



DUPONT 2016
**GLOBAL
REPORTING
INITIATIVE
REPORT**

TABLE OF CONTENTS

INTRODUCTION.....	1	SOCIAL.....	32
About DuPont.....	1	Management Approach.....	32
Contact Us.....	1	Our People and Employment.....	32
EXECUTIVE STATEMENT.....	2	Labor Relations and Freedom of Association.....	34
ORGANIZATIONAL PROFILE.....	3	Occupational Health and Safety.....	35
Commitments to External Initiatives.....	3	Training and Education.....	36
DUPONT 2015 SUSTAINABILITY PERFORMANCE HIGHLIGHTS.....	5	Diversity and Equal Opportunity.....	37
PROCESS FOR DETERMINING REPORT CONTENT.....	7	Human Rights.....	38
STAKEHOLDER ENGAGEMENT.....	10	SUPPLY CHAIN MANAGEMENT.....	41
CORPORATE GOVERNANCE.....	12	Our Supply Chain.....	41
Governance of Sustainability at DuPont.....	12	DuPont Supplier Diversity Program.....	41
Remuneration and Incentives.....	16	DuPont Supplier Code of Conduct.....	42
Ethics and Integrity.....	16	Commitment to Supply Chain Sustainability.....	42
ECONOMIC.....	17	2015 Supply Chain Sustainability Performance.....	42
Management Approach.....	17	Responsible Feedstock Management.....	42
Economic Performance.....	17	SOCIETY, ETHICS, AND COMPLIANCE.....	44
Market Presence.....	18	Management Approach.....	44
Indirect Economic Impacts.....	18	Ethics and Integrity.....	44
DuPont 2020 Food Security Goals.....	19	Local Communities.....	45
Q&A WITH DUPONT VICE PRESIDENT FOR PUBLIC POLICY AND CHIEF SUSTAINABILITY OFFICER.....	20	PRODUCT STEWARDSHIP.....	46
ENVIRONMENT.....	22	Introduction and Management Approach.....	46
Management Approach.....	22	Product Responsibility.....	46
Materials.....	23	Marketing Communications, Customer Privacy, and Other Information.....	48
Energy.....	24	APPENDIX A.....	49
Water.....	26	APPENDIX B.....	54
Biodiversity.....	27		
Emissions.....	28		
Effluents and Waste.....	30		
Products and Services.....	31		

INTRODUCTION



We are pleased to support the Global Reporting Initiative (GRI) as a comprehensive, internationally-recognized format for reporting data on economic, environmental and social (EES) performance. The DuPont GRI report is intended to provide our stakeholders with information on our EES performance, progress against our 2020 corporate sustainability goals, commentary from our Chief Executive Officer on our sustainability performance, and a discussion of our sustainability strategy. Stakeholders can find more information at sustainability.dupont.com.

About DuPont

DuPont was founded in 1802 and was incorporated in Delaware in 1915. Today, DuPont is creating higher growth and higher value by extending the company's leadership in agriculture and nutrition, strengthening and growing capabilities in advanced materials and leveraging cross-company skills to develop a world-leading bio-based industrial business. Through these strategic priorities, DuPont helps customers find solutions to capitalize on areas of growing global demand — enabling more abundant, safer, nutritious food; creating high-performance, cost-effective and energy efficient materials for a wide range of industries; and increasingly delivering renewably sourced bio-based materials and fuels. Total worldwide employment at December 31, 2015 was about 52,000 people. The company has operations in about 90 countries worldwide and 60% of consolidated net sales are made to customers outside the United States (U.S.).

ABOUT THIS REPORT

G4-28 to G4-33

This Report provides information on our economic, environmental and social performance for 2015. On July 1, 2015, DuPont completed the separation of its Performance Chemicals segment through the spin-off of all of the issued and outstanding stock of The Chemours Company (Chemours). This GRI report contains only information related to DuPont's continuing operations. More information about the spin-off of Chemours can be found in our SEC filings, all of which are available at investors.dupont.com.

We issue our GRI report on an annual basis. Our prior year GRI reports, along with our Sustainability Progress Reports, CDP climate and water submissions, and other information to assist interested stakeholders are available at sustainability.dupont.com.

This GRI report is produced in accordance with the GRI G4 framework at the "Core" level. It includes a complete content index in Appendix A, beginning on page 49. Throughout the report, GRI indicators are identified above the relevant text. In some cases, responses are incorporated by reference and linked directly from the content index.

External assurance was not obtained for the content of this report. However, DuPont does contract an independent third party, WSP Environment and Energy, to provide a limited level

of assurance on our energy and greenhouse gas emissions information. The most recent statement of verification is available in Appendix B. Our 2015 data meets the requirements for limited assurance consistent with the ISO 14064-3 standard.

In addition, DuPont has policies and internal practices to enhance and provide assurance about the accuracy of the report. For instance, internal and second-party audits are conducted on many of DuPont key activities including safety, health, and environmental performance, financial accounting and compliance with the DuPont Code of Conduct.

Contact Us

G4-31

Please send comments or questions about this report to the address below:

DuPont Sustainable Growth Center
974 Centre Rd
Chestnut Run Plaza 702
Wilmington, DE 19805

SPECIAL NOTE

On December 11, 2015, DuPont and The Dow Chemical Company (Dow) announced entry into an Agreement and Plan of Merger (the Merger Agreement), under which the companies will combine in an all-stock merger of equals. The combined company will be named DowDuPont. We continue to work constructively with regulators in key jurisdictions to close the merger as soon as possible. In the event that regulators in those jurisdictions use their full allotted time, closing would be expected to occur in the early part of 2017.

DuPont and Dow intend to pursue, subject to the receipt of approval by the board of directors of DowDuPont and any required regulatory approvals, the separation of the combined company's agriculture business, specialty products business and material science business through one or more tax-efficient transactions (collectively, the Business Separations.) The Business Separations are expected to occur 18-24 months following the closing of the merger.

EXECUTIVE STATEMENT

For more than two centuries, DuPont has applied its world-class science and engineering capabilities to help our customers and society solve some of our biggest global challenges. Our innovations are helping to provide healthy and nutritious food for people everywhere, accelerating the development of renewable markets, decreasing dependence on fossil fuels, and protecting life and the environment.

In 2015, we accelerated our strategic transformation to ensure that this powerful foundation is secure and that DuPont is positioned for sustainable long-term value and continued success in the future. Strategic focus, productive science and innovation, customer focus, and disciplined capital allocation guide our strategy, while we also prepare for the planned merger of equals with The Dow Chemical Company and the intended creation of three strong, independent, industry-leading businesses.

Not only will this strategic transformation enable DuPont to better serve its customers and deliver value to its shareholders, but it will also create more sustainable value for society. Many of our customers are working to solve tomorrow's challenges in some of the most critical areas facing the world. A rising global population and middle class, food insecurity, and energy demands are among the many factors placing unprecedented strains on our planet's scarce resources. Given the challenges we are helping our customers solve, our success depends on our ability to connect world-class science, technology and engineering to a deep understanding of market needs. The changes that we have made will move our science and engineering even closer to our customers — and as a result, closer to the problems facing our planet.

We are already seeing exciting examples of this in our innovation engine. Last year, we introduced more than 1,600 new products, were granted about 760 new U.S. patents, and filed applications for more than 1,000 U.S. patents. Many of these are already delivering sustainable value not just for our customers but for society.

For example, in the fourth quarter DuPont launched Optimum® Leptra® corn hybrids that help control pests, improve yields, and support farmers during late planting or high pest pressure environments. In Nutrition & Health, we saw demand for probiotics such as HOWARU® premium increase. This product promotes respiratory health in children. Finally, as the leading supplier of specialty materials to the solar energy industry, we launched DuPont™ Solamet® PV76x and PV19x, which are designed to increase the efficiency of solar cells and power output of solar panels.



Edward D. Breen

Chair of the Board and
Chief Executive Officer

As we look to the future, our commitment to our Core Values of safety and health, environmental stewardship, respect for people, and highest ethical behavior remain foundational and guide how we engage with each other, our customers, and the world. It is these Core Values that drive our commitment to sustainability, which we believe is best realized when people and institutions with a stake in building a safer, healthier and more prosperous world collaborate and innovate together. That's why in the pages of this report we provide our stakeholders with information about our engagements on pressing sustainability issues such as climate change, food security, and our contributions to the Sustainable Development Goals.

As a global company operating in more than 90 countries, we also understand our stakeholders expect us to make visible, time bound commitments to sustainability. DuPont issued its first set of corporate sustainability goals in 1990, pioneering an early trail for voluntary commitments. Last year, we were pleased to announce the next iteration in our journey with the launch of our 2020 Sustainability Goals. These include commitments to innovation, improving our footprint, and continuing progress against our food security goals. In this report, you will learn how we're progressing against these goals and performing on other key indicators of our environmental, social, and governance management.

Ultimately, our goal is to deliver life-enhancing and sustainable benefits for people around the world. That's where our science and innovation capabilities can make the biggest impact for our customers and the world. The strategic transformation now underway will help us build on our legacy and more effectively contribute to solving some of the world's greatest challenges.

A handwritten signature in dark ink, reading "Edward D. Breen".

ORGANIZATIONAL PROFILE

G4-2: Description of key impacts, risks, and opportunities.

A description of the DuPont businesses and key risks and opportunities is available in our 2015 Form 10-K available at investors.dupont.com. In addition, we provide our process for engaging stakeholders and the results of our sustainability materiality analysis beginning on page 7.

DuPont also has a long-standing commitment to safety and sustainability. As early as 1992, we began reporting corporate environmental goals — one of the first companies to do so — and today we continue to report strong progress on our footprint reduction targets. In 2006, we broadened our vision of sustainability to include goals around bringing products to market that help our customers and others in our value chains be more sustainable.

Our 2015 sustainability goals aimed not only to reduce our footprint but also to increase R&D investment in programs with direct, quantifiable environmental benefits, introducing new products that help make people safer, increasing revenue from products that help our customers and consumers reduce greenhouse gas emissions, and doubling revenue from products based on non-depletable resources. This approach has helped us reduce the impact of our supply chain in areas like climate change, energy use, water use, generation of pollution and waste, material use, ecosystems, and use of non-depletable resources. In 2013, in anticipation of our impending restructuring, we sunset our 2015 sustainability goals. At the time, we had achieved all but one of them two years early and were driving substantial progress against the final goal. In November 2015, we announced a new set of sustainability goals for 2020. An overview of the progress we achieved against those goals — as well as additional information on key performance indicators — is available on page 5 of this report.

While we have made tremendous progress since our sustainability journey began in 1989, we recognize that much more remains to be done. As a company that has been operating for over 200 years, we acknowledge our legacy issues and the need for robust product stewardship practices to govern new and existing technologies. We have established policies and processes around key impact areas such as biotechnology, biodiversity, bio-persistent materials, and climate change.

More about our sustainability-focused governance processes as well as our stakeholder engagement efforts and process for determining the content of this report is available beginning on page 7.

Information about GRI indicators G4-2 through G4-9 and G4-13, which relate to our products and services, markets served, ownership form, and description of significant changes during the reporting period can be found primarily in our investor documents available at investors.dupont.com. Specific page references are available in our GRI Content Index located in Appendix A.

Commitments to External Initiatives

G4-15: Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.

We partner with organizations around the world, support global sustainability initiatives, and engage regularly with outside stakeholder groups. Based on our size, global scale, and unique capabilities, we are able to devote considerable resources and expertise toward helping solve some of the world's greatest sustainability challenges. In addition to our direct business engagement, many of our sites and employees give back through corporate philanthropy and volunteerism. Examples of externally developed principles and initiatives that we support include:

UN Global Compact: Since 2001, DuPont has committed to aligning our operations and strategies with the ten principles in the areas of human rights, labor, environment and anti-corruption as outlined by the UN Global Compact. The publication of this GRI report is one way we fulfill this commitment.

Responsible Care® Management System: DuPont was one of the first companies to adopt the American Chemistry Council's Responsible Care® Codes of Management Practices. Since the late 1980s, DuPont has led efforts to expand Responsible Care® to encompass advances such as security, public reporting of metrics, and management systems certification¹.

Transparency: DuPont continues to engage with numerous frameworks dedicated to fostering corporate transparency around environmental and social issues. Each year, we submit our climate and water performance to the CDP (formerly Carbon Disclosure Project) and release a Global Reporting Initiative report. We also engage directly with customers, investors, and other stakeholders to help inform and enhance our own efforts. All reports, as well as additional information to help inform our stakeholders, can be found at sustainability.dupont.com.

¹ Responsible Care® is a registered trademark of American Chemistry Council, Inc.

“AT DUPONT, WE ARE CREATING
SUSTAINABLE, RENEWABLE,
INNOVATIVE, MARKET-DRIVEN
SOLUTIONS FOR SOME OF THE
WORLD'S GREATEST CHALLENGES.”



Climate Change: We believe the global scientific understanding of climate change is sufficient to compel prompt, effective actions to limit emissions of greenhouse gases. To be successful at the necessary global scale these actions will require concerted engagement by the world's governments, along with technological innovations by businesses, and individual actions by all citizens. DuPont's belief in the importance of taking prompt, coordinated, and strong action to address climate change is why we were a founding member of the U.S. Climate Action Partnership (USCAP) and why in 2015 we signed onto a business statement authored by the World Business Council for Sustainable Development (WBCSD) supporting the Pope's encyclical about climate change. We also signed the "Business Backs Low-Carbon USA" statement coordinated by Business Council for Sustainable Energy, BSR, CDP, CERES, C2ES, Environmental Defense Fund, Environmental Entrepreneurs, National Wildlife Federation, The Climate Group, We Mean Business, and WWF. To learn more, please see our [corporate climate change position statement](#).

Food Security, Agricultural Innovation, and Productivity: When the world's population approached 7 billion in 2010, DuPont convened an Advisory Committee on Agricultural Innovation & Productivity to explore the issues affecting global food and nutrition security. The Committee includes experts in global agriculture development, science, policy and economics. Our commitment to this area extends to our 2020 Food Security Goals, which are intended to help support efforts to end world hunger, engage the next generation of farmers, and ensure access to safe and secure food supplies. Finally, we support the Global Food Security Index, developed by The Economist Intelligence Unit (EIU), which provides a universal benchmarking tool that deepens the dialogue on food security by examining the core issues of food affordability, availability and quality and safety in 113 countries.

Additional examples of commitments to external principles can be found on our [DuPont Positions Statements site](#).

G4-16: Memberships in associations and/or national/international advocacy organizations.

In addition to the key efforts outlined under G4-15, DuPont participates in many associations and organizations at the regional, national, and international level, including:

- Business Roundtable
- American Chemistry Council
- World Business Council for Sustainable Development
- World Economic Forum
- World Environment Center
- World Resources Institute
- 4-H
- Global Harvest Initiative
- Forum for the Future
- Product Sustainability Roundtable
- CropLife America and CropLife International
- Africa Harvest Biotech Foundation International
- Field to Market
- European Chemical Industry Council
- Together for Sustainability

“WE LEAD THE MARKET WITH PRACTICAL SOLUTIONS THAT YIELD AMPLE AND NUTRITIOUS FOOD SUPPLIES.”

DUPONT 2015 SUSTAINABILITY PERFORMANCE HIGHLIGHTS



At DuPont, we are creating sustainable, renewable, innovative, market-driven solutions for some of the world's greatest challenges. Between now and 2050, the world's population will climb to more than 9 billion, placing growing demands on our planet's scarce resources. This means the world needs plentiful, healthier food, renewably sourced materials, ample energy, and better infrastructure and transportation. We are poised to deliver. In 2015, we made progress in a number of areas including several of our 2020 Sustainability Goals.

DuPont 2020 Food Security Goals

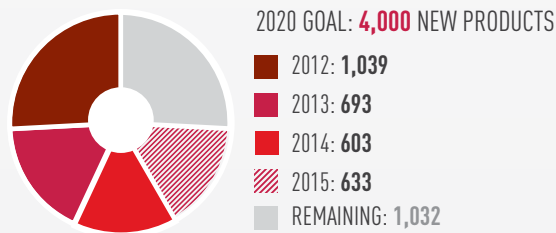
Innovating to Feed the World

DuPont committed \$10 billion to research and development, and the introduction of 4,000 new products by the end of 2020.

PROGRESS: R&D INNOVATION



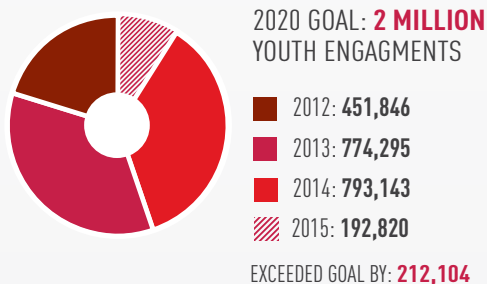
PROGRESS: NEW PRODUCT INNOVATION



Engaging and Educating Youth

By the end of 2020, DuPont will facilitate 2 million engagements with young people around the world to transfer the knowledge of sustainable food and agriculture and the impact it will have on a growing population.

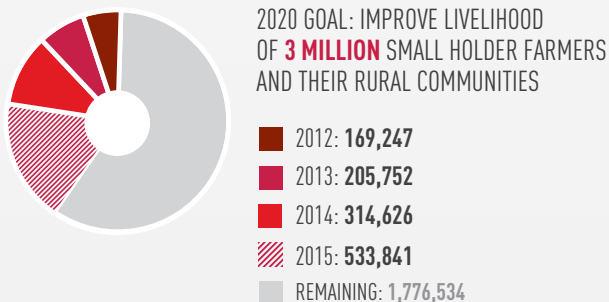
PROGRESS: YOUTH ENGAGEMENT



Improving Rural Communities

DuPont will work to improve the livelihoods of at least 3 million farmers and their rural communities through targeted collaborations and investments that strengthen agricultural systems and make food more available, nutritious and culturally appropriate.

PROGRESS: RURAL DEVELOPMENT



DuPont 2020 Footprint and Innovation Goals

Continue to Improve our Environmental Footprint

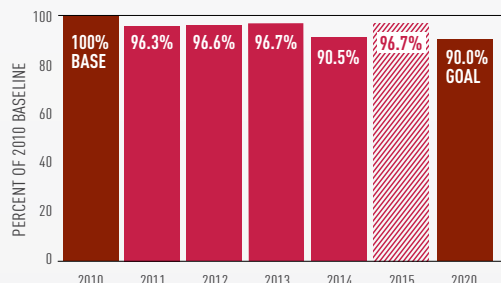
Our 2020 Sustainability Goals commit us to further improve our environmental footprint by reducing our emissions intensity by 7% and our energy intensity by 10%, developing business-specific waste goals, and establishing water risk mitigation plans for select sites. In 2015, we established new baselines and set goals for greenhouse gas emissions, water, and waste and will report initial progress in 2017. We also took another step toward integrating sustainability into our innovation process by announcing our Sustainable Innovation Goal, which challenges all products in our pipeline to contribute to a safer, healthier, more sustainable world.

Unlike our other footprint goals, our energy intensity goal has a baseline of 2010, an interim 3% improvement target by 2015, and a final goal of 10% improvement by 2020. Since 2011, our energy intensity has consistently been below 97% of baseline and in 2015 we formally achieved the interim target with an energy intensity of 96.7% of baseline.

Additional details on the DuPont 2020 Sustainability Goals can be found by visiting sustainability.dupont.com

PROGRESS: REDUCE OUR NON-RENEWABLE ENERGY USE

2020 GOAL: REDUCE ENERGY INTENSITY BY 10%



DuPont Supports UN Sustainable Development Goals



DuPont 2020 Sustainability Goals Aligned with UN Sustainable Development Goals

In 2015, the leaders of 193 UN Member States adopted 17 Sustainable Development Goals (SDGs). The SDGs, comprised of 169 targets, represent a shared vision for what needs to be achieved by 2030 to secure a sustainable future. The SDGs provide a useful framework for bringing focus and resources to the greatest challenges facing the world today in areas such as economic empowerment, human rights, health, and the human and natural environment. Many stakeholders have a role in driving the SDGs forward, including national governments, NGOs, academia, private enterprise and others. DuPont supports the SDGs and stands ready to collaborate with its stakeholders to help achieve them. The chart above shows how the DuPont 2020 Sustainability Goals — launched in November 2015 and comprised of Innovation, Food Security, and Footprint — align with and support attainment of the UN SDGs.

