portion). Supplier shall allocate any shortage of Goods among DuPont and Supplier's other customers in proportion to the quantities supplied during the preceding year.

28. **Notices.** All notices and approvals under the Order shall be in writing and deemed given to the receiving Party when: (a) received at the facsimile number specified; (b) delivered by hand to the person specified at the address specified; or (c) delivered by registered or certified mail, return receipt requested, to the person specified at the address specified. If a Party does not specify such information, the address on the Order shall be used. Either Party may change its information upon 10 days notice to the other.

29. **Assignment.** The Order, including any right or obligation hereunder, may not be assigned or delegated by Supplier without DuPont's prior approval.

30. **Applicable Law and Jurisdiction.** The Order shall be governed by, and construed and enforced in accordance with, the laws of the State of Delaware without giving effect to the principles of conflicts of law. The United Nations Convention on Contracts for the International Sale of Goods shall not govern this Order. Each Party consents and submits to the exclusive jurisdiction of, and service of process by, the United States District Court for Delaware or the state courts of Delaware.

31. **Conflict Minerals.** As a U.S. publicly traded company, DuPont is required by Section 1502 of the Dodd-Frank Act to disclose its use of certain conflict minerals (namely, gold, tin, tantalum and tungsten referred to as "Conflict Minerals") supplied to DuPont, and to determine if such minerals are sourced from the Democratic Republic of the Congo or any of its adjoining countries (Angola, Burundi, Central African Republic, the Republic of the Congo, Rwanda, South Sudan, Tanzania, Uganda and Zambia, the "Covered Countries"). DuPont intends to purchase these minerals from outside this region, and Supplier is expected to deliver products and/or parts to DuPont that do not contain Conflict Minerals sourced from the Covered Countries. DuPont must rely upon and Supplier shall provide information as to (i) the presence of Conflict Minerals in the products provided and, in turn, (ii) the source of supply of these materials, which may include identification of the smelter. Supplier shall provide DuPont all documentation and information reasonably necessary to assist DuPont with its annual reporting obligations.

32. **Severability.** Each provision herein shall only apply to the extent permitted by applicable law.

33. **Entire Agreement.** The Order supersedes all prior discussions and agreements, and represents the entire agreement, between the Parties with respect to the subject matter hereof.