DuPont Facts and Figures for 2015

1,600 NEW PRODUCTS INTRODUCED

97.9% NEW PRODUCT STEWARDSHIP REVIEWS COMPLETED

4.3% REDUCTION IN GLOBAL GREENHOUSE GAS EMISSIONS
(DUPONT GOAL BASIS) BETWEEN 2014 AND 2015

\$4.0 BILLION

SPENT ACROSS ALL BUY SPACES WITH SMALL AND DIVERSE SUPPLIERS IN THE U.S.
(INCLUDING PUERTO RICO)

EIGHT YEARS

CONSECUTIVE YEARS DUPONT HAS PLACED ON THE NATIONAL ASSOCIATION OF FEMALE EXECUTIVES LIST
"TOP COMPANIES FOR EXECUTIVE WOMEN"

NINE TIMES

DUPONT HAS BEEN RECOGNIZED BY THE HUMAN RIGHTS CAMPAIGN AS A BEST PLACE TO WORK FOR LGBT EQUALITY

PROCESS FOR DETERMINING REPORT CONTENT

G4-18: Process for defining report content.

The GRI guidelines recommend that reporters conduct a sustainability-focused materiality assessment to determine report content. As defined by GRI, companies should report on issues that reflect the organization's significant economic, environmental, and social impacts and/or that may substantively influence the assessments and decisions of stakeholders.

DuPont uses the SEC definition for materiality. What constitutes "material" must be judged from the viewpoint of a reasonably prudent investor making a decision to buy, hold or sell stock. An item is considered material if, in the light of surrounding circumstances, the magnitude of the item is such that it is probable that the judgment of a reasonable person relying upon the report would have been changed or influenced by the inclusion or correction of the item. Please refer to Item 1A of our annual 10-K report for a discussion of these risk factors, available at investors.dupont.com.

To help inform our sustainability strategy and guide our voluntary reporting, we also use a sustainability-specific analysis as a way to rank and prioritize environmental and social issues for each DuPont business unit. Criteria that are used in this process include: influence on business success (profitability, product acceptance, market demand, right to operate, ability to implement business strategy) and importance to stakeholders (employees, customers, community, shareholders, non-governmental organizations, government). These definitions differ slightly from the GRI definition, most notably in that "influence on business success" replaces "significant economic, environmental, or social impacts." This difference reflects our ongoing efforts to integrate sustainability into our business strategy.

In 2012, we conducted our first analysis with each DuPont business unit. With input from external stakeholders, we developed a list of approximately 20 sustainability issues and then engaged with each DuPont business unit in structured workshops to discuss and prioritize the topics for that business. The results from each business were then synthesized by the corporate sustainability team and plotted on a single matrix, which is presented under G4-19 on the next page.

While external stakeholders were not explicitly engaged to plot or rank issues on the corporate matrix due to the complexity and diversity of DuPont businesses, their input was integrated in a number of ways. To integrate feedback from external stakeholders into our assessment, we:

- Reviewed customer and investor sustainability surveys, questionnaires, and direct feedback;
- Conduct direct, ongoing engagement with governments, NGOs, academia, and members of civil society both at the business unit and corporate level on sustainability issues;
- Interviewed external stakeholders upfront about the sustainability issues that should be assessed by each business unit;
- Evaluated more than a dozen global and national sustainability frameworks, standards, and regulations;
- Maintain membership with several organizations designed in part to keep global corporations like DuPont informed about societal expectations; and
- Reviewed the results of the assessment with external experts with insight into all of DuPont businesses to ensure credibility.

Each year as part of our annual Sustainable Growth Review process led by our Chief Sustainability Officer, we work with the business units to review and refresh their business' sustainability matrix. This process also enables the corporate sustainability team to discuss any shifts or new trends with each of the businesses. Those sustainability issues that are identified as of highest importance to business success and shareholders are also communicated to the relevant corporate committee— such as our Climate & Energy Issue Group—to ensure that appropriate efforts are in place to address and monitor these important issues.

Finally, many of the issues presented on our matrix represent critical trends influencing the sustainability of our business and may not have direct links to GRI aspects or indicators. We have identified the issues as "critical trends" and their discussion in this report is primarily contextual to help readers understand the factors influencing our environmental and social performance. Conversely, there are some issues that do not appear on our matrix but that we continue to cover in this report. For example, we report on all compliance and ethics related aspects even though these issues were not part of our sustainability analysis with each business unit. However, "Highest Ethical Behavior" is one of the DuPont core values and we consider it standard practice to report on these aspects for our stakeholders.

G4-22: Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements, and; G4-23: Report significant changes from previous reporting periods in the scope and aspect boundaries.

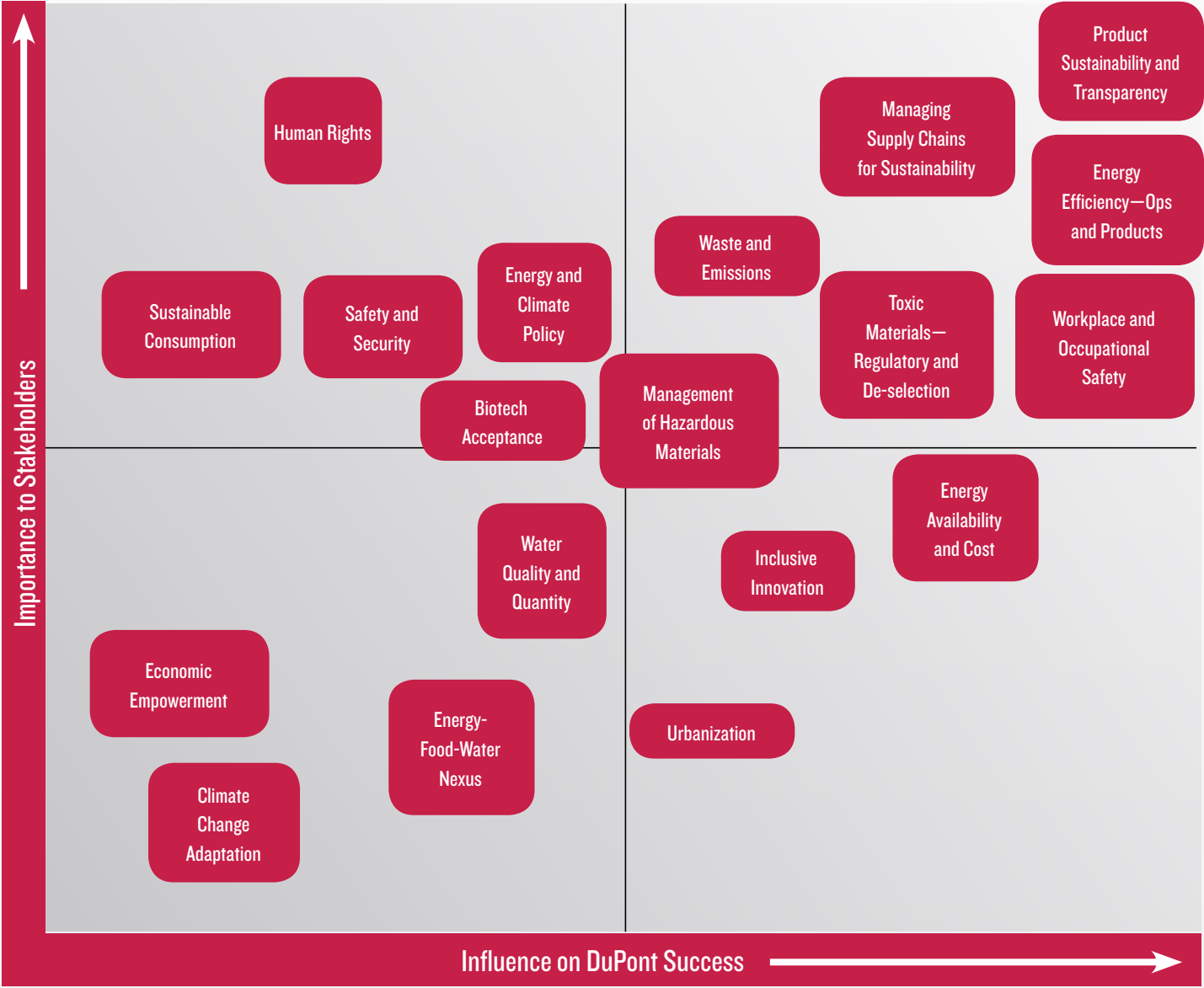
On July 1, 2015, DuPont completed the separation of its Performance Chemicals segment through the spin-off of all of the issued and outstanding stock of The Chemours Company (Chemours). In our report last year, we updated baselines for many metrics and key performance indicators to reflect the current DuPont structure. For some indicators, primarily related to our environmental performance, we are able to provide

stakeholders with 2010 to 2014 data with Chemours (and other divested operations) information removed. In other cases, we are only able to provide data from 2014 and 2015. Stakeholders interested in information from prior years may visit the [GRI Sustainability Disclosure Database](#) and download previous reports.

G4-19: List all the material aspects identified in the process for defining report content.

The figure below provides the results of the sustainability materiality analysis described in G4-18.

DuPont Sustainability Materiality Analysis—Summary



G4-20 and G4-21: For each material aspect, report the boundary within and outside the organization.

Item on DuPont Matrix	DuPont Sustainability Matrix Content Table				
Impact/Issue Area	Description	GRI G4 Aspect (if applicable)	Aspect Boundary within DuPont	Aspect Boundary outside DuPont	Page
Product Sustainability and Transparency	Understanding impacts of products on environmental and human health throughout product life cycle; consumer demands for more transparent products	Env: Products and Services, Product: Customer Health and Safety; Product Service Labeling; Product Compliance	Yes	Customers and Consumers	46
Managing Supply Chains for Sustainability	End-to-end collaboration and managing sustainability issues across supply chain	Econ: Procurement Practices; Supplier Environmental Assessment; Supplier Labor Assessment; Supplier Human Rights	Yes	Customers and Suppliers	41
Energy Efficiency—Operations and Products	Operational energy and energy efficient products	Energy	Yes	—	24
Workplace and Occupational Safety	Process safety management and workplace safety	Employment; Occupational Health and Safety; Labor Practice Grievance Mechanisms	Yes	—	35
Waste and Emissions	Waste and environmental emissions resulting from manufacturing processes, waste to landfill, packaging, single use items, food waste.	Emissions; Effluents and Waste; Compliance; Env: overall; Environmental Grievance Mechanisms	Yes	—	28
Toxic Materials	Expansion of REACH-type regulations, companies making voluntary commitments to eliminate certain chemicals. De-selection lists, employee safety/occupational health.	Same as “Waste and Emissions”; “Product: Customer Health and Safety”	Yes	—	28
Management of Hazardous Materials	Use, transportation, and end-of-life of hazardous substances—raw materials, products, waste, etc.	Same as “Waste and Emissions”; Transportation	Yes	—	28
Energy and Climate Policy	Policy at the local, national, regional, or international levels that aims to drive changes in the type/use of energy (e.g. Renewable Portfolio Standard or other policies to incent increased use of renewable energy) and/or reduce greenhouse gas emissions (e.g. carbon tax, cap and trade)	Public Policy; Emissions	Yes	Markets in which we operate	22
Inclusive Innovation	Collaboration across value chain on innovation to meet societal needs, engage consumers with product design. Emerging trend to drive business to innovate / adapt technology and high-quality, high-performance products so that they are accessible to low-income populations globally.	Economic Performance, Market Presence; Supplier Impacts on Society; Society Grievance Mechanisms	Yes	Markets in which we operate	7
Human Rights and Workforce	Increasing expectations on companies managing around issues like child and forced labor, freedom of association, human trafficking, slavery, etc.	Investment; Diversity; Non-discrimination; FOA/Collective Bargaining; Child Labor; Forced or Compulsory Labor; Security Practices; Indigenous People; Human Rights Grievance Mechanisms	Yes	Suppliers	38
Safety and Security	Growing focus on personal, institutional, and national safety and security.	Critical Trend	Yes	Markets in which we operate	10
Biotech Acceptance	Role of industrial biotech and agricultural biotechnology in helping to expand food, energy, and industrial production and meet demands of growing global population. Concerns from some stakeholders about prevalence of biotech / GMO.	Marketing Communications	Yes	Customers and Consumers	10
Urbanization	Rapid urbanization and movement from rural to primarily urban environments	Critical Trend	No	Markets in which we operate	10
Water Quality and Quantity	Growing resource scarcity of water and degraded water quality.	Water	Yes	Communities in which we operate	26
Sustainable Consumption	Enabling more sustainable use of resources, including overall less consumption of goods and resources	Critical Trend	Yes	Markets in which we operate	10
Energy-Food-Water Nexus	Interconnection and tension between three critical resources.	Critical Trend	No	Markets in which we operate	10
Climate Change Adaptation	Business trends and risks associated with adapting to a changing climate.	Standard Disclosure	Yes	—	17
Economic Empowerment	Business role in enabling economic growth and equality	Equal Remuneration; Indirect Economic Impact, Communities	Yes	Markets in which we operate	17

STAKEHOLDER ENGAGEMENT

G4-24 to G4-26: Stakeholder groups engaged; basis for identification and selection of stakeholders engaged, and; approaches to stakeholder engagement.

Now in our third century with operations that span the globe, we believe stakeholder engagement is vital to ensure we understand not only the demands of a rapidly evolving marketplace, but the expectations of society. For DuPont, engagement with our stakeholders is a constant process. Given the diversity of our company and the global markets in which we operate, not every stakeholder engagement touch point or process can be listed here. However, key stakeholders and method of engagement include:

- Our employees participate in an annual survey to provide feedback on working for DuPont.
- We survey our customers to understand their loyalty and what we can do to improve our performance.
- We interact with our investors at shareholder events and provide mechanisms for regular engagement.
- We are implementing a supplier sustainability program that is allowing us to expand our work with suppliers on environmental and social issues.
- We engage in the policy-making process by contributing our voice to trade associations and maintaining positive relationships with government agencies.
- We participate in global civil society, academic, and issue-specific forums and associations to understand the expectations for our company.
- Our Community Advisory Panels operate globally at most of our production sites and help us formally stay engaged with the communities in which we operate.

Specific to sustainability, we believe constructive stakeholder engagement can provide companies with the full panorama of expectations for a company and highlight risks and opportunities not uncovered through traditional engagement processes. Our corporate sustainability team regularly engages with NGOs, government representatives, trade associations, civil society organizations, employees, suppliers, and customers to help

inform the company's sustainability strategy, goals, and reporting efforts. In some cases, these stakeholders proactively engage with DuPont. In others, we select stakeholders for engagement based on their reputation, credibility, and constructiveness. In doing so, we hope to target stakeholders who can help DuPont understand sustainability issues and opportunities relevant to our company, and develop appropriate strategies in response to them.

G4-27: Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.

In 2015, through the processes described above, we engaged on a number of ongoing and emerging sustainability issues.

Examples include:

- Based on growing expectations for supply chain responsibility, DuPont is building on its [Supplier Code of Conduct](#) by implementing a supplier sustainability program. In 2015, we increased the number of priority suppliers engaged in this program and became the second U.S. company to join Together for Sustainability, a chemical industry initiative to promote sustainability in supply chains. Details can be found in the Supply Chain Sustainability section of this report on page 41.
- In 2015, the United Nations released a set of Sustainable Development Goals (SDGs). While these goals are primarily aimed at governments around the world, DuPont — along with other companies — is engaged in the discussion on how to achieve these goals. On pages 5 and 6, we provide an overview of some of the initiatives in progress at DuPont that support attainment of the SDGs.
- DuPont continues to be engaged in many forums around the world to encourage concerted global action on climate change, particularly in light of the Paris climate negotiations (COP 21) that occurred in December 2015. To support COP 21, we signed onto a business statement authored by WBCSD supporting the Pope's encyclical about climate change as well as the Corporate Renewable Energy Buyer's Principles. We also recently signed the "Business Backs Low-Carbon USA" statement coordinated by Business Council for Sustainable Energy, BSR, CDP, CERES, C2ES, Environmental Defense Fund, Environmental Entrepreneurs, National Wildlife Federation, The Climate Group, We Mean Business, and WWF.

- In 2015, DuPont continued to support the enactment of a comprehensive modernization of the Toxic Substance Control Act (TSCA). Earlier this year, DuPont joined others in congratulating Congress on passing TSCA reform (the Lautenberg Chemical Safety Act) that meets the needs of the 21st century and reassures the public about the safety of chemicals used in everyday products.
- We continue to support preservation of the federal Renewable Fuel Standard that requires increased use of low-carbon renewable fuels in motor gasoline and supported the creation, preservation, or extension of renewable energy and energy efficiency tax credits across multiple states and at the Federal level. In 2015, we supported – largely through one of our trade associations, the Solar Energy Industries Association (SEIA) — improvement/extension of the solar Investment Tax Credit late last year. We also support the extension of the cellulosic ethanol tax credit.
- In our 2016 Proxy Statement, DuPont received a stockholder proposal on supply chain deforestation that requested information on how DuPont manages feedstocks sourced from potentially sensitive areas. While the proposal was not approved by stockholders at the DuPont 2016 annual meeting, we provide an expanded discussion of our feedstock management practices in the Supply Chain Sustainability section of this report on page 41. The full stockholder proposal can be found in our 2016 Proxy Statement available at investors.dupont.com.
- We continue to engage in the public discourse on product transparency and biotechnology acceptance. Along with other members of The Council for Biotechnology Information, we support GMOAnswers.com, which provides a public venue for individuals and organizations to gain access to information and reports about Genetically Modified Organisms.
- We also provide information on environmental proceedings primarily in our Form 10-K available at investors.dupont.com.



“DUPONT CONTINUES TO BE ENGAGED IN MANY FORUMS AROUND THE WORLD TO ENCOURAGE CONCERTED GLOBAL ACTION ON CLIMATE CHANGE, PARTICULARLY IN LIGHT OF THE PARIS CLIMATE NEGOTIATIONS (COP 21) THAT OCCURRED IN DECEMBER 2015.”

CORPORATE GOVERNANCE

Strong corporate governance is an integral part of the DuPont core values, supporting our sustainable growth mission. DuPont is committed to having sound corporate governance principles and practices. We provide detailed information about the Company's Board of Directors and its governance structure and processes on our website, at investors.dupont.com.

Materials provided include:

- Corporate Governance Guidelines, including Guidelines for Determining the Independence of Directors
- Code of Business Conduct and Ethics for the DuPont Board of Directors
- Code of Ethics for the Chief Executive Officer, Chief Financial Officer and Controller
- DuPont Code of Conduct (available in 25 languages)
- Bylaws
- Political Contributions Policy and Report
- Charters for the Board committees

These documents cover many of the governance topics requested by the GRI framework and other stakeholders. These topics include, but are not limited to the following: board structure; definition of an independent director; annual election of directors; director resignation policy; conflict of interest avoidance and management; say on pay; Board and CEO evaluations; Board engagements with stakeholders; Board compensation and leadership; Board membership criteria, committee appointments, and selection of new director candidates; Board access to DuPont senior management; and, succession planning.

We also provide on our website all documents we file with the U.S. Securities and Exchange Commission. This includes our annual 10-K report and Proxy Statement. Our 2016 Proxy details additional information related to corporate governance and management compensation.

Governance of Sustainability at DuPont

In addition to the governance processes and resources outlined above, we understand that our stakeholders are increasingly seeking information about how we manage economic, environmental, and social issues related to sustainability. We provide those details below.

G4-34: Identify any committees responsible for decision-making on economic, environmental and social issues.

Our governance processes are designed to keep all Board members informed about significant economic, environmental, and social issues impacting the company.

The Board maintains five committees:

1. Environmental Policy and Safety
2. Audit
3. Human Resources and Compensation
4. Corporate Governance
5. Science and Technology

The two Board Committees with primary responsibility for sustainability-related topics are:

- The Environmental Policy & Safety Committee, which assists the Board of Directors in fulfilling its oversight responsibilities by assessing the effectiveness of programs and initiatives that support the Safety, Health and Environment (SHE), Product Stewardship (PS&R), and Sustainability programs of the Company.
- The Human Resources and Compensation Committee, which discharges the responsibilities of DuPont's Board of Directors relating to the compensation and benefits of DuPont's executive officers and oversees the effective recruitment, development and retention of diverse talent necessary to support the long-term success of DuPont.

G4-35: Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.

The DuPont Board of Directors delegates authority for management of the company, including economic, environmental, and social issues, to senior function and business leaders. These executives further delegate authority to the relevant function or team within the company. For example, responsibility for DuPont corporate sustainability strategy, including goal-setting and reporting, has been delegated to the DuPont Vice President of Public Policy and Chief Sustainability Officer, who manages the corporate sustainability team.

G4-36: Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.

DuPont was one of the first publicly traded companies to appoint a Chief Sustainability Officer. The current Chief Sustainability Officer, Krysta Harden, reports to Jim Collins, an Executive Vice President. The Chief Sustainability Officer engages regularly with the Board. For example, a cross-functional set of senior business leaders sits on the corporate Climate & Energy Steering Team (Steering Team) where key global environmental topics—including climate change risks and opportunities—are discussed. The Steering Team is co-chaired by the DuPont Chief Sustainability Officer. Significant climate and energy related issues raised by the Steering Team are reported to the Environmental Policy & Safety Committee. This committee, which met twice in 2015, reports regularly to the Board of Directors on relevant findings, recommendations, and any other matters the committee deems appropriate.

G4-37: Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.

The processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics are consistent with the robust processes established for consultation about other matters.

These include:

- Stockholders and other parties interested in communicating directly with the Board, Chair, Lead Director or other outside director may do so by writing in care of the Corporate Secretary.
- Interested parties may use the “Contact Us” feature at investors.dupont.com.
- An anonymous toll-free hotline (1-800-476-3016) and [website](http://investors.dupont.com) through which stakeholders may raise concerns relating to accounting, internal controls, auditing or ethical matters. Such matters are immediately brought to the attention of the Company’s internal audit function and handled in accordance with procedures established by the Audit Committee.

- For employees, the company maintains an employee ethics hotline for the reporting of suspected misconduct consistent with applicable laws and other concerns. Employees can also provide input through periodic employee surveys. Any allegations or breaches of the DuPont Code of Conduct are investigated promptly and disciplinary actions around confirmed violations are taken.
- Sustainability-specific questions may also be directed to the DuPont Sustainable Growth Center at the address provided on page 1 of this report.

G4-38: Report the composition of the highest governance body and its committees by competencies on economic, environmental, and social issues, and; G4-39: Report whether Chair is also the Chief Executive Officer.

Edward D. Breen was appointed interim Chair and CEO effective upon the retirement of Ellen J. Kullman on October 16, 2015 and as Chair and CEO effective November 9, 2015. With the exception of Mr. Breen and Ms. Kullman, each of the persons who served as director during 2015 is or was, independent within the independence requirements of the NYSE listing standards and in accordance with the Guidelines for Determining the independence of DuPont Directors set forth in the Board’s Corporate Governance Guidelines. Detailed information regarding experience of each Director — including their competencies related to economic, environmental, and social issues — is available in our 2016 Proxy Statement at investors.dupont.com. We also publish information on the governance structure, including committees of the DuPont Board of Directors, committee charters and composition, and tenure requirements on this website.

G4-40: Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members.

The Corporate Governance Committee determines the qualifications, qualities, skills and other expertise required to be a director. Among other responsibilities, it establishes the process for identifying and evaluating director nominees and recommends to the Board nominees for election to the Board of Directors. Directors are selected for their integrity and character; sound, independent judgment; breadth of experience, insight and knowledge; and business acumen. Leadership skills, scientific or technology expertise, familiarity with issues affecting global businesses—including those relating to economic, environmental, and social topics—in diverse industries, prior government service, and diversity are among the relevant criteria, which will vary over time depending on the needs of the Board. The Corporate Governance Committee considers candidates for potential nomination to recommend for approval by the full Board. For additional information regarding diversity, see our Corporate Governance Guidelines, under “Qualifications” and the Director Nomination Process at Appendix A as well as page 14 of our 2016 Proxy Statement, both of which are available at investors.dupont.com.

G4-42: Report the highest governance body’s and senior executives’ roles in the development, approval, and updating of the organization’s purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.

The DuPont Board of Directors regularly reviews and, when appropriate, approves changes to the organization’s purpose, mission statements, strategies, policies, and goals related to economic, environmental and social impacts. For example, the Audit Committee reviews the effectiveness of the Company’s systems, procedures and programs designed to promote and monitor compliance with applicable laws and regulations, and receives prompt reports on any compliance matter that could adversely impact the Company’s external reporting process or adequacy of internal controls. The Corporate Governance Committee oversees the Company’s ethics compliance functions, including review of the Company’s business conduct and ethics policies. The Code sets expectations for every employee about how we are to operate our businesses, work with customers, suppliers, and other business partners, serve our shareholders, and interact with our communities and with each other. The Code includes our commitments to the DuPont core values: safety and health, environmental stewardship, respect for people, and highest ethical behavior.

G4-43: Report the measures taken to develop and enhance the highest governance body’s collective knowledge of economic, environmental and social topics.

As discussed under G4-34, our governance processes are designed to keep all Board members informed about significant economic, environmental, and social issues. The two Board Committees with primary responsibility for sustainability-related topics are the Environmental Policy & Safety Committee and the Human Resources and Compensation Committee. Each of these committees receives regular reports from relevant company functions or groups and, in turn, reports to the full Board of Directors on issues, findings, recommendations, and other matters deemed appropriate.

For example, to manage climate and energy issues, the DuPont Climate & Energy Issue Group was formed. It includes a broad representation from functions and those businesses facing potential risks or opportunities related to climate change. This team meets quarterly and is responsible for engaging key businesses, regions, and functions. For key decisions, the Climate & Energy Issue Group provides recommendations to the Climate & Energy Steering Team (Steering Team) which is made up of senior leaders from businesses and key functions and is co-chaired by DuPont Chief Sustainability Officer/VP for Public Policy. Several business Presidents also sit on the Steering Team. This team has been in place for 9 years and continues to evolve as the policy and market context changes. Significant climate and energy related issues raised by the Steering Team may be reported to the Environmental Policy & Safety Committee.

G4-44: Report the processes for evaluation of the highest governance body’s performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment.

The Board and each committee undertake an annual self-evaluation of performance with a particular focus on overall effectiveness. This includes the Environmental Policy & Safety Committee and the Human Resources and Compensation Committee, which have primary responsibility for sustainability-related topics. The Governance Committee is responsible for overseeing the self-evaluation process.

More information on this process is available at investors.dupont.com.

G4-45 and G4-46: Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities. And, report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.

The Board has an active role, directly and through the Board's committee structure, in the oversight of our risk management efforts. The Board has identified the key risks to be monitored by them on a recurring basis, and regularly reviews and discusses with members of management information regarding the Company's business disruption, economic, environmental, legal, process safety, regulatory, reputational, strategic, technological and other risks, their potential impact, and our risk mitigation efforts. Each Board committee plays a key role in overseeing the management of risks that are within the committee's area of focus. The responsibilities of each committee are available on our website at investors.dupont.com.

In our Stakeholder Engagement section on page 10, we describe some of the ways in which DuPont engages with various stakeholders, including investors, customers, employees, governments, NGOs and members of civil society, and communities. The results of these engagements are regularly incorporated into our planning, risk management, and strategy setting and, where appropriate, communicated to the Board or Board subcommittee through the processes described elsewhere in this section. In addition, G4-37 describes the methods by which stakeholders may contact the Board.

G4-47: Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.

The meeting policies for each Board subcommittee can be found in their respective charters and the number of meetings each sub-committee held during a year is published in our annual Proxy statement, both of which are available at investors.dupont.com. For example, the Environmental Policy & Safety Committee met twice in 2015 while the Human Resources and Compensation Committee met 11 times. Each committee reports regularly to the full Board.

G4-48: Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all Aspects are covered.

The DuPont Chief Sustainability Officer approves our annual GRI report. Other senior leaders review portions of the report relevant to their function or business role.

G4-49 and G4-50: Report the process for communicating critical concerns to the highest governance body. And, report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.

The processes by which sustainability-specific concerns are reported to and managed by the highest governance body are described primarily in G4-37 and G4-45 to G4-47.

For purposes of this report, we consider critical concerns primarily through the lens of risk management. The company's operations could be affected by various risks, many of which are beyond its control. The most significant risk factors that could affect our business are included in our annual 10-K report. In 2015, we described several risk factors related to the company's operation. For information, please reference Item 1A of our annual 10-K at investors.dupont.com.

G4-14. Report whether and how the precautionary approach or principle is addressed by the organization.

DuPont supports the precautionary approach primarily through its endorsement of the United Nations Global Compact, Principle 7 of which states: "Businesses should support a precautionary approach to environmental challenges." The United Nations details seven ways companies can support this principle on its website, including by developing codes of conduct that integrate care for health and the environment, creating environmentally-focused risk management steering groups, and developing robust stakeholder engagement mechanisms.

[The DuPont Code of Conduct](#) details the company's commitment to its four core values: safety and health, environmental stewardship, respect for people, and highest ethical behavior. In G4-34, we describe the role and responsibilities of the Environmental Policy and Safety Committee and our stakeholder engagement section highlights the numerous ways we engage with stakeholders and work collaboratively to advance progress on environmental and health issues. Finally, our section on product stewardship provides details on the topics covered in our product assessment process, including those related to health and the environment.

Remuneration and Incentives

G4-51: Report the remuneration policies for the highest governance body and senior executives. Report the process for determining remuneration and report how economic, environmental, and social objectives are incorporated.

G4-52: Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.

G4-53: Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.

Executive Compensation

The Board of Directors Human Resources and Compensation Committee is responsible for establishing executive compensation policies and programs consistent with corporate objectives and shareholder interests. The Committee operates under a written charter adopted by the Board. The charter is reviewed regularly and revised as appropriate. The Committee's membership is determined by the Corporate Governance Committee of the Board and is composed entirely of independent directors. A description of our approach to executive compensation can be found in our 2016 Proxy statement available at investors.dupont.com.

Each year, DuPont sets corporate objectives for the company that include both financial and non-financial targets. Non-financial targets include advancing our Core Values of Safety and Health, Environmental Stewardship, Highest Ethical Behavior, and Respect for People. These corporate objectives serve as the guiding goals for the organization and are incorporated into the performance metrics of employees, including executive leadership, as appropriate based on level and area of responsibility. For example, our Chief Sustainability Officer, who is a member of the [DuPont executive leadership team](#), is responsible for driving progress against our corporate sustainability goals.

Board Compensation

Non-employee directors receive compensation for Board service, which is designed to fairly compensate them for their Board responsibilities and align their interests with the long-term interests of stockholders. The Human Resources and Compensation Committee, which consists solely of independent directors, has the primary responsibility to review and consider any revisions to directors' compensation. With the assistance of its independent compensation consultant, Frederic W. Cook & Co., Inc., the Human Resources and Compensation Committee closely monitors trends in director compensation in the marketplace. The process for setting director pay is described in our 2016 Proxy statement, available at investors.dupont.com.

Ethics and Integrity

G4-56: Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.

DuPont employees conduct business by following the DuPont core values of Safety & Health, Environmental Stewardship, Highest Ethical Behavior, and Respect for People. Our core values guide our actions and influence company policies and programs.

The DuPont Code of Conduct, available in [25 languages here](#), reinforces our core values. The Code sets expectations for every employee about how to operate our businesses, work with customers, suppliers, and other business partners, serve our shareholders, and interact with our communities and with each other. The Code serves as a resource guide to help all employees make decisions that reflect our DuPont core values. Central to ethics at DuPont is ensuring that each of us purposefully upholds the company's standards. Any act that intentionally violates the law or regulation, and any effort to conceal non-compliance with this Code of Conduct, or with a company policy, constitutes an ethics violation.

G4-57 and G4-58: Report the internal and external mechanisms for seeking advice on ethical and lawful behavior (and relaying concerns about unethical or unlawful behavior).

Employees are encouraged to seek help with any questions or concerns regarding an ethical situation. Plenty of resources are made available to discuss these concerns:

- First line Manager or Supervisor
- Business, Function or Site Leadership
- Business/Function Ethics and Compliance Champion
- Corporate Compliance Officer
- Legal or Finance, including Internal Audit
- Human Resources (especially for workplace issues and policies)

Should the employee feel uncomfortable sharing concerns with these resources, he or she can call the DuPont Ethics and Compliance Hotline, which can also be accessed via an employee intranet page. The Hotline is a multilingual service to allow employees, and non-employees, to report concerns or seek advice. It is available 24 hours a day, 7 days a week, and callers can choose to remain anonymous. Trained specialists, employed by an outside firm to support the Hotline, listen to concerns and take notes to prepare a report which is forwarded to the appropriate DuPont management for review, or, in cases involving auditing, accounting or internal controls issues, to the Audit Committee of the DuPont Board of Directors.

ECONOMIC

Management Approach

Rooted in science, driven by engineering, and united by purpose, DuPont is working to solve some of the world's greatest sustainability challenges. We are a science company with an extraordinary range of materials science, chemistry, biological science and engineering capabilities, and a corresponding breadth of products.

With a history well over 200 years old, we are continuously renewing and reinventing our company. Today, DuPont is creating higher growth and higher value by extending the company's leadership in agriculture and nutrition, strengthening and growing capabilities in advanced materials and leveraging cross-company skills to develop a world-leading bio-based industrial business. Our three strategic priorities guide our work:

Agriculture & Nutrition: We lead the market with practical and sustainable solutions that yield ample and nutritious food supplies. We believe there is a science to feeding the world, and as a leader in Agriculture & Nutrition, we are committed to battling food insecurity, improving nutrition, increasing and protecting crop yields, and ensuring the safety of the food supply.

Bio-Based Industrials: We combine the biological and chemical sciences to help meet the needs of a growing population and mitigate the strain on our planet's resources. DuPont enzymes are used across a wide range of industries to improve products and make processes more sustainable, and our bio-based materials employ renewable plant sources to reduce the use of petroleum-based inputs while improving performance at the same time.

Advanced Materials: We are dedicated to harnessing our legendary materials science capabilities to help solve the globe's most pressing challenges. Our lightweighting solutions increase fuel efficiency and lower emissions for the entire transportation sector. And our photovoltaic materials increase the efficiency of solar power cells.

Through these strategic priorities, DuPont helps customers find solutions to capitalize on areas of growing global demand — enabling more, safer, nutritious food; creating high-performance, cost-effective and energy efficient materials for a wide range of industries; and increasingly delivering renewably sourced bio-based materials and fuels.

Economic Performance

2015 was a year of important progress as we continued to execute the strategic transformation that is positioning DuPont to deliver higher growth and higher value for our shareholders. For general information on our 2015 Economic performance, we encourage stakeholders to review our 2015 Form 10-K and other SEC filings, as well as our 2015 DuPont Data Book, all of which are available at investors.dupont.com.

For specific information and references related to direct economic value generated (G4-EC1), coverage of the organization's defined benefit obligations (G4-EC3), and financial assistance received from the government (G4-EC4), please see the references provided in the Content Index in Appendix A.

G4-EC2: Financial implications and other risks and opportunities for the organization's activities due to climate change.

The company's operations could be affected by various risks, many of which are beyond its control. The most significant risk factors that could affect our business are included in Item 1A of our annual 10-K report. In our 2015 10-K, available at investors.dupont.com, we identified legislation to address climate change by reducing greenhouse gas emissions and establishing a price on carbon as a potential risk that could increase energy costs and price volatility.

In addition to the above, we provide information related to other risks and opportunities related to climate change in our annual submission to the CDP Climate Change survey. We make this submission available to stakeholders on the "Sustainability Reporting" page of our corporate sustainability website, located at sustainability.dupont.com.

In section 6.1 of our 2016 CDP Climate Change submission, we identified three opportunities related to climate change, including the need for climate adaptation, and how DuPont considers this need in future product opportunities. In general, we expect to see increased demand for products that DuPont provides that could help with various aspects of adaptation including the effects of more extreme weather events. Climate scientists and climate models have identified a wide range of potential physical risks associated with climate change. For instance, the Intergovernmental Panel on Climate Change describes potential risks that include changes in precipitation patterns, changes in frequency of extreme weather events, reduced freshwater supply and regional changes in agricultural productivity. An example of a DuPont product that improves the productivity of agricultural systems is Pioneer seeds that are increasingly resistant to adverse weather conditions; pest resistant; fertilizer efficient and high yielding; allow farmers to continually produce more food and fuel per acre with fewer inputs and can help farmers adapt to agricultural challenges related to climate change.

Market Presence

G4-EC5: Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.

DuPont will pay wages that meet or exceed the legally required wages or, where no wage law exists, the local industry standard. This commitment is detailed in the [DuPont Position Statement on Human Rights](#). In addition, DuPont offers competitive compensation packages that are complemented by a comprehensive benefits program. This is a benchmarked process.

G4-EC6: Proportion of management hired from the local community at significant locations of operations.

DuPont is committed to attracting, retaining, and engaging high-performing employees through a diverse talent base. We provide equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or veteran status in accordance with applicable federal, state and local laws.

In 2015, we hired nearly 3,500 people around the world. Procedures for local hiring include the following:

1. All positions are posted online.
2. All regions are using Taleo as their applicant tracking system.
3. Centralized recruiting has been implemented in all regions. Recruiters and hiring managers partner to find a diverse set of candidates.
4. In some instances, search firms are contracted to place candidates in 'hard to fill' positions.

Indirect Economic Impacts

G4-EC7: Development and impacts of infrastructure investments and services supported.

DuPont supports physical and social infrastructure development in a number of ways. For example, our science and technology capabilities enable the development of safe, effective public transportation infrastructure. To learn more, visit our [DuPont Roads and Public Infrastructure website](#).

In addition, our philanthropic efforts are aligned with our corporate purpose to use science and engineering to address global challenges of feeding the world, protecting people and the planet, and creating a more energy-secure future. This translates into philanthropic focus areas with programs addressing hunger and nutrition, energy and the environment, public safety and improving quality of life by working with specific partners such as United Way. To learn more, visit [sustainability.dupont.com](#).

Finally, DuPont periodically invests in the construction of new facilities that impact the communities in which they are located by providing jobs and fostering the development of local infrastructure systems to supply the facility with materials and feedstocks. For example, DuPont launched a \$225 million cellulosic ethanol plant in Nevada, Iowa in 2015 that is among the first commercial-scale cellulosic biorefineries in the world. The plant will convert corn stover (corn cobs, leaves and stalks) to 30 million gallons of fuel-grade ethanol annually. Some of the ways in which this facility is providing indirect economic impacts and enabling a local infrastructure, include the following:

- DuPont is collaborating with more than 500 local farmers to gather, store and deliver 375,000 dry tons of corn stover each year.
- Stover will be harvested from 190,000 acres of farmland within 30 miles of the plant.
- Proximity to Iowa State University and DuPont Pioneer research locations enables further research, collaboration and innovation.

DuPont is devoted to working with producers to create value across the biomass supply chain. Our vision is to provide sustainable solutions to the evolving advanced biofuels market globally, while creating new opportunities for rural communities in America and around the world.

G4-EC8. Significant indirect economic impacts, including extent of impacts.

Our unique combination of science, proven research and development, broad global reach and deep market penetration means that we provide significant indirect economic impacts in a number of ways. As one of the world's premier science companies, our products help enable productivity, sustainability, food security, and efficiency in the value chains they support.

For example, about \$2.6 billion of the company's 2014 revenue was generated from sales of products that help downstream customers improve energy efficiency and reduce GHG emissions. Examples of other benefits are included in the description of our three strategic focus areas at the beginning of this section.

In addition, DuPont gives back to the communities in which we live and work, as part of our commitment to improve quality of life, vitality and sustainability around the world. DuPont has backed this commitment with financial contributions and the active volunteer participation of our employees with our partner, the United Way. We focus on enabling programs and nonprofit organizations that enhance sustainability in the communities in which we operate around the world. The areas of focus for our philanthropic work are described in G4-EC7. Our global reach and diverse portfolio of businesses also means we invest significant resources in our supply chain. These investments support jobs and can help stimulate growth in the communities and regions in which we operate. To learn more, please visit the Supply Chain section of this report on page 41.

DuPont 2020 Food Security Goals

One of the most pressing challenges facing humanity is ensuring ample and nutritious food supplies for people everywhere. As a global leader in Agriculture & Nutrition, DuPont believes in innovating to help feed the world — and doing it in a responsible and sustainable way. We apply our extensive resources and know-how to battling food insecurity, improving nutrition, increasing crop yields, protecting crops and ensuring the safety of the food supply from farm to fork.

Food security is not only a vital aspect of our business but also to our corporate commitment to sustainability. Our 2020 Food Security goals are the cornerstone of this commitment. We are building collaborations with businesses, non-profit organizations and governments, and working with local farmers and food producers. In 2010, we convened an external expert panel, The DuPont Advisory Committee on Agricultural Innovation and Productivity for the 21st Century. Chaired by former U.S. Senator Thomas A. Daschle, the panel examines the best public policy mechanisms and business practices that could have the most far-ranging impact on achieving global food security. In response to the Committee's first report in 2011, DuPont committed to a series of food security goals. More information can be found online at foodsecurity.dupont.com.

In 2012, we announced corporate goals to enhance global food security that would be realized by the end of 2020. DuPont encourages all employees to do their part in making food more nutritious, safer and available to people everywhere.

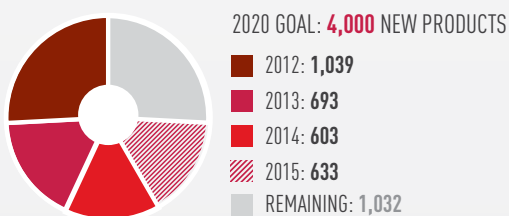
Innovating to Feed the World

DuPont committed \$10 billion to research and development, and the introduction of 4,000 new products by the end of 2020. The work centers on developing innovations that will produce more food, enhance nutritional value, improve agriculture sustainability, boost food safety, extend food freshness and reduce waste. Through 2015, we have invested approximately \$4.9 billion and introduced nearly 3,000 new products.

Figure 1: R&D Innovation



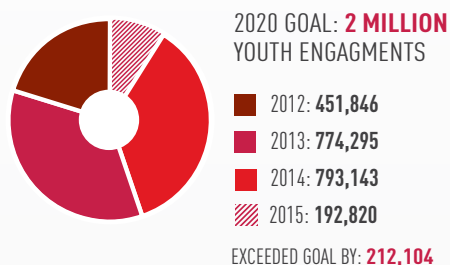
Figure 2: New Product Innovation



Engaging and Educating Youth

By the end of 2020, DuPont will facilitate 2 million engagements with young people around the world to transfer the knowledge of sustainable food and agriculture and the impact it will have on a growing population. Despite formally achieving our goal of 2 million engagements in 2014, we continue our progress in this area and added nearly 200,000 additional engagements in 2015.

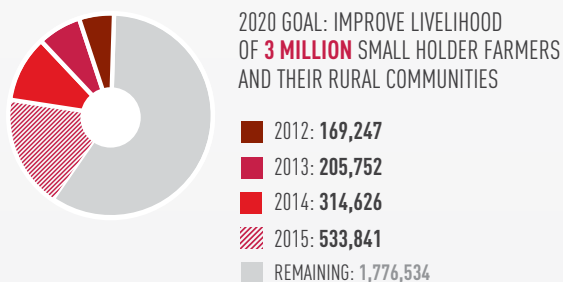
Figure 3: Youth Engagement



Improving Rural Communities

DuPont will work to improve the livelihoods of at least 3 million farmers and their rural communities through targeted collaborations and investments that strengthen agricultural systems and make food more available, nutritious and culturally appropriate. This is in addition to the work already being done by DuPont to enhance the lives of hundreds of millions of farmers through our normal business practices. Through 2015, we have improved the livelihoods of approximately 1.2 million farmers and their rural communities.

Figure 4: Progress: Rural Development



To learn more about our Food Security efforts, please visit foodsecurity.dupont.com.

Q&A WITH DUPONT VICE PRESIDENT FOR PUBLIC POLICY AND CHIEF SUSTAINABILITY OFFICER



Krysta Harden joined DuPont in February 2016 as the company's Vice President of Public Policy and second Chief Sustainability Officer. Prior to joining DuPont, she served as Deputy Secretary of the U.S. Department of Agriculture (USDA), where she helped to shape national food and agriculture policy.

1. What attracted you to leave the public sector and join DuPont?

DuPont has a long history of developing sustainable solutions for a remarkable number of industries. Take food for example — DuPont solutions are at every stage of the food value chain, from seed technology that helps farmers weather droughts to innovative packaging that reduces food waste during storage and transport. In the renewable energy markets, DuPont is helping build a better solar cell. We are the leading supplier of specialty materials to the solar energy industry. Since 1975 more than half of the world's 900 million installed solar panels contain DuPont materials. The list goes on — developing bio-based alternatives to conventional petroleum feedstocks, pioneering lightweight materials solutions to increase the efficiency of the automobile and airline industries, and providing ultra-safe materials like DuPont™ Kevlar® for people operating in harsh environments (including space!) This proven track record of innovation alone made DuPont a compelling next step in my career.

However, DuPont is also a global sustainability pioneer, among the first companies in the United States to appoint a Chief Sustainability Officer (I'm proud to say, my predecessor, Linda Fisher); sign the United Nations (UN) Global Compact, and; engage proactively on climate-related frameworks and policies. The company is deeply committed to global food security and is making significant progress against a robust set of Food Security Goals, including efforts to improve rural farmer livelihoods and educate the next generation of young farmers. Taken together, the opportunity at DuPont enables me to not only work on the front lines of science and innovation but also tackle challenges like food security that are deeply meaningful to me.

2. Sustainability is a term that can mean different things to different people. What does it mean to you?

I was raised on a farm in Georgia. When you grow up working that close to the land, I think understanding the importance of sustainability comes naturally even if the term isn't explicitly


used. Farmers know the importance of balancing the needs of the land with their own needs. They also understand how tenuous that balance can be and the incredible work ethic required to preserve it. That's the fundamental challenge of sustainability: preserving balance between the integrity of our resources and the needs of our planet's people.

You see that need for balance reflected in things like the UN Sustainable Development Goals, which cover areas like economic growth, hunger and poverty, and infrastructure development as well as climate change and resource degradation. There's a dynamic tension between some of these areas that requires unique solutions or entirely new ways of doing and making things. That's why innovation companies like DuPont are so vital — they have the scientific and engineering know how, as well as the market knowledge, to bridge the divide between two sets of goals that might otherwise appear in competition.

3. Why are food security and sustainability so closely linked?

Achieving global food security is important to every person on this planet. It is an issue that sits at the heart of our ability to forge a sustainable future, feed a growing population, tackle climate change, and deliver long-term prosperity to an increasingly diverse base of farmers. The challenge is figuring out ways to accomplish these goals as the world's resources become increasingly stressed.

The world's agricultural systems must evolve to feed the estimated 9 billion people who will inhabit our planet by 2050. The UN estimates that global food demand will increase by 60% during this time frame. Unfortunately, we are not even meeting the needs of today's generation. The UN Food and Agriculture Organization estimates that nearly 800 million people around the world lack access to a safe and nutritious supply of food. Global agriculture absolutely must evolve to meet both current shortfalls and future demand without adding more pressure to our food systems or contributing to problems like deforestation and climate change. There really isn't an alternative, it's a problem we must solve.



Fighting Malnutrition in Africa

DuPont food scientists and Rab Processors work together to produce nutritious Sibusiso to help provide a solution to malnutrition and hunger in Malawi, Africa.

4. Your experience in the public sector and transition into the private sector affords you a unique perspective. What are your thoughts on how global sustainability challenges like food security, climate change, and others should be tackled?

Working to move any highly complex system like global food, energy, or materials production toward a more sustainable future requires that all stakeholders have a seat at the table as well as inclusive, collaborative solutions, based on sound science and supported by relentless innovation. Our best hope for pioneering inclusive, sustainable solutions to achieve global food security, for example, requires developing agricultural production and productivity through research, advancing suitable policy frameworks at all levels, encouraging trade, and supporting efforts to reduce global food loss and waste.

Of course, if the world needs more food we have to support our farmers. As the daughter of a multi-generational farming family, I know firsthand the day-to-day challenges and enumerable rewards of farming and how corporate and government agricultural decisions can directly impact farmers' productivity and opportunity. As the former Deputy Secretary for the USDA, I have seen the power of smart, commonsense agricultural policies at the global, national, and local level up close. I also know that the face of agriculture is changing and that not only must we help farmers be more productive on every acre of land but that we must seek to empower a diverse and growing rank of future farmers.

5. Has anything surprised you about your new role?

So many things! DuPont is an incredibly diverse, innovative company. Our products touch almost every sector of the economy. As a result, I've been amazed at what a window into the transformations happening in our world this position affords me. Every day I have conversations with leaders both in and outside of the company making those transformations happen.

For example, The John Hopkins University and DuPont recently signed agreements allowing DuPont to commercialize a garment with innovative features from Johns Hopkins to help protect people on the front lines of the Ebola crisis and future deadly infectious disease outbreaks. The collaboration began in response to the humanitarian need identified by the U.S. Agency for International Development (USAID) during the recent Ebola outbreak in West Africa. In this region, the Ebola virus has infected more than 28,000 patients and resulted in more than 11,000 deaths. Harsh climates and ill-equipped health systems have led to tough working conditions that made it particularly difficult to keep the infections at bay. As the disease spread, many nurses, doctors and others were fatally infected by the patients they were treating. With its history of innovation in personal protective apparel, DuPont is quite literally supporting the men and women around the world fighting Ebola and other infectious diseases. That's transformation in action!

DUPONT HAS A LONG HISTORY OF DEVELOPING SUSTAINABLE SOLUTIONS FOR A REMARKABLE NUMBER OF INDUSTRIES.

ENVIRONMENT

Management Approach

Our management approach to the environment is focused on three areas: reducing the impact of our footprint, embedding safety, health, and environmental considerations into our business, and providing credible information about our environmental performance to our stakeholders.

I. Reducing our footprint

Decades ago, we began to focus on the environmental impact of our operations and pro-actively respond to calls for environmental compliance. In 1990, when we announced our first set of corporate goals, our focus was on reducing the environmental footprint of our manufacturing operations. Subsequent sets of corporate sustainability goals have continued our drive toward a smaller footprint, and also committed us to apply our science and innovation to deliver sustainable solutions. In 2006, for example, we announced 2015 footprint goals (e.g., 15% absolute greenhouse gas reduction target) and, in 2013, achieved the majority of these goals two years ahead of schedule.

In 2015, we announced a new set of 2020 sustainability goals and recommitted to our energy goal. The full set of environmental footprint goals are described below:

- **Build a smarter energy DuPont:** We will reduce our non-renewable energy use by 10% per price adjusted dollar revenue compared to baseline of 2010. This goal was originally set in 2011 but the baseline has been revised to reflect the spin-off of Chemours.
- **Drive greenhouse gas emissions reductions:** We will further reduce our greenhouse gas emissions intensity by 7% from a 2015 baseline (intensity measured as metric tonnes CO₂e per \$ million USD unit revenue adjusted for price changes).
- **Generate less waste:** Every DuPont business will meet a 2020 waste goal appropriate to its operations and report annually on progress.
- **Advance water stewardship:** All DuPont sites in locations evaluated as high or extremely high water-risk will establish water risk mitigation plans and complete priority implementation objectives by 2020.

II. Embedding sustainability in our innovation process

Today, DuPont is creating higher growth and higher value by extending the company's leadership in agriculture and nutrition, strengthening and growing capabilities in advanced materials and leveraging cross-company skills to develop a world-leading bio-based industrial business. This strategic focus reflects a shift in portfolio and several significant acquisitions and divestitures over the past 5-10 years. As a result, DuPont is now focused on delivering solutions that help address some of the world's greatest: food (feeding a growing global population), energy (reducing dependence on fossil fuels), and protection (protecting people and the environment). We believe market demand for low carbon, environmentally responsible, sustainable goods is increasing. DuPont is uniquely positioned to capitalize on this trend and we continuously evaluate opportunities for existing and new product and service offerings in light of the anticipated demands of a low-carbon economy. As part of this ongoing evaluation, we announced a new 2020 Sustainable Innovation Goal in 2015 to:

- Create a pipeline of sustainable innovation. We will further embed sustainability in our innovation process and challenge all products in our pipeline to contribute to a safer, healthier, more sustainable world. We will track our progress and measure and report the quantifiable safety, health, and sustainability benefits from major growth innovations.

This new goal continues a history of working to produce safer, healthier, and more environmentally responsible products and is an evolution of our original market-facing goals announced in 2006.

III. Transparency and engagement

DuPont continues to engage with sustainability frameworks dedicated to fostering corporate transparency around environmental and social issues. In addition to complying with all applicable laws and regulations about disclosure in our markets, each year we submit our climate and water performance to CDP (formerly Carbon Disclosure Project), release a Global Reporting Initiative and complete numerous stakeholder surveys and questionnaires. To learn more, visit the reporting section of our website at sustainability.dupont.com.

Beyond reporting, we support and engage with numerous civil society organizations and sustainability frameworks. For example, we helped found the World Business Council for Sustainable Development, advocated for the US Climate Action Partnership, and were early adopters of the United Nations Global Compact. In addition, we engage directly with customers, investors, and other stakeholders on our sustainability efforts to ensure they have accurate, credible information to inform their decisions and that their priorities are integrated into our own strategy. To learn more about this topic, please visit the stakeholder engagement section of this report.

Materials

G4-EN1 and G4-EN2: Total Materials by weight/volume and percent of renewable materials used.

As described in our supply chain section, our diverse portfolio of businesses, global footprint, and extensive operations, means we operate a highly complex, integrated supply chain. While it is difficult to succinctly summarize every aspect of our supply chain, in general, DuPont businesses process constituent materials through manufacturing stages to produce goods for our customers.

Approximately half of our \$9.4 billion procurement spend in 2015 went to the top purchased energy and raw materials, 37% went to other purchased energy and raw materials, and 12% went to packaging and logistics. Additional details, including a list of our top purchased energy and raw materials, are available in the annual DuPont Data Book, available at investors.dupont.com. Our renewable fuel use is provided in G4-EN3.

A primary focus for manufacturing our products is minimizing waste. Our Bold Energy Plan program (described later in this section) actively seeks opportunities to reduce lost energy and waste heat in our facilities. Many of our products are also developed to reduce waste by consumers. For example, we are developing a diverse set of products intended to limit the amount of food that is wasted. This includes packaging that limits food spoilage and solutions to extend the fresh life of food products.

In addition, one of our strategic pillars is bio-based industrials. This pillar works across on a wide range of industries and supports the adoption of bio-based and renewable materials to reduce the use of petroleum-based inputs while improving performance. For example, DuPont has developed a process using corn stover—unused stalks, leaves and cobs that remain in fields after the corn harvest — as a feedstock to produce cellulosic ethanol, a fuel that is 70% more efficient than gasoline in terms of well-to-wheel greenhouse gas emissions. DuPont is producing this renewable, cellulosic ethanol at the company's new biorefinery in Nevada, Iowa. The plant is the world's largest bioethanol refinery, producing 30 million gallons of cellulosic ethanol per year.



“DUPONT HAS DEVELOPED A PROCESS USING CORN STOVER, UNUSED STALKS, LEAVES AND COBS THAT REMAIN IN FIELDS AFTER THE CORN HARVEST, AS A FEEDSTOCK TO PRODUCE CELLULOSIC ETHANOL.”

Energy

G4-EN3 and G4-EN4: Energy consumption within and outside of the organization.

The information in figure 5 and table 1 presents 2015 DuPont energy data. Overall, from 2014 to 2015, our direct energy consumption decreased by approximately 16% while our indirect energy consumption increased by approximately 7% (table 2).

Figure 5: 2014 and 2015 Energy Consumption

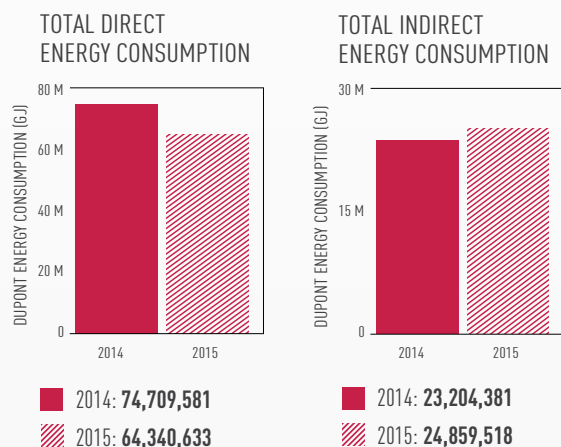


Table 1: 2015 Direct Energy Consumption

Non-Renewable Fuels	MWH	GJ
Aviation Gasoline	30,867	111,123
Coal	184,898	665,633
Diesel Fuel	22,157	79,766
Distillate Fuel Oil (#1,#2)	183,664	661,189
Kerosene	4	14
Liquefied Petroleum Gas (LPG)	20,418	73,504
Natural Gas	15,412,421	55,484,717
Petrol/Gasoline	183,702	661,328
Propane	4,524	16,288
Refinery Fuel Gas (RFG)	12	42
Residual Fuel (#4,#5,#6)	249,680	898,849
Waste Gas	1,216,010	4,377,637
Waste Liquid	24,999	89,997
Miscellaneous	—	—
Biogenic Sources (Renewable Fuels)	MWH	GJ
Biodiesel	18	66
Biogas from Waste Water Treatment	118,675	427,230
Landfill Gas	214,331	771,593
Wood	6,016	21,658
Grand Total	17,872,398	64,340,633

Table 2: 2015 Indirect Energy Consumption

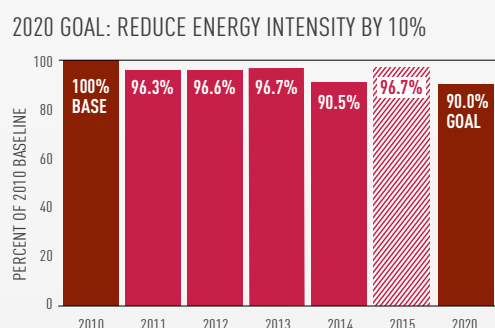
Scope 2—Purchased Energy	MWH	GJ
Electricity	3,799,505	13,678,219
Chilled Water	242	870
Heat Transfer Fluid	7,967	28,681
Steam	3,097,708	11,151,748
Grand Total	6,905,422	24,859,518

G4-EN5: Energy Intensity.

DuPont has an energy intensity goal to reduce non-renewable energy use by 10% per price adjusted dollar revenue by 2020 compared to a baseline of 2010. We set an initial milestone of 3% reduction by 2015. Since our first year reporting on this goal in 2011, our energy intensity has been below 3% and in 2015 we formally achieved the interim target with an energy intensity of 96.7% of baseline (See Figure 6 below). This consistent performance against the goal reflects an ongoing commitment to improving our footprint through initiatives such as our Bold Energy Plan.

While we reset our 2010 baseline to reflect the July 2015 spin-off of Chemours and other structural changes last year, we believe that these significant corporate actions may have impacted the allocation of reported energy use at several multi-use business sites relative to previous years. We continue to report our progress against this goal based on best available data but advise our stakeholders that future reports may revise past figures as we move beyond the structural changes of 2015.

Figure 6: DuPont 2020 Energy Goal Progress



G4-EN6 and G4-EN19: Reduction of energy consumption and greenhouse gas emissions achieved through initiatives.

DuPont's corporate energy efficiency and energy-related greenhouse gas emissions reduction strategy is managed through our Bold Energy Plan. We have a database that tracks plant performance toward annual energy targets. Since the inception of the Bold Energy Plan in 2008, DuPont has realized significant energy savings outcomes. We currently recognize an annual monetary savings from projects in the plan of more than \$11 million per year. The company also looks for opportunities to make its overall portfolio less energy- and emissions-intensive, and weighs energy use when investments, acquisitions, or divestitures are considered.

A wide range of energy efficiency projects have been implemented at DuPont facilities (e.g., process optimization, fuel switch) to reduce energy use and Scope 1 and 2 emissions. In 2015, the estimated annual CO₂e savings for all projects was approximately 36,880 metric tonnes. DuPont accounts for emission savings from energy efficiency projects by determining the start date for each project and measuring annual savings from that point. As a result, the reporting year figures provided may include savings from projects initiated in the previous reporting year but resulted in emissions savings for the reporting year. The Bold Energy Plan was launched in January 2008 and is expected to continue indefinitely as DuPont's method of driving continuous improvement in energy efficiency at its global facilities. For additional details, please see our CDP Climate Change submissions available in the reporting section of sustainability.dupont.com.

G4-EN7: Reduction of energy requirements for products and services.

Many DuPont products and materials enable energy and GHG emissions to be avoided or reduced by our customers or the final consumer. DuPont products and technologies are diverse and enable our customers to avoid GHG emissions in a number of different sectors and applications. The following are examples of products that enable energy reduction, support the adoption of renewable energy, or help avoid GHG emissions in our value chain:

Photovoltaics: DuPont delivers integrated material solutions that drive new levels of performance, reliability, and return on investments in solar energy systems. DuPont is the leading supplier of specialty materials to the solar industry with the broadest portfolio of products that includes Solamet® photovoltaic metalization pastes that boost the power output of solar panels, and Tedlar® polyvinyl fluoride films that are proven to protect them for their 25-year lifetime—or longer. More than half of the world's 400 million solar panels have DuPont materials in them. DuPont is also a solar power user and system owner. In 2015, photovoltaic installations at our facilities generated nearly 200 MWh of electricity.

Biofuels: We are developing a portfolio of biofuels solutions to help meet global transportation energy needs. For example, we are actively involved in bringing cellulosic ethanol to the market. Cellulosic ethanol represents one biofuels technology that will diversify transportation fuels and reduce reliance on conventional fossil fuels.

Wind Energy: Examples of our wind energy innovations range from DuPont™ Kevlar® mechanical paper, which reduces weight and improves the structural rigidity of wind turbines to DuPont Electrical Insulation Systems, which protect wind turbines by encapsulating the key components of the generators that shield them from the extreme heat inherent in the generation of electricity.

Agricultural Decision Support Tools: DuPont Pioneer recently launched EncircaSM, a new decision support tool for farmers. EncircaSM provides the farmer with a platform for recording and organizing land and crop observations, delivers personalized information acre by acre that allows the farmer to make more informed decisions about nitrogen management, irrigation management, and other decisions and factors that impact the yield, profit, and sustainability of the farm. For example, EncircaSM can help farmers manage nitrogen application rate and timing in a way that may decrease the overall amount of nitrogen needed, an opportunity for farmers to reduce their input cost per bushel of corn produced, while reducing the environmental impact of nitrogen fertilizer production, application and use.

Between 2007 and 2013, our products enabled more than 45 million metric tons of GHG emissions to be avoided by our customers and the end-use consumers. In addition, one of DuPont's 2015 corporate sustainability goals was to achieve annual revenues of at least \$2 billion from products that create energy efficiency and/or greenhouse gas emissions reductions for our customers. This goal was launched in 2006, and about \$2.6 billion of the company's annual 2014 revenue was generated from sales of products that help direct and downstream customers improve energy efficiency and/or reduced GHG emissions.

To calculate the savings above, IPCC 4th edition 100 year GHG data were used to identify relevant global warming potential figures for product LCAs. The specific methodology and assumptions made when calculating the emissions avoided vary from product to product, and are often connected to a more detailed product-level LCA. An internal team comprised of members of our sustainability and engineering organizations (with expertise in life cycle analysis) identifies those products with use-phase GHG benefits, and calculates the emissions avoided.

Water

G4-EN8 and G4-EN9: Total withdrawal by source and water sources significantly affected by withdrawal of water.

The information in table 3 presents 2010 — 2015 DuPont water data. From 2014 to 2015, our total water consumption decreased by approximately 6% while our total water withdrawals decreased by approximately 10%. Stakeholders interested in additional information related to our water performance may view our CDP Water surveys available in the reporting section of our website at sustainability.dupont.com.

As part of our new 2020 sustainability goals, we have committed that all DuPont sites in locations evaluated as high or extremely high water-risk will establish water risk mitigation plans and complete priority implementation objectives by 2020. In 2015, the primary progress achieved against this new goal was its announcement in November and internal education for businesses and site. To understand our water risks and impact, we use both the World Business Council for Sustainable Development (WBCSD) Global Water Tool and the World Resources Institute (WRI) Aqueduct Water Risk Modeling Tool. The WBCSD tool enabled identification of those operations in locations projected to be scarce or stressed water locations by 2025. The WRI tool provided information on a broader number of water risk parameters with projections to 2030.

We provide a detailed accounting of our water use each to the CDP Water survey, including potential risks and impacts. To assist our stakeholders, we make a copy of our response to this survey available at sustainability.dupont.com.



G4-EN10: Percentage of total volume of water recycled and reused.

Although a number of sites reuse and/or recycle water, currently, recycle or reuse water usage data are not presently aggregated at the company level. In the past, DuPont had set publicly stated water conservation goals based on reducing water consumption at sites in locations having annual renewable water supply per capita identified as “scarce” by definitions recognized by the UNEP (determined from the WBCSD Global Water Tool), and holding water consumption flat on an absolute basis in other locations. As part of our new 2020 sustainability goals, we have committed that all DuPont sites in locations evaluated as high or extremely high water-risk (based on World Resources Institute Aqueduct Water Risk Model) will establish water risk mitigation plans and complete priority implementation objectives by 2020. However, DuPont does not impose on the sites requirements regarding the method for attaining these goals; rather, businesses and their sites develop their own plans for attainment. Therefore, DuPont does not require sites to report on internal use of water; but must report metrics on water withdrawals (by type) and water consumption (by type).

Table 3: Water Consumption and Withdrawals (megaliters)

All values in megaliters	2010	2011	2012	2013	2014	2015
Total Water Consumption	58,377	62,460	60,212	58,817	57,460	53,920
Groundwater Consumption	23,292	24,052	24,804	23,665	24,216	22,077
Municipal Water Consumption	20,312	19,663	18,087	19,139	18,689	17,940
Surface Water Consumption	14,773	18,746	17,321	16,014	14,556	13,903
Total Water Withdrawal	188,261	187,963	194,179	189,517	192,543	171,873
Groundwater Withdrawal	31,259	27,196	30,892	35,015	33,729	25,550
Municipal Water Withdrawal	20,312	19,663	18,087	19,139	18,689	17,940
Surface Water Withdrawal	136,690	141,104	145,201	135,363	140,125	128,383

Biodiversity

G4-EN11 — G4-EN14: Operational Sites Owned, Leased, Managed in, or Adjacent to, Protected Areas or High Biodiversity areas; Habitats protected or restored; Significant impact on areas of high biodiversity; Total number of IUCN red level or threatened species in areas near operations.

Our approach to biodiversity is guided by our [Position Statement on Biodiversity](#), which includes a commitment to inform and engage local communities in decisions impacting natural resource biodiversity in those communities. However, we presently do not aggregate at the corporate level operations, owned or otherwise, adjacent to protected areas or high biodiversity areas with the exception of water-specific habitats.

DuPont engages in activities to protect and restore habits. For example, DuPont has sites around the world certified by the Wildlife Habitat Council. The sites include the corporate headquarters campus, research facilities and plant sites. The Wildlife Habitat Council is a U.S. based non-profit organization dedicated to increasing the quality and amount of wildlife habitat on corporate, private and public lands. Each certified site has a group of employee volunteers that lead programs promoting wildlife habitat enhancement and conservation education programs. Site Wildlife Habitat teams translate our sustainability objectives into tangible and measurable on-the-ground action. In 2015, 7 sites were certified by the Wildlife Habitat Council.

In addition, Clear into the Future® is a DuPont conservation program aimed at protecting and improving the health and beauty of the natural environment, while encouraging environmentally sustainable, regional economic growth. Clear into the Future® supports programs that engage and educate the communities that we live and work in. The program also supports scientific work that expands the understanding of ecological challenges and opportunities in these communities. Maintaining a healthy, diverse, and vibrant planet is a collective responsibility. DuPont is working to preserve and enhance the beauty and integrity of ecosystems for future generations.

G4-EN26: Identify size, status and biodiversity value of water affected by organization's discharge of water and runoff.

As described in our section on water, we use both the World Business Council for Sustainable Development (WBCSD) Global Water Tool and the World Resources Institute (WRI) Aqueduct Water Risk Modeling Tool to understand our impact. Based on our assessment using these tools, none of the discharges are known to have or are highly likely to have significant impacts on the water body and associated habitats. Additionally, none of the discharges are to water bodies that are recognized by professionals to be particularly sensitive due to their relative size, function, or status as a rare, threatened, or endangered system (or to their support of a particular endangered species of plant or animal). Beyond those species covered in these water tools, we also do not presently aggregate at the corporate level the number of IUCN red list species and national conservation list species with habitats in areas affected by operations. It is, however, our policy to comply with all applicable laws and regulations.

“CLEAR INTO THE FUTURE® IS A DUPONT CONSERVATION PROGRAM AIMED AT PROTECTING AND IMPROVING THE HEALTH AND BEAUTY OF THE NATURAL ENVIRONMENT, WHILE ENCOURAGING ENVIRONMENTALLY SUSTAINABLE, REGIONAL ECONOMIC GROWTH.”

Emissions

G4-EN15 and G4-EN16: Direct and Indirect Emissions.

The information in table 4 below presents 2010-2015 DuPont emissions data. Stakeholders interested in viewing additional information related to our emissions performance may view our 2015 CDP Climate Change surveys available in the reporting section of sustainability.dupont.com.

Direct greenhouse gas (GHG) emissions, also known as Scope 1 GHG emissions under the WRI/WBCSD Greenhouse Gas Protocol, are emissions from sources that are owned or controlled by DuPont. In 2015, the gross DuPont Scope 1 GHG emissions were approximately 3.52 million metric tonnes of CO₂e, 15% lower than in 2014. Indirect GHG emissions, also known as Scope 2 GHG emissions under the WRI/WBCSD Greenhouse Gas Protocol, are emissions from sources not owned or controlled by DuPont (e.g., purchased electricity, steam, heat and chilled water). In 2015, the gross DuPont Scope 2 GHG emissions were 2.56 million metric tonnes CO₂e, approximately 1.9% lower than in 2014. Combined Scope 1 and Scope 2 emissions for 2015 were 6.08 million metric tonnes CO₂e, approximately 10% lower than in 2014.

While we report our gross Scope 1 and Scope 2 emissions as required under various reporting schemes, we set our goals based on those emissions over which we truly have control, thereby excluding emissions due to energy generated for third parties, such as non-DuPont tenants of adjacent facilities. We also take into account GHG offsets due to the purchase of renewable electricity. On this “goal” basis, our Scope 1 and Scope 2

emissions were 5.44 million metric tonnes, reflecting a 4.6% decrease versus 2014 and a 7.5% decrease since 2010. Each year, our Scope 1 and Scope 2 emissions are reviewed by a third party, WSP Environment and Energy, which provides a limited assurance statement verifying these emissions. The 2014 statement of assurance is located in Appendix B for reference while the process to assure our 2015 emissions is finalized.

G4-EN17: Other indirect greenhouse gas emissions (Scope 3).

In 2015, we collected and reported on 3 of the 15 Scope 3 categories — Fuel-and-energy-related activities (not included in Scope 1 or 2), business travel, and employee commuting. These figures are provided in Table 5 below.

G4-EN18: Greenhouse gas emissions intensity.

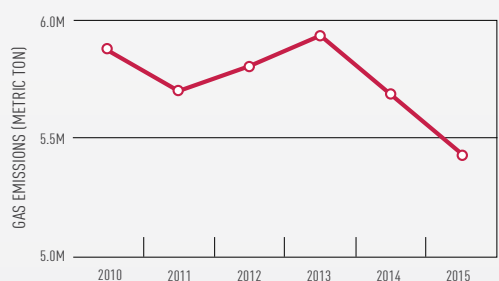
As part of our 2020 sustainability goals, we have committed to further reducing our greenhouse gas emissions intensity by 7% from a 2015 baseline. This goal was developed using an early draft of the “SDA” tool developed by Science-based Targets.org, a joint initiative of CDP, World Resources Institute, WWF and the UN Global Compact. The SDA tool has yet to be finalized by the initiative. Our goal is an intensity goal measured in metric tons CO₂e per dollar of price-adjusted revenue. In 2015, we established a baseline of 0.237 kg CO₂e/\$ revenue (price-adjusted) for this new goal.

In addition, we regularly provide extensive Scope 1 and Scope 2 emissions intensity data in our annual response to the CDP Climate survey, which is available in the reporting section of sustainability.dupont.com.

Table 4: DuPont Scope 1 and 2 Greenhouse Gas Emissions (metric tons)

	2010	2011	2012	2013	2014	2015
Scope 1	2,906,744	4,255,929	4,264,076	4,368,917	4,167,390	3,518,851
Scope 2	3,043,797	2,613,602	2,586,323	2,587,167	2,608,368	2,559,368
Scope 1+2	5,950,542	6,869,531	6,850,399	6,956,085	6,775,758	6,078,219

Figure 7: DuPont “Goal Basis” Greenhouse Gas Emissions (metric tons)



2010: **5,883,732** 2012: **5,812,289** 2014: **5,698,442**
 2011: **5,710,727** 2013: **5,941,926** 2015: **5,437,885**

Table 5: DuPont 2015 Scope 3 Emissions (metric tons)

Scope 3 Category	2015
Fuel-and-energy-related activities (excluding Scope 1 and 2)	1,851,844
Business Travel	56,154
Employee Commuting	48,000
Total	1,955,998

G4-EN20 and G4-EN21: Emissions of ozone-depleting substances, NO_x, SO_x, and other significant air emissions.

The information below presents 2010–2015 DuPont NO_x, SO_x, Volatile Organic Compound (VOC), and air carcinogen emissions data.

NO_x Emissions (metric tons)

From 1995 to 2003, DuPont reduced nitrogen oxides (NO_x) by approximately 57%, which included the Invista business. After divesting Invista, from 2004 to 2008, the NO_x emissions were reduced by an additional 19%. The table below provides data between 2010 and 2015. In 2015, we decreased our NO_x emissions by approximately 13% versus 2014.

Table 6: Nitrogen Oxide Emissions (metric tons)

	2010	2011	2012	2013	2014	2015
NO _x	4,110	3,986	3,944	3,770	3,527	3,067

SO_x Emissions (metric tons)

From 1995 to 2003, DuPont reduced sulfur oxides (SO_x) by approximately 37%, which included the Invista business. After divesting Invista, from 2004 to 2008, we reduced SO_x emissions by an additional 17%. In 2015, we reduced our SO_x emissions by approximately 65% versus 2014.

Table 7: Sulfur Oxide Emissions (metric tons)

	2010	2011	2012	2013	2014	2015
SO _x	2,502	2,035	2,079	2,098	1,988	688

Volatile organic compound (VOCs) emissions (metric tons)

From 2004 to 2008, DuPont reduced VOCs emissions by 11%. In 2015, we reduced VOCs by approximately 13%.

Table 8 Volatile Organic Compound Emissions (metric tons)

	2010	2011	2012	2013	2014	2015
VOCs	3,368	3,075	4,063	2,972	2,815	2,442

Air Carcinogen Emissions (metric tons)

From 1990 to 2004, DuPont reduced global air carcinogen emissions by 92%. In 2006, we began a renewed Air Carcinogens goal (2004 baseline) to account for expanded coverage of an increased number of compounds and the divestiture of Invista. Since 2004, DuPont achieved an additional 66% reduction. In 2015, DuPont reduced air carcinogens by approximately 5% versus 2014. Since 2010, DuPont has reduced air carcinogens by 28%.

Table 9: Air Carcinogens (metric tons)

	2010	2011	2012	2013	2014	2015
Air Carcinogens	311.9	270.9	219.4	239.7	237	224.2

Effluents and Waste

G4-EN22: Total water discharge by quality and destination.

We do not track total water discharge, but the company began tracking Chemical Oxygen Demand (COD) as of 2011. No goal has been set. COD figures reported include both discharges directly to surface water and discharges to off-site treatment systems. In 2015, COD discharges included:

- 21,065 metric tons to surface water, representing an approximately 5% increase versus 2014
- 69,207 metric tons to off-site treatment, representing an approximately 7% decrease versus 2014

G4-EN23: Total weight of waste by type and disposal method.

In tables 10 and 11 below, we present data on global waste, beneficial use of waste, and U.S. Toxic Release Inventory waste,

release and transfer data for 2010-2015. The data in the upper table represent total weight including any water content. In 2015, our total non-hazardous and hazardous waste was approximately 207,000 metric tons.

We also expanded our collection and aggregation of waste at the corporate level in 2015, most notably by providing information related to our beneficial use of waste (table 11) below. It should be noted that our definition of “Beneficial Use — Reuse” includes co-products (generally products that create small additional revenue but are not the principal product of the operation) and side-products (a product recycled back into its own process). In 2015, our total beneficial use of waste was 356,409, approximately 1.7x higher than our total disposal of hazardous and non-hazardous waste. Removing co-products and side-products, our total beneficial use in 2015 was approximately 200,000 metric tons.

Table 10: Hazardous and Non-Hazardous Waste (metric tons)

	2010	2011	2012	2013	2014	2015
Incinerated Hazardous Waste — External	19,468	12,812	19,708	28,219	140,108	85,638
Incinerated Hazardous Waste — Internal	24,795	20,717	15,903	17,954	15,092	24,736
Incinerated Non-Hazardous Waste — External					7,188	8,649
Incinerated Non-Hazardous Waste — Internal					6,333	10,423
Landfilled Hazardous Waste — Off-Site		7,793	6,630	6,698	6,719	5,862
Landfilled Hazardous Waste — On-Site					0	1
Landfilled Non-Hazardous Waste — Off-Site	33,424	61,025	61,035	66,559	62,394	50,389
Landfilled Non-Hazardous Waste — On-Site					9	0
Waste — Hazardous — Other						17,946
Waste — Non-Hazardous — Other						3,274
Total Hazardous and Non-Hazardous Waste						206,917

Table 11: Beneficial Use of Waste (metric tons)

	2015
Beneficial Use — Reuse	205,186
Beneficial use — Recycling/Reclamation/Recovery (excluding energy)	69,094
Beneficial Use — Composting	11,277
Beneficial Use — Land Application (non landfill)	22,038
Beneficial Use — Energy Recovery	47,872
Beneficial Use — Other	942
Total Beneficial Use	356,409

Table 12: U.S. Toxics Release Inventory and Emissions (millions of pounds)

	2010	2011	2012	2013	2014	2015
Total Waste as Generated	163	261	177	227	227	240
Deepwell Disposal of Hazardous Waste	0.86	0.85	0.84	0.81	0.81	0.79
Releases to Air, Water, and Land	6.3	6.8	7.8	9.8	8.2	5.2
Offsite Transfers	30.1	32	35.7	42.4	37.9	35.7
Releases & Transfers	36.4	38.7	43.5	52.2	46	41

G4-EN24: Total Number and Volume of Significant Spills.

The company operates global manufacturing, product handling and distribution facilities that are subject to a broad array of environmental laws and regulations. Such rules are subject to change by the implementing governmental agency, and the company monitors these changes closely. Company policy requires that all operations fully meet or exceed legal and regulatory requirements. In addition, the company implements voluntary programs to reduce air emissions, minimize the generation of hazardous waste, decrease the volume of water use and discharges, increase the efficiency of energy use and reduce the generation of persistent, bioaccumulative and toxic materials. For information related to significant spills and other environmental matters please refer to Item 3 of our 2015 Form 10-K available at investors.dupont.com.

Products and Services

G4-EN27: Extent of Impact Mitigation of Environmental Impacts of Products and Services.

DuPont is actively engaged in efforts to mitigate the potential environmental impacts of its products. For example, DuPont has robust Product Stewardship and Life Cycle Assessment programs, and our mandatory commitment for the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH). More information about these efforts is available in the Product Stewardship section of this report.

DuPont has also engaged with members of the U.S. Senate Committee on Environment and Public Works to encourage the U.S. Congress to modernize the Toxic Substances Control Act (TSCA) to strengthen market and public confidence in the U.S. chemical management process. DuPont worked collaboratively with non-government organizations, federal legislators, regulators and trade associations, including the American Chemistry Council, on a modernization plan that assures the safe use of chemicals, provides transparency for the public and fosters ongoing innovation by industry. Earlier this year, DuPont joined others in congratulating Congress on passing TSCA reform (the Lautenberg Chemical Safety Act) that meets the needs of the 21st century and reassures the public about the safety of chemicals used in everyday products

Finally, our 2020 Sustainable Innovation Goal commits us to further embed sustainability in our innovation process and challenge all products in our pipeline to contribute to a safer, healthier, more sustainable world. This means that we will work with our innovation teams to further integrate sustainability considerations into the early stages of product development pipeline. We also commit to track our progress and measure and report the quantifiable safety, health, and sustainability benefits from major growth innovations.

G4-EN28: Percentage of products sold and their packaging materials that are reclaimed by category.

While some DuPont products are sold in packaging, we consider our primary role in this area to develop innovative solutions that help our customers reduce or improve their own packaging, or help maintain the integrity of packaging contents. To learn more, please visit our [Packaging Materials and Solutions website](#).

G4-EN30: Significant environmental impacts of transporting products and other goods and materials.

We report on the significant environmental impacts of our transportation and logistics related activity primarily through G4-EN17, which includes our Scope 3 greenhouse gas emissions.

Additional Information and Environmental Grievances (G4-EN34)

We disclose information related to significant fines for noncompliance with environmental laws and regulations (G4-EN29) and total environmental expenditures and investments by type (G4-EN31) primarily in our annual Form 10-K and available at investors.dupont.com. Please see our GRI content index for specific links and page references.

Information related to the environmental impacts of our supply chain (G4-EN32 and G4-EN33) is available in the Supply Chain section of this report.

The company operates global manufacturing, product handling and distribution facilities that are subject to a broad array of environmental laws and regulations. Such rules are subject to change by the implementing governmental agency, and the company monitors these changes closely. Company policy requires that all operations fully meet or exceed legal and regulatory requirements. In addition, the company implements voluntary programs to reduce air emissions, minimize the generation of hazardous waste, decrease the volume of water use and discharges, increase the efficiency of energy use and reduce the generation of persistent, bioaccumulative and toxic materials.

Management has noted a global upward trend in the amount and complexity of proposed chemicals regulation. The costs to comply with complex environmental laws and regulations, as well as internal voluntary programs and goals, are significant and will continue to be significant for the foreseeable future. Additional information about actual or alleged violations for certain environmental matters are disclosed in our Annual Form 10-K, primarily in Item 1A—Risk Factors, Environmental Proceedings beginning on page 14, Management's Discussion and Analysis of Financial Condition and Results of Operations and Notes 1 and 15 to the Consolidated Financial Statements.

SOCIAL

Management Approach

DuPont employees conduct business by following the DuPont core values of Safety & Health, Environmental Stewardship, Highest Ethical Behavior, and Respect for People. These core values guide our actions and influence company policies and programs. They are described in the [DuPont Code of Conduct](#), which sets expectations for every employee about how we operate our businesses, work with customers, suppliers, and other business partners, serve our shareholders, and interact with our communities and with each other. The Code serves as a resource guide to help all employees make decisions that reflect our DuPont core values.

The DuPont Code of Conduct provides a comprehensive description of our policy and approach to a wide range of issues, including: equal opportunity and non-discrimination; human rights; training, safety and health; ethics and compliance; and, product stewardship. Through targeted, regular training, surveys, and certifications we work to ensure all our employees understand our core values and the DuPont Code of Conduct.

A high level description of our management approach to certain social matters is provided below. Specific detail on each is provided later in this section.

Safety & Health: DuPont believes that all injuries, occupational illnesses, and safety and environmental incidents are preventable. The company's goal is zero for these incidents. We also promote off-the-job safety for employees.

Human Rights: DuPont has a strong commitment to the protection and advancement of human rights wherever we operate. Our Human Rights Policy is based on our core values of Safety and Health, Environmental Stewardship, Ethical Behavior, and Respect for People. We also endorse the 10 Principles in the UN Global Compact.

Equal Opportunity: DuPont is an equal opportunity employer. It is our policy not to discriminate against any employee or applicant for employment because of age, race, religion, color, sex, disability, national origin, ancestry, marital status, sexual orientation, or veteran status. Harassment of any type is not tolerated.

Respect is the Recognition of Value: Respect for People is of one our core values. It means inspiring participation, ensuring fairness and dignity, and creating an atmosphere of openness, engagement, active listening and trust. It is about embracing and appreciating people for their unique background, thinking, experience, knowledge, skills, needs and abilities.

Training and Development: DuPont is committed to developing and deploying innovative talent management processes and systems that anticipate and meet the strategic needs of our workforce in a way that unleashes the potential of our people. We offer a diverse set of training, education, and development opportunities for our people both informally and formally throughout the year.

Highest Ethical Behavior: The DuPont Code of Conduct consolidates all company policies with respect to business ethics and conflicts of interest for DuPont and our subsidiaries, affiliated companies, and joint venture arrangements in which we have a majority interest or operating responsibility. These policies require that each employee conduct the company's business with integrity, in compliance with applicable laws, and in a manner that excludes consideration of personal advantage.

Our People and Employment

G4-9: Report the total number of employees.

G4-10: Total workforce by employment type and region, broken down by gender.

As of December 31st, 2015, the total DuPont global workforce was approximately 52,000, excluding contractors and seasonal workers. Of this total, 99.5% full-time were and 0.5% were part-time. There are not a significant number of self-employed or seasonal workers in our workforce.

Table I3: DuPont Workforce

Region	Male (%)	Female (%)	Total
United States	71%	29%	24,100
Latin America	70%	30%	4,900
Canada	64%	36%	980
EMEA	70%	30%	12,000
Asia Pacific	70%	30%	10,100
Total	70%	30%	52,080

G4-LA1: Total number and rates of new employee hires and employee turnover by age group, gender and region.

In 2015, DuPont hired approximately 3,500 employees and experienced a global turnover rate of 9.8%. For purposes of this report, turnover is defined as voluntary and involuntary attrition.

Table I4: 2015 New Hires by Gender and Age

Region	Number New Hires
Male	67%
Female	33%
Age < 30	45%
Age 30 - 50	49%
Age 50+	6%
Total	3,491

G4-LA2: Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.

The benefits offered in each country are dependent on local market practices, which in turn are influenced by elements including state benefit offerings, income and social programs. Even though the offering in each country is different, the benefits package typically includes the following for full-time and part-time employees:

- **Income protection (disability protection):** Contributions to individual income protection insurance, or participation in company insurance plan.
- **Medical:** Contribution to individual medical insurance, or participation in company medical insurance plan.
- **Accident:** Contribution to individual accident insurance, or participation in company insurance plan.
- **Retirement:** Retirement savings plan contributions or participation in a company defined benefit pension plan.
- **Global work:** life and wellness support programs:
 - Employee Assistance Program:** The Company provides up to (6) free counseling sessions per year to all employees.
 - Emergency Travel Health Care Assistance:** The Company provides a free resource to assist employees in finding quality emergency care and emergency medical transportation while traveling on business.

For the United States Region:

The following benefits are provided to full-time employees and part-time employees scheduled to work at least 20 hours/week:

- **Medical Coverage:** The Company pays 70% of the total cost for employees.
- **Dental Coverage:** The Company provides dental coverage free to employees (\$0 premium).
- **Vision Coverage:** The Company offers a vision plan at group rates to employees.
- **Flexible Spending accounts**
- **Employee Life Insurance:** The Company provides basic life insurance equal to 1x pay to employees. Supplemental employee life insurance up to 7x pay may be purchased by employees at full cost.
- **Dependent Life Insurance:** Available for employees to purchase at full cost.
- **Accidental Death Insurance:** The Company provides employees with accidental death insurance equal to 1x pay. Supplemental accidental death insurance for the employee, spouse, or children may be purchased by employees.
- **Vacation Buying:** Employees may purchase up to one week of vacation, in addition to their Company-paid time off.

The following benefits are provided to both full-time and part-time employees, without regard to the number of hours worked:

- **Retirement Savings 401(k) Plan:** The Company contributes 3% of pay into the employees' Retirement Savings Plans. The Company also provides a \$1-to-\$1 matching contribution of up to 6% of pay, for a total Company contribution of up to 9% of pay.
- **Disability (Short-Term and Long-Term) Coverage:** The Company provides free disability coverage to all employees. The DuPont short-term disability coverage provides 100% pay continuation for an employee while they are absent from work due to an illness or injury for up to 8 weeks, followed by 70% pay continuation for weeks 9 through 26. The DuPont long-term disability coverage ensures that an employee who is totally and permanently disabled receives 60% of pay, when combined with social security disability benefits, a DuPont pension, and income benefits from other sources.
- **Occupational Injury, Illness or Disease Coverage:** Termed the "Special Benefits Plan," DuPont provides benefits which supplement Workers' Compensation for up to six months, ensuring that the employee continues to receive their normal pay.
- **Paid Adoption Leave and Adoption Expense Assistance:** DuPont provides employees with four weeks of paid time off following the adoption of a child and reimburses up to \$5,000 of the cost of each adoption.
- **Dependent Care Expense Coverage when Traveling for Work:** DuPont pays child care expenses when the employee is required to travel overnight for work.
- **Severance Benefits:** The DuPont Career Transition Program provides between two and twelve months' pay to employees whose DuPont employment is terminated due to lack of work.
- **Family Leave:** The DuPont Family Leave policy exceeds federal FMLA standards, providing employees the opportunity to take up to six months off work to meet changing family responsibilities and respond to different life events, including maternity, paternity, adoption, or placement of a foster child, or to deal with the serious illness of a parent, spouse or child.
- **Guidance Resources:** The Company provides help to manage work/life responsibilities with practical advice, useful materials and local referrals. One can obtain personalized and confidential consultation with experienced counselors on topics such as parenting, education planning, caring for older relatives, and career planning.

Employees hired prior to January 1, 2007 also receive the following benefits to full-time employees and part-time employees scheduled to work at least 20 hours/week:

- **Pension Plan:** A traditional, defined benefit pension is available.
- **Retiree Medical and Dental Coverage:** All full-time and part-time employees who qualify to receive a pension benefit are covered. The Company contribution towards retiree medical and dental coverage is prorated based on the years of service used in calculating the pension benefit.
- **Retiree Life Insurance:** All full-time and part-time employees who qualify to receive a pension benefit also receive retiree life insurance from the Company.

G4-LA3: Return to work and retention rates after parental leave, by gender.

100% of employees are eligible for parental leave, including paid maternity leave and unpaid paternity leave. DuPont provides a paid leave for women following the birth of a child of six (6) weeks and up to eight (8) weeks for a surgical delivery. The paid leave is 100% of normal pay, not including casual overtime or extra compensation. Following which, we offer an unpaid 6-month Family Leave with a job guarantee. The Family Leave may be taken at any time, but should be concluded during the first 12-month period. Employees may also elect to phase back to work by working part time at full benefits. Disability due to pregnancy is to be treated exactly the same as any other temporary disability. That means that if a complication to the pregnancy develops, or another medical condition arises which prevents the employee from performing the activities of available work, Short Term Disability should be paid. Employees are covered by the Short Term Disability Plan from the first full day of disability absence, as determined by management and the site physician. Disability pay continues during the entire period of disability up to a maximum of six months.

Labor Relations and Freedom of Association

G4-11: Report the percentage of total employees covered by collective bargaining agreements.

As of December 2015, approximately 10% of the DuPont non-exempt workforce was covered by collective bargaining agreements in the United States.

The DuPont Code of Conduct outlines company global policy and commitments to external initiatives in the areas of human rights, respect for people, and freedom of association, among others. The DuPont Human Rights Policy and Principles on Child and Forced Labor are based on our core values of Safety & Health, Environmental Stewardship, Highest Ethical Behavior, and

Respect for People. These policies operate in conjunction with and support our Code of Conduct, The DuPont Commitment—Safety, Health & Environment, our product stewardship programs, our regulatory compliance program, and our endorsement of the ten principles in the U.N. Global Compact. Compliance with these policies and applicable laws is every employee's responsibility.

G4-LA4: Minimum notice periods regarding operational changes, including whether these are specified in collective agreements.

Generally, the minimum notice period included in DuPont collective bargaining agreements related to significant operational changes is 60 days, although a few contracts specifically state periods ranging from 20 days' notice (for work & safety rule changes), 14 days' notice (for rules & regulation changes), and 12 months/1-year notice (for benefit & retirement plan changes).

G4-LA8: Health and safety topics covered in formal agreements with trade unions.

All DuPont employees are covered by our core values of Safety & Health, Environmental Stewardship, Highest Ethical Behavior, and Respect for People. These values are described in the [DuPont Code of Conduct](#) and in our [Commitment to Safety, Health, and the Environment](#).

G4-LA16: Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms.

All our collective bargaining agreements in the United States have specific provisions regarding the methods for resolving grievances. To maintain our constructive and mutually beneficial relationship with our unions and all our employees, we do not report on grievance statistics related to labor.

In addition, we provide all employees globally with access to the [DuPont Ethics and Compliance Hotline](#) and companion internet site. The DuPont Ethics and Compliance Hotline is a multi-lingual, toll free phone number to call to report suspected violations of our Code of Conduct. The Hotline is available 24 hours a day, 7 days a week in more than 25 languages. The callers can choose to remain anonymous. If employees call the Hotline, a trained specialist, who is employed by an outside firm, will listen to concerns and take notes to prepare a report that will be forwarded to the appropriate DuPont management for review.

G4-HR4: Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken.

As of December 2015, we were not aware of any risks.

Occupational Health and Safety

As one of our core values, Safety and Health is integral to how we operate as a company. DuPont believes that all injuries, occupational illnesses, and safety and environmental incidents are preventable. The company's goal is zero for these incidents. We also promote off-the-job safety for employees. In 2015, we made important progress in our continuous effort to improve the safety of our operations.

These included:

- Updating the DuPont SHE Management System Standard in 2015. This standard is used by DuPont sites and businesses to manage safety, health, and environmental activities. The overall DuPont Commitment to SHE, which was updated during this process and signed by DuPont senior executives, is publicly available and can be [found here](#).
- Changing a previous committee to the Board of Directors (the Environmental Policy Committee) to the Environmental Policy and Safety Committee.
- Scheduling a series of visits by members of the Board of Directors to DuPont plants to tour the facilities and speak with plant leaders regarding safety practices, among other matters.
- Completing RCMS 3-year recertification audit at corporate HQ as well as conducting an integrated review for corporate recertification of RCMS and a surveillance audit for ISO 14001 in 2016. In addition, we are completing RCMS third party audits at a sampling of sites to finalize the recertification process.
- Continuing to provide information related to our safety and health management practices and performance in publicly accessible forums. For example, as an American Chemistry Council member, we provide information on worker safety, product safety, transportation safety, and process safety to Responsible Care®. This company level data, along with industry and manufacturing benchmarks, is [available here](#).
- Improving our year-over-year performance for key employee and contractor safety performance indicators such as injury and illness and lost workday case rates. More information on these indicators and how they compare with relevant benchmarks is provided in Table 15.

Table 15: Occupational Health and Safety Data

	2014	2015
DuPont: Total Recordable Injuries and Illnesses Rate (per 200,000 hours worked)	.511	.457
DuPont: Lost Workday Case Rate (per 200,000 hours worked)	.083	.060
DuPont: Fatalities	4	2
Contractor: Total Recordable Injuries and Illnesses Rate (per 200,000 hours worked)	.580	.383
Contractor: Lost Workday Case Rate (per 200,000 hours worked)	.061	.036
Contractor: Fatalities	0	0

G4-LA5: Report percentage of total workforce represented in joint management-worker health and safety committees and report the level at which each formal joint management-worker health and safety committee typically operates within the organization.

All DuPont employees are covered by our core values of Safety & Health, Environmental Stewardship, Highest Ethical Behavior, and Respect for People. These values are described in the DuPont Code of Conduct. Compliance with The DuPont Commitment and applicable safety and health laws is every employee's responsibility. Management in each business is responsible for educating, training, and motivating employees to understand and comply with the DuPont Commitment to SHE and applicable safety and health laws. Each employee is also responsible for complying with the DuPont Safety, Health & Environment (SHE) policies, standards, and guidelines.

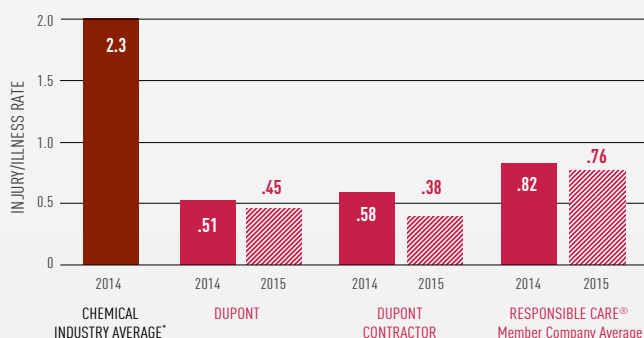
In addition, we believe that all injuries and occupational illnesses, as well as safety and environmental incidents, are preventable. The company's goal is zero for these incidents. This is part of our overall "Commitment to Zero," which is our corporate wide goal to have zero incidents in each of the four values articulated in the DuPont Code of Conduct.

G4-LA6: Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region and by gender.

As described in G4-LA5, the company has a goal of zero for all injuries and occupational illnesses, as well as safety and environmental incidents as part of our overall "Commitment to Zero."

According to the most recent U.S. Bureau of Labor Statistics data (2014), the average injury/illness rate (per 200,000 hours worked) is 4 for manufacturing and 2.3 for the chemical industry. DuPont figures for 2014 and 2015 are provided in Table 15 and in Figure 8 below. In addition, the Responsible Care® member company average injury and illness rate for employees was .82 in 2014 and decreased to .76 in 2015. We presently do not provide aggregate data on absenteeism.

Figure 8: Occupational Health and Safety Totals



*U.S. Bureau of Labor Statistics data (2014), the average injury/illness rate (per 200,000 hours worked)

Training and Education

G4-LA9: Average hours of training per year per employee by gender, and by employee category.

DuPont is committed to developing and deploying innovative talent management processes and systems that anticipate and meet the strategic needs of our workforce in a way that unleashes the potential of our people. We offer a diverse set of training, education, and development opportunities for our people both informally and formally throughout the year. This includes in-person training and workshops, virtual classrooms, and self-development opportunities available through an extensive eLearning library. In addition, employees may receive training through mandatory or voluntary region- or site-specific opportunities. Due to the breadth and diversity of our training opportunities and systems, we do not presently aggregate and report on the total number of hours of training that employees receive across the enterprise. However, examples of the type of training available include:

- Each year, 100% of regular full-time and part-time, limited term and DuPont-paid employees worldwide are required to complete online LegalEagleSM training, which covers alternating topics from the DuPont Code of Conduct as well as ethics and compliance issues. On average, employees receive between 1 and 2 hours of training through this system, which is supplemented by daily Core Value communications to employees through Inside the Oval and manager-led Core Value discussions at the start of each meeting.
- As part of our ongoing efforts to provide our employees with the best training and learning opportunities which are most relevant to their roles DuPont provides employees avenues to training through 4 different learning management systems and through various on line vendor hosted learning academies. These learning management systems and vendor hosted learning academies offer employees over 5,000 unique courses to choose from. Courses available can be mapped to corporate and functional competency areas.
- A decentralized approach to learning allows three key business units and supporting functional organizations across the corporation to engage in specific learning resourcing for the subjects that are most critical and time sensitive to the employees sitting in their business/function. Each of these business/functional organizations engage in learning activities for levels of the organization spanning from individual contributor through to strategic leadership.
- To reinforce DuPont Core Values, mandatory safety meetings are held each month. These meetings provide in-person training and updates on safety topics both inside and outside the workplace. Employees who are unable to attend these meetings must complete supplemental training offline.

G4-LA10: Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.

Learning is a continual process in DuPont and there are opportunities provided to employees to enhance professional and personal skills. A formal career development process helps employees and their supervisors in planning development to meet both business and personal goals.

DuPont recognizes the effectiveness of experiential learning and values “on-the-job” training as a primary means of development. The company’s collaboration with many leading universities, research institutions, companies, and industry and professional organizations also often present unique developmental experiences.

Formal training is another important avenue for gaining new skills. Each business within the company has ongoing training programs that are designed specifically to maximize the performance of its employees in meeting business objectives. DuPont taps on the expertise of external training providers and the company’s own functional experts to offer a wide range of courses in areas such as Leadership & Management, Sales & Marketing, Finance, Manufacturing, Human Resources, Information Technology, Personal Skills, and Safety & Health. There are many thousands of courses available to employees via the electronic learning management systems available at DuPont.

Other development opportunities include training sessions and seminars presented by industry or professional organizations. DuPont also offers a program that provides financial assistance to employees pursuing courses at academic institutions.

It is the intent of DuPont to make any separations required by business situations as supportive as possible of both employee and family needs. DuPont provides benefits and assistance to employees who are terminated for lack of work. DuPont offers a career transition program to provide employees with financial assistance as well as support for interview skills, resume preparation, job search strategies, and support with change management. Other benefits include medical and dental coverage, life insurance, tuition assistance and, for eligible employees, pension.

G4-LA11: Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.

At DuPont, our Performance Partnership is the process for managing, coaching, developing, assessing and rewarding employee performance. It consists of ongoing formal and informal coaching. All exempt employees (100%) and some non-exempt employees globally participate in the Performance Partnership

process, and wage roll/hourly employees' participation is based upon the decision of the local organization. The Performance Partnership process is designed to:

- Ensure clear objectives linked to business results
- Build strong alignment between manager and employee
- Integrate competencies into objective setting and development
- Conduct frequent and meaningful performance and development discussions
- Provide support and coaching for business and personal success
- Link Rewards to performance

At a minimum, all employees are expected to engage in 1) an annual Individual Performance Plan objective session where employees create and the manager approves objectives, competencies and current year development plan; 2) a mid-year review to verify alignment, provide support or upgrade plan; and 3) a year-end review to confirm progress on overall plan.

Diversity and Equal Opportunity

Building our diverse workforce and treating all employees, customers, business partners and communities with respect has been a DuPont core value since our company's founding over 210 years ago.

At DuPont, we believe a diverse and inclusive workplace is a competitive advantage and understand that we can achieve our corporate vision only with the full commitment, participation, creativity, energy and cooperative spirit of our diverse workforce. It is the policy of our company not to discriminate against any employee or applicant for employment because of age race, religion, color, sex, disability, national origin, ancestry, marital status, sexual orientation, gender identity/expression or veteran status. The full DuPont equal opportunity and non-discrimination policy is available online in the DuPont Code of Conduct.

Our diversity and inclusion vision is to accelerate our business growth by creating a vibrant and inclusive environment that values and develops an engaged, committed, diverse workforce building on our Respect for People core value. To embrace and encourage a diverse and inclusive workplace, we:

- Incorporate performance targets against our Core Values into our annual corporate objectives;
- Established a Global Diversity & Inclusion Champions Council in January 2013 with representatives from every region, business and function selected to join the council and advocate for the implementation of diversity and inclusion initiatives in their respective organizations;

- Hold Diversity & Inclusion Conferences for our employees that include external subject matter experts, facilitated workshops, and other activities intended to equip employees with tools and knowledge to serve as D&I ambassadors within their organizations and help foster an understanding of diversity and inclusion drives value;
- Set a goal in 2014 to increase by 5% the size of our female and multicultural workforce by 2017 while complying with all applicable laws and regulations;
- Encourage our sites and employee resource groups to organize a variety of events which celebrate diversity and inclusion and create opportunities for dialogue;
- Include diversity and inclusion topics into regular employee training opportunities;
- Support and collaborate with Employee Resource Groups (ERG) to advance diversity and inclusion objectives; and
- Regularly support D&I events in our communities, including the Pennsylvania Conference for Women, the Women's International Networking (WIN) Conference, Out & Equal, among others. We were also a founding partner of the Disability Equality Index.

DuPont currently has eight Corporate Employee Resource Groups and numerous local chapters which bring employees of common cultures and backgrounds together and provide a forum for professional development and the support of our diversity efforts. In 2016, we added the DuPont Employees with Disabilities and Allies ERG. This newly formed ERG seeks to create a forum where experiences and learnings can be shared to help everyone to focus on being their own best advocate, as well as promote an understanding of people with disabilities and encourage support for their dignity, rights, and well-being.

Our ERGs include the following:

- Bisexuals, Gays, Lesbians, Transgendered and Allies at DuPont
- Corporate Black Employees Network
- DuPont Asian Group
- DuPont Employees with Disabilities and Allies (New)
- DuPont Hispanic Network
- DuPont Veterans Network
- DuPont Women's Network
- DuPont Early Career Professionals Network

Recognition for a Diverse and Inclusive Workforce

Our Board of Directors is comprised of a multicultural group of global leaders and we have received numerous awards that acknowledge our commitment to diversity. In 2015-2016, DuPont was named to DiversityInc's 25 Noteworthy Companies for Diversity, placed on the National Association of Female Executives list of Top Companies for Executive Women for the 8th consecutive year, and met the requirements for recognition by the Disability Equality Index. In addition, for the ninth time, DuPont was recognized by the Human Rights Campaign (HRC) as a best place to work for lesbian, gay, bisexual and transgender (LGBT) equality. DuPont was one of the 407 companies that scored 100% on the 2016 Corporate Equality Index (CEI), the benchmarking tool on corporate policies and practices pertinent to LGBTs. In 2015, Working Mother magazine, one of the leading U.S. magazines dedicated to women in business, named DuPont one of the 2015 Working Mother 100 Best Companies for its commitment to progressive workplace programs, including advancement of women, flexibility, child care and paid parental leave. 2015 was the 26th year DuPont has received this honor.

G4-LA12: Composition of governance bodies and breakdown of employees per employee category according to gender according to gender, age group, minority group membership, and other indicators of diversity.

In table 16 below, senior executives are defined as one level below the CEO or a direct report to the CEO. The Board figures have been updated to reflect the retirement of former CEO and Chairwoman Ellen Kullman in October 2015. We do not presently publicly report the ethnic composition of our workforce below the senior executive level. Please see page 32 for the breakdown of our workforce by gender and region. Additional biographical information about DuPont Senior Executives can be found [here](#).

G4-LA13: Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operations.

DuPont does not discriminate against any employee or applicant for employment because of age, race, religion, color, gender, disability, national origin, ancestry, marital status, sexual orientation, gender identity or expression, or veteran status with respect to any terms or condition of employment, including hiring, promotion, demotion, transfer, recruitment, termination, rates of pay, or other forms of compensation and selection for training. For additional information, please see the [DuPont Code of Conduct](#).

Human Rights

G4-HR1: Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.

DuPont Core Values and Code of Conduct considerations are integrated into our standard investment and decision-making processes. The DuPont Human Rights Policy and Principles on Child and Forced Labor are based on our core values of Safety & Health, Environmental Stewardship, Highest Ethical Behavior, and Respect for People. These policies operate in conjunction with and support our Code of Conduct, The DuPont Commitment—Safety, Health & Environment, our product stewardship programs, our regulatory compliance program, and our endorsement of the ten principles in the U.N. Global Compact.

Compliance with these policies and applicable laws is every employee's responsibility and we work to identify and do business with partners who aspire to conduct their business in a similar manner. The DuPont Supplier Code of Conduct sets out expectation for our suppliers in relation to our core values, including human rights. Additionally, language requiring adherence to human rights is in our contracts. More information can be found at the [DuPont Supplier Center](#) as well as in the Supply Chain section of this report, beginning on page 41.

Table 16: DuPont Board and Senior Executive Diversity (2015)

Age			Gender			Total	
	<30	30—50	>50	Female	Male		
Board of Directors		2	9	2	9	11	
Senior Executives*				9	16	25	
Ethnic Group						Total	
	White	African-American	Latin	Asian, Native Hawaiian, or Pacific Islander	Native American	Other	
Board of Directors	11						11
Senior Executives*	19	2	1	3			25

*For purposes of this report, senior executives are defined as one level below the CEO or a direct report to the CEO.

G4-HR2: Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.

The [DuPont Human Rights Policy](#) and [Principles on Child and Forced Labor](#) are based on our core values of Safety & Health, Environmental Stewardship, Highest Ethical Behavior, and Respect for People. These values, and the responsibility of employees with regards to them, are described in the DuPont Code of Conduct. Employees receive training on the DuPont Code of Conduct in a number of ways. Specific training targets include:

- Each year, 100% of regular full-time and part-time, limited term and DuPont-paid employees worldwide are required to complete online LegalEagleSM training, which is comprised of a single course on the DuPont Code of Conduct as well as additional courses that focus on specific topics within the Code. Examples of these additional courses relevant to human rights include human trafficking and child labor, diversity and equal opportunity, anti-discrimination, and the United Nations Global Compact. These additional courses may be assigned by managers to their employees based on job relevancy, development, or for other reasons. On average, employees receive between 1 and 2 hours of training through this system, which is supplemented by daily Core Value communications to employees through Inside the Oval and manager-led Core Value discussions at the start of each meeting.
- New employees receive training on DuPont Core Values and the DuPont Code of Conduct, which govern our human rights policy.

G4-HR5: Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.

As of December 2015, none were known to the company.

DuPont is committed to the protection and advancement of human rights wherever we operate. The DuPont Human Rights Policy is based on our core values of Safety and Health, Environmental Stewardship, Ethical Behavior, and Respect for People. This policy operates in conjunction with and is

supportive of our Safety, Health and Environmental Commitment, our product stewardship programs, our regulatory compliance program, and our endorsement of the 10 Principles in the UN Global Compact.

DuPont will not tolerate the use of illegal or forced child labor in any of its global operations and facilities. We will not tolerate the exploitation of children, their engagement in unacceptably hazardous work, and the physical punishment, abuse, or involuntary servitude of any worker. We expect our suppliers and contractors with whom we do business to uphold the same standards. For purposes of these Principles, we are using the United Nations definition of a “child” as anyone who is less than 15 years of age. DuPont supports temporary workplace internship and apprenticeship education programs for younger persons as well as customary seasonal employment so long as such persons are closely supervised and their morals, safety, health, and compulsory education are not compromised in any way.

Additionally, our Pioneer Hi-Bred business is a member of CropLife International, a global federation representing the plant science industry. Pioneer was involved with the preparation of the CropLife Position on Child Labor in the Seed Supply Chain. Pioneer has implemented a child labor prevention program which includes an audit component for the cotton seed operations in India. One of the components is inclusion of a “No Child Labor” clause in all our contracts with growers and other third parties, globally.

DuPont is extending the effort in our cotton seed operations in India by establishing a Core Values Standards for Supply Chain Contractors (AKA “Contractor Core Values [CCV] program”). This standard includes steps to prevent child labor, specific direction on migrant labor, field sanitation and other worker rights in accordance with legal requirements and DuPont Core Values. This standard also establishes a management structure that will govern the audits and management review of our operations against the standard. This same standard is being applied to all of our Pioneer operations globally.

Please refer to the [DuPont Statement on California Transparency Supply Chains Act](#) for more information on our commitment. Additionally, on page 41, we discuss updates to our supplier engagement program.

G4-HR7: Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.

DuPont security personnel are included in the training targets described under G4-HR2. In addition, DuPont offers secure and anonymous methods of communication to report ethics, compliance, and DuPont Code of Conduct issues. Examples include the DuPont Ethics and Compliance Hotline and companion internet site. The DuPont Ethics and Compliance Hotline is a multi-lingual, free phone number to call to report suspected violations of our Code of Conduct. The Hotline is available 24 hours a day, 7 days a week in more than 25 languages. The callers can choose to remain anonymous. For more information, please visit the DuPont Ethics and Compliance Hotline site.

G4-HR8: Total number of incidents of violations involving rights of indigenous peoples and actions taken.

As of December 2015, no incidents of violations involving rights of indigenous peoples were known to the company.

G4-HR9: Total number and percentage of operations that have been subject to human rights reviews or impact assessments.

DuPont businesses systematically perform human rights reviews on an on-going basis for Contract Manufacturers and Field Labor. In addition, DuPont has the following policies and processes in place to uphold the protection and advancement of human rights wherever we operate:

- Corporate policy on human rights
- Human rights governance process (which includes a senior vice president, a steering team, and a leadership team)
- Suppliers screenings for human rights
- Requirement of adherence to human rights in our contracts
- Periodic contract administration on-site assessments
- Periodic Safety, Health and Environment audits of contractors the includes a human rights assessment

G4-HR12: Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.

We do not presently report specific statistics related to human rights issues filed through formal grievance mechanisms.

However, we do provide a number of formal mechanisms for stakeholders to contact us. For example, the [DuPont Ethics and Compliance Hotline](#) is a multi-lingual, free phone number to call to report suspected violations of our Code of Conduct. The Hotline is available 24 hours a day, 7 days a week. The callers can choose to remain anonymous. If you call the Hotline, a trained specialist, who is employed by an outside firm, will listen to your concerns and take notes to prepare a report that will be forwarded to the appropriate DuPont management for review, or, in cases involving auditing, accounting or internal controls issues, to the Audit Committee of the DuPont Board of Directors.

SUPPLY CHAIN MANAGEMENT

Our Supply Chain

G4-12: Describe the organization's supply chain.

With our diverse portfolio of businesses, global footprint, and extensive operations, DuPont operates a highly complex, integrated supply chain. While it is difficult to succinctly summarize every aspect of our supply chain, in general, DuPont businesses process constituent materials through manufacturing stages to produce goods for our customers. Of our estimated \$9.4 billion sourcing and logistics spend in 2015, approximately 51% went to the top purchased energy and raw materials, 37% went to other purchased energy and raw materials, and 12% went to packaging and logistics. Additional details, including the composition of our top purchased energy and raw materials, are provided in our annual DuPont Data Book, available at investors.dupont.com.

DuPont Supplier Diversity Program

G4-EC9: Proportion of spending on local suppliers.

For almost four decades, DuPont has actively engaged with small and diverse suppliers. We regularly purchase materials and services from the suppliers in the local communities in which we operate as part of our business strategy to capture the benefits of working with small and diverse suppliers.

We are committed to working with local, small, and diverse suppliers to help them understand the DuPont business model and other elements of our procurement strategy. We recognize the importance of a robust diverse supplier base not only as a means to support equal opportunity and satisfy the voice of our customers, but also to develop and sustain the communities where these suppliers are located and the economy as a whole.

Formalized in 1977, our supplier diversity program is also an extension of our Core Values, particularly Respect for People. The program helps us identify and include small and diverse businesses among its sources of supply and to assist in the development of these businesses into competitive suppliers.

Our small business and diverse supplier program is guided by 11 Key Performance Indicators, including goals to increase our total spend with these suppliers, ensure their inclusion in our competitive bid process and sponsor and attend outreach events, among others. In addition to tracking our own performance, we also engage our top-spend suppliers to support supplier diversity. We encourage them to attend events either independently or in conjunction with DuPont and to use small and diverse suppliers themselves in performance of our agreement, tracked as Tier II spend, one of our KPIs. We also reinforce our expectations with our suppliers as expressed in our Supplier Code of Conduct; one aspect of the Code encourages suppliers to include small and diverse companies in their supply chain.

In 2015, we advanced many of these KPIs. For example, we:

- Spent a total of \$4.0 billion across all buy spaces with small and diverse suppliers in the US (including Puerto Rico);
- Conducted business with approximately 25,000 small and diverse suppliers in the US (including Puerto Rico);
- Worked with our top 50 suppliers to report what they spend with small and diverse suppliers, resulting in identifying more than \$186 million in Tier II spend.

In 2015, in recognition for these efforts, for the second year in a row, the Women's Business Enterprise National Council named DuPont a Top Corporation for having a distinguished supplier diversity program. In addition, DuPont was named the Eastern Minority Supplier Development Council 2015 Corporation of the Year. Most recently, we earned a place on the 2016 DiversityInc 25 Noteworthy Companies list based on four equally weighted criteria, one of which is supplier diversity. Three of our buyers were recognized by Minority Business News USA as a 2016 Buyer of the Year for their ongoing commitment to driving supply chain diversity.

Finally, early this year, our supplier diversity program underwent an extensive evaluation by an industry leading consultant and our program moved from a traditional program to an advanced process to put us on the path to becoming world-class. Future initiatives include expanding this program to a more global level, continuing our engagement with small, diverse and local suppliers wherever we operate around the globe.

DuPont Supplier Code of Conduct

At DuPont, we view our Suppliers as partners in our success as a company. That's why it is vital that they help us uphold our Core Values of Safety & Health, Environmental Stewardship, Respect for People, and Highest Ethical Behavior. Together, these serve as the backbone of our company, and lay the foundation on which our sustainability efforts are based. To help articulate our expectations for our suppliers, we developed the DuPont Supplier Code of Conduct. The code includes supplier expectations in the following areas:

- **Safety and Health**, addressing not only workplace safety, but also the safety of the products our suppliers provide us, and includes setting safety and health goals.
- **Environmental Stewardship** and the efficient use of resources is an essential part of doing good business, the Code points suppliers to the principles of Responsible Care®. It also encourages them to have their own robust sustainability program to address the reduction of greenhouse gas emissions, management of water use, improved energy and resource efficiency, and waste reduction, as well as the use of renewable resources in their own supply chains.
- **Ethics and Compliance**. We require compliance with rules and laws, but more so, we expect an ethical mindset when doing business with and on behalf of DuPont.
- **Respect for People**, and our commitment to the guidelines of the UN Global Compact regarding worker treatment.
- **Diversity and Inclusion** in the workforce as well as in the supply chain, and our belief that creating an environment of professionalism, dignity and respect fosters engagement, innovation, and excellence.

Commitment to Supply Chain Sustainability

As part of our ongoing efforts to improve and enhance the sustainability of our supply chains, we are implementing a more formal supplier sustainability program. This program, will enable us to engage with and monitor the performance of our suppliers in more than 20 areas focused on the environment, ethical behavior, fair labor practices, and supply chain.

This supplier sustainability program is intended to enhance and supplement the Supplier Code of Conduct and the expectation that suppliers adhere to the DuPont Code of Conduct. In addition to these codes, DuPont includes environmental, health, and safety expectations for external manufacturers in contract language. We conduct regular audits and, as noted in our Supplier Code of Conduct, we reserve the right to audit our suppliers with regard to adherence to the Code. We also expect our suppliers to adhere to all applicable laws and regulations, including those such as REACH for Europe and other parts of the world.

In 2015, we also became among the first U.S.-based companies to join the Together for Sustainability (TfS), a consortium that seeks to develop and implement a global program to assess, audit and improve supplier sustainability practices within its member companies. To learn more about our commitment to supply chain sustainability visit our Supplier Center, at suppliercenter.dupont.com.

2015 Supply Chain Sustainability Performance

G4-EN32, G4-LA14, GR-HR10, and G4-SO9: Percentage of new suppliers that were screened using environment, labor, human rights, impacts on society criteria.

As described above, all DuPont suppliers are expected to uphold the DuPont Supplier Code of Conduct, which includes principles in the areas of the environment, labor, human rights, and impacts on society. This is in addition to existing contract language and other mechanisms already intended to ensure supplier adherence with our Code and all applicable laws and regulations.

In addition to the above, DuPont is in the process of implementing a broader supplier sustainability assessment program. This program adopts a risk-based approach and assesses strategic and core suppliers based on more than 20 criteria across four areas, including environment, fair labor practices, ethics, and supply chain sustainability. In 2015, we continued to make progress on the roll out of this program and have assessed approximately 120 suppliers, representing 15% of our strategic and core supplier base.

G4-EN33, G4-LA15, G4-HR11, and G4-SO10: Significant actual and potential negative impacts on environment, labor, human rights, or society in the supply chain and actions taken.

We are not aware of any significant impacts in our supply chain with respect to environment, labor, human rights, or societal issues that occurred in 2015.

Responsible Feedstock Management

The DuPont Core Values of Safety & Health, Environmental Stewardship, Respect for People, and Highest Ethical Behavior serve as the backbone of the company, and provide the foundation upon which our sustainability efforts are based. These Core Values influence the policies and positions that we take as a company, several of which guide our approach to responsible feedstock management. In particular, our Commitment to Safety, Health, and the Environment states the following:

Conservation of Natural Resources, Energy, and Biodiversity:

We will excel in the efficient use of fossil fuels and feedstocks, land, water, minerals and other natural resources and transition toward the greater use of renewable energy and feedstocks. We will seek to conserve and protect natural resource biodiversity and will manage our land to enhance habitats for wildlife. We will also work with our customers and suppliers to reduce impacts and improve efficiencies along the value chain.

We fulfill this commitment in a number of ways. First, DuPont maintains a [public website](#) with position and policy statements representing the company's informed views and opinions on industry-related issues. This website includes several relevant the responsible management of feedstocks in our supply chain. Specifically, the company makes available its positions on the United Nations Global Compact, Climate Change, Biodiversity, Balancing the Needs for Sustainable Food & Energy, and Sustainable Development/Local Sustainability.

With our diverse portfolio of businesses, global footprint, and extensive operations, DuPont operates a highly complex, integrated supply chain. For potentially sensitive feedstocks such as palm oil, sugar, soy, and wood pulp, DuPont business segments may process these feedstocks to produce intermediate goods for our customers, who may produce a final good for end users or who may also represent another intermediate step. As described on page 42, we expect our suppliers to uphold our Core Values and have in place a number of mechanisms to ensure responsible management of our supply chain.

Palm Oil

DuPont is not a significant consumer of palm oil. Based on US Department of Agriculture estimates for annual global palm oil production, DuPont's annual total consumption represents significantly less than a fraction of 1%. However, we understand that palm oil may be sourced from biologically sensitive regions of the world that could contribute to deforestation and, consistent with our Core Values and Commitment to SHE, have taken steps to responsibly manage such sourcing.

These steps include:

- Providing early support for the Roundtable on Sustainable Palm Oil (RSPO) in 2004.
- Becoming the first in the industry to offer RSPO-certified sustainable emulsifiers from a Mass Balance (MB) source in 2009, and in 2011 continuing that leadership by bringing the first products from a Segregated (SG) supply chain to the market.
- Submitting an annual response to the WWF Palm Oil Scorecard.
- Setting a goal to achieve 100% palm-based raw materials

from certified sustainable palm oil (RSPO) sources by 2015. As of 2015, we have achieved approximately 50% of this goal through physical supply chains (mass balance and segregated palm oil and palm oil derivatives). Removing derivatives from the goal, we have achieved approximately 70% RSPO-certified. Our Grindsted site, by far our largest consumer of palm oil and our first priority for the 2015 goal, has achieved 100% RSPO. Based on current market conditions and trends (see discussion below), we now expect to achieve 100% RSPO for all our sites by 2020.

- Engaging with globally reputable suppliers for our palm oil based raw materials. In 2015, a majority of our palm oil based raw materials were sourced from companies that have active deforestation policies, commitments, and responsible sourcing targets in place.
- Taking new steps to (as of 2015) implement a program to trace our palm-oil based raw materials back to the farm level.

The primary reason DuPont did not meet its 2015 goal has been slower than expected market demand for RSPO-certified products from our customers. In addition, we also identified a lack of availability of palm oil derivatives in the market, which constitutes a significant part of our raw materials, as contributing to the challenge meeting the goal. If derivatives are removed from the goal, we have reached approximately 70% RSPO-certified. We believe both barriers will recede in the next 5 years as the market continues to mature and, as mentioned above, we now expect to achieve 100% RSPO by 2020.

Soy

Approximately 80% of our soy is sourced from countries such as the United States where deforestation is not a concern. For soy sourced from South America, DuPont has in place a policy to support conservation of the Amazon Rainforest through responsible sourcing practices. That position statement can be [found here](#).

This policy states that DuPont only purchases soy from suppliers situated in areas in the vicinity of the Amazon biome that have signed a contractual agreement. This agreement prohibits these vendors from providing DuPont with soy beans grown on lands deforested after July 2006 in the Amazon Biome — in line with the Soy Moratorium (SoyM).

Sugar and Wood Pulp

The majority of our sugar is sourced from countries where deforestation is not a concern, such as from beet sugar in North America. Additionally, while we do not consume a significant amount of wood pulp, the majority is sourced by DuPont Nutrition and Health in Europe and North America. This wood pulp is sustainably certified according to the Forest Stewardship Council or similar standards.

SOCIETY, ETHICS, AND COMPLIANCE

Management Approach

DuPont employees conduct business by following the DuPont core values of Safety & Health, Environmental Stewardship, Highest Ethical Behavior, and Respect for People. These core values guide our actions and influence company policies and programs. They are described in the DuPont Code of Conduct, which sets expectations for every employee about how we operate our businesses, work with customers, suppliers, and other business partners, serve our shareholders, and interact with our communities and with each other. The Code serves as a resource guide to help all employees make decisions that reflect our DuPont core values.

The DuPont Code of Conduct includes provides a comprehensive description of our policy and approach to a wide range of issues, including: ethics and compliance; conflicts of interests; competition practices, and; government relations. Through targeted, regular training, surveys, and certifications we work to ensure all our employees understand our core values and the DuPont Code of Conduct.

This section deals with our specific approach to and performance on select indicators related to society, ethics, and compliance.

Ethics and Integrity

For a description of the DuPont Core Values and our communication mechanisms for reporting and seeking advice on ethics matters, please refer to G4-56 to G4-58 beginning on page 16.

G4-SO3: Total number and percentage of operations assessed for risks related to corruption and significant risks identified.

In 2015, approximately 12% of audits incorporated risks related to corruption.

G4-SO4: Communication and training on anti-corruption policies and procedures.

The DuPont Core Value of Highest Ethical Behavior is described in the DuPont Code of Conduct. The Code of Conduct and related training are available in 25 languages on the [DuPont website](#) and the employee intranet. Employees receive training and frequent communications on the DuPont Code of Conduct in a number of ways. Training and communications include:

- Every year, all DuPont employees worldwide are required to complete online the LegalEagleSM DuPont Code of Conduct course, a web-based training module, which contains elements of ethics, anti-corruption, and related topics.

- Periodically issued Business Ethics Bulletins and ETHICSConnections highlighting positive and negative behaviors and increase transparency regarding the seriousness of ethical misconduct.
- New employees receive training on DuPont Core Values and the DuPont Code of Conduct.
- Each DuPont function and business unit has an Ethics & Compliance Champion. These champions are the point of contact for improving and advancing ethics and compliance within each organization and help coordinate ethics and compliance training.
- To uphold this high-standard of ethics and compliance excellence, employees are also required to engage in a formal Business Ethics and Compliance Certification on an annual basis.

In addition to the employee training and communication described above, each DuPont member of the Board of Directors is required to sign an acknowledgment of his or her obligations under the Code of Business Conduct and Ethics for the DuPont Board of Directors. This code, available at the [DuPont website](#), is intended to foster the highest ethical standards among Directors.

G4-SO5: Confirmed incidents of corruption and actions taken.

When a suspected incident indicating corruption, or any other Core Values violations, the Global Ethics Investigations team gathers data required to facilitate a decision whether to pursue the issue. If the issue is pursued, a full investigation is conducted, disciplinary action taken; a root cause analysis conducted, and related control improvements are implemented if necessary.

G4-SO7: Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.

G4-SO8: Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.

DuPont accrues for liabilities related to litigation when a loss is probable and reasonably estimable. DuPont discusses legal matters in its SEC reports that it believes reasonable investors would consider material to their investment decision-making. These filings can be found at investors.dupont.com.

Local Communities

G4-SO1: Percentage of operations with implemented local community engagement, impact assessments, and development programs.

DuPont establishes Community Advisory Panels (CAP) at many of our global operating sites to engage our neighbors in discussions about our activities and their concerns and needs. Members of these panels do not work for DuPont, but may be regarded as representatives of the neighborhood. Most major operating sites have a CAP in place. Representative subjects that may be discussed by the advisory panel in collaboration with the operating site include safety, environmental policy, transportation to and from the operating site, complaints management, communication, and other topics deemed appropriate by the panel.

G4-SO2: Operations with actual and potential negative social impacts on local communities.

DuPont embeds responsible and sustainable practices into our procedures to support and enhance the safety and health, process safety, environmental product stewardship, community awareness and emergency response, and security of our operations. One of the ways that we achieve this is by aligning the DuPont SHE Management System with the American Chemistry Council's Responsible Care Management System® (RCMS) and ISO 14001. Many DuPont U.S. manufacturing sites have implemented the ACC Responsible Care Management System (RCMS) based on the plan-do-check-act (PDCA) continuous improvement model. To implement the RCMS, companies must:

1. Identify and evaluate potential hazards and risks associated with their products, processes, distribution and other operations, then establish goals and objectives to address any significant hazards and risks, taking concerns of employees, communities, customers, suppliers and other stakeholders into consideration.
2. Establish, document and communicate responsibilities to meet stated goals and objectives, including processes to identify and meet staff training needs.

3. Check their progress by engaging in a number of activities, including self-assessments—companies measure and evaluate their performance, including compliance with regulatory and legislative requirements, and take corrective and preventive action to make necessary adjustments to the management system.
4. Periodically review the adequacy and effectiveness of the management system and make any changes necessary to enhance performance. The results of this process are shared with the company's stakeholders.

As a requirement of this system, an external third party registrar audits a sampling of the businesses, US sites and headquarters against the 30 elements of the ACC RCMS Technical Specification, and notes conformance to the system for the individual units being audited.

In 2015 and 2016, DuPont achieved several important milestones in our ongoing commitment to maintaining a strong SHE Management System aligned with globally recognized standards for excellence.

These included:

- Updating the DuPont SHE Management System Standard in 2015. This standard is used by DuPont sites and businesses to manage safety, health, and environmental activities. The overall DuPont Commitment to SHE, which was updated during this process and signed by DuPont senior executives, is publicly available and can be [found here](#).
- Achieving ISO 14001 recertification in January 2015. Currently, 93 manufacturing sites and DuPont HQ received periodic updates under the [corporate certification](#) to assess their environmental management systems. In addition, we have several sites that are independently certified. Combined with those sites under the corporate certification, this represents approximately 90% of total current DuPont sites and 100% of sites prior to the acquisition of Danisco. The remaining legacy sites are expected to be added to the corporate certificate within 3 years.
- Completing RCMS 3-year recertification audit at corporate HQ as well as conducting an integrated review for corporate recertification of RCMS and a surveillance audit for ISO 14001 in 2016. In addition, we are completing RCMS third party audits at a sampling of sites to finalize the recertification process.

PRODUCT STEWARDSHIP

Introduction and Management Approach

Implementation of the Product Stewardship and Regulatory Management System (PS&R MS) has provided DuPont businesses a standardized framework for planning, implementing and measuring performance of priority work for meeting global regulatory requirements while allowing flexibility to meet the specific needs of individual businesses. The PS&R MS is a proven and valued process and a cornerstone of our commitment to Product Stewardship and Responsible Care®.

In 2004, DuPont made a commitment to the American Chemistry Council to adopt a new management system approach for implementing Responsible Care® in the U.S, including mandatory independent third-party certification. At the time there was no standardized approach to planning and executing the product stewardship activities and there was no formal approach to monitoring and evaluating performance. The decision was made to implement the Responsible Care® management system for all DuPont businesses, globally. The PS&R MS has provided an integrated, structured approach to improve planning processes, drive execution, develop transparent business product stewardship metrics and measure performance.

A key part of the Responsible Care® commitment is mandatory certification by an independent, accredited auditor. All of the more than 200 companies taking part in the Responsible Care® initiative at the American Chemistry Council undergo headquarters and facility audits to assure that they have a system in place to measure, manage and verify performance. For DuPont, product stewardship certifications occur through business audits. This is a unique element to the DuPont implementation and was first accomplished in 2007.

The PS&R MS process begins with a strong commitment from business leadership. Business and Corporate leadership annually review the continuing suitability, adequacy and effectiveness of the PS&R MS and makes any necessary changes to enhance performance. The PS&R MS has delivered significant improvements in closure of action items, on-time completion of product stewardship reviews, worldwide training and assurance of PS assessment of all new products prior to commercialization. The PS&R MS also established business PS metrics with action levels for businesses and the PS Incident Program. Inherent in this framework is a commitment to continual improvement.

Product Responsibility

G4-PR1: Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.

Our goal for new product stewardship reviews is 100% and our actual completed reviews in 2015 were 97.9%. As part of our comprehensive Product Stewardship & Regulatory Management system, the goal is to have all new and existing products and services covered by a product stewardship review, which includes health and safety impacts. Product stewardship reviews for all products and services are scheduled, conducted and documented prior to commercialization and repeated on a periodic frequency commensurate with risk. The product stewardship review process is one means to verify that effective risk assessment and risk management processes are implemented for each product or product line and to identify opportunities for continuous improvement. The process also requires businesses to conduct product stewardship reviews when significant changes to hazard, exposure, product use, regulatory, or other information is obtained.

G4-PR2: Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.

Product Stewardship Reviews completed during the 2015 reporting period revealed compliance with regulations and voluntary codes concerning known safety or health impacts. All businesses receive an annual internal Product Stewardship & Regulatory Management System audit and an assessment of incidents is included in the performance measurement section of the audit program. External verification that our product stewardship program meets the American Chemistry Council's requirements was achieved in 2007 and was verified again in 2013. The next verification year is 2016.

In addition to the above, the company is subject to various litigation matters, including, but not limited to, product liability, patent infringement, antitrust claims, and claims for third party property damage or personal injury stemming from alleged environmental torts. Information regarding certain of these matters is set forth in Item 3 of our Form 10-K available at investors.dupont.com.

G4-PR3: Type of product and service information required by the organization’s procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.

The goal for information requirements covered in the table below is part of our product stewardship review requirement. The product and service categories subject to such requirements is 100%. Actual completed reviews in 2015 were 97.9%.

The product and service information contained in the table is accessible for all products through Material Safety Data Sheets and product labels where required by hazard communication laws and requirements. This information is also reviewed as part of our product stewardship review process for all new and existing products and services. The review includes an assessment of the applicability of regulations, legislation and other Responsible Care® related requirements.

Additional customer support may be obtained by contacting Customer Service (FIND.INFO@usa.dupont.com) or the Material Safety Data Sheet coordinator at the contact information provided on the data sheet.

Table 17: Product and Service Information

Product and Service Information	
Product Trail/Supply Chain Description	Product Risk Management
Product Composition	New Hazard Information
Production/Shipping Sites	Stakeholder Assessment
Exposure Assessment	Customer Use & Experience
Hazard Characterization	Customer Risk Management
Physical Hazards	Feedback Systems
Human Health Hazards	Product Recall Planning
Perception	Efficacy
Aquatic and Terrestrial Hazards	Legal Risk Management
Environmental Risk Assessment	Plant/Operations
Emerging Technologies	Personnel Training
Regulatory Assessment	Competition
Packaging Issues	Sustainable Growth
Shipping & Storage	

G4-PR4: Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.

All businesses receive an annual internal Product Stewardship & Regulatory Management System audit and an assessment of incidents is included in the performance measurement section of the audit program. External verification that our product stewardship program meets the American Chemistry Council’s requirements was achieved in 2007 and was verified again in 2013. The next verification year is 2016.

There were no incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling identified during the 2015 reporting period.

In addition to the above, the company is subject to various litigation matters, including, but not limited to, product liability, patent infringement, antitrust claims, and claims for third party property damage or personal injury stemming from alleged environmental torts. Information regarding certain of these matters is set forth primarily in Item 3 of our Form 10-K available at investors.dupont.com.

G4-PR5: Results of surveys measuring customer satisfaction.

DuPont uses a customer loyalty measurement and improvement system to track customer loyalty, based on customer ratings of DuPont performance in support of our businesses. Results are business-specific, though customer responses are not related to individual products or locations of operations. DuPont does not communicate externally about its customer loyalty metric. As of 2014, the most recent date for which data is available, general results show ongoing improvement in the metric.

Marketing Communications, Customer Privacy, and Other Information

G4-PR6: Sale of banned or disputed products.

The product stewardship review process is one meant to connect with marketing communication across the organization. The product stewardship review process assesses banned and restricted lists in certain markets, weighs public perception, and is used to engage stakeholders along the product trail for each product, product line or service. The process also requires businesses to conduct product stewardship reviews when significant changes occur in any of these areas. In addition, as part of the product stewardship review process, feedback from all stakeholders is assessed (e.g., customer complaints, technical issues, concerns, etc.) and may result in product changes or other improvements.

All new and existing products and services are required to have a product stewardship review scheduled, conducted and documented prior to commercialization and repeated on a periodic frequency commensurate with risk. In addition, the DuPont legal team regularly reviews all marketing materials including web content, marketing claims, marketing communications, and trade show materials.

G4-PR7: Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship.

Approximately 900 Product Stewardship Reviews were completed during the 2015 reporting period revealing compliance with regulations and voluntary codes.

In addition to the above, the company is subject to various litigation matters, including, but not limited to, product liability, patent infringement, antitrust claims, and claims for third party property damage or personal injury stemming from alleged environmental torts. Information regarding certain of these matters is set forth primarily in Item 3 of our Form 10-K available at investors.dupont.com.

G4-PR8: Total number of substantiated complaints and breaches of customer privacy and losses of customer data.

The [DuPont Global Information and Privacy Policy](#) defines the commitment of DuPont to protect the privacy of personal information that is collected or used by DuPont in the course of conducting DuPont business. The scope of this Policy includes the collection and use of employee, customer, supplier and other third party information.

We are not aware of any complaints regarding customer privacy or loss of data in 2015.

G4-PR9: Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.

We are not aware of any fines or penalties for non-compliance with laws and regulations regarding our products and services in 2015.

In addition to the above, the company is subject to various litigation matters, including, but not limited to, product liability, patent infringement, antitrust claims, and claims for third party property damage or personal injury stemming from alleged environmental torts. Information regarding certain of these matters is set forth in Item 3 of our Form 10-K available at investors.dupont.com.

APPENDIX A

GRI CONTENT INDEX—GENERAL STANDARD DISCLOSURES

General Standard Disclosures	Page or External Location	Omission	External Assurance
STRATEGY AND ANALYSIS			
G4-1	2		
G4-2	3		
ORGANIZATIONAL PROFILE			
G4-3	2015 DuPont Annual Report (Form 10-K) , page 1		
G4-4	2015 DuPont Data Book , pages 12–23		
G4-5	2015 DuPont Annual Report (Form 10-K) , page 1		
G4-6	DuPont Global Locations		
G4-7	2015 DuPont Annual Report (Form 10-K) , page 1		
G4-8	2015 DuPont Annual Report (Form 10-K) , page 2		
G4-9	2015 DuPont Data Book , pages 2–9 and page 32 of this report.		
G4-10	32		
G4-11	34		
G4-12	41		
G4-13	2015 DuPont Annual Report (Form 10-K) , page 2–17		
G4-14	15		
G4-15	3		
G4-16	4		
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
G4-17	2015 DuPont Annual Report (Form 10-K)		
G4-18	7		
G4-19	8		
G4-20	9		
G4-21	9		
G4-22	8		
G4-23	8		
STAKEHOLDER ENGAGEMENT			
G4-24	10		
G4-25	10		
G4-26	10		
G4-27	10		
REPORT PROFILE			
G4-28	1		
G4-29	1		
G4-30	1		

GRI CONTENT INDEX—GENERAL STANDARD DISCLOSURES (Continued)

General Standard Disclosures	Page or External Location	Omission	External Assurance
G4-31	1		
G4-32	1		
G4-33	1		
GOVERNANCE			
G4-34	12		
G4-35	12		
G4-36	13		
G4-37	13		
G4-38	13		
G4-39	13		
G4-40	14		
G4-41	2015 Proxy Statement, Appendix A		
G4-42	14		
G4-43	14		
G4-44	14		
G4-45	15		
G4-46	15		
G4-47	15		
G4-48	15		
G4-49	15		
G4-50	15		
G4-51	16		
G4-52	16		
G4-53	16		
G4-54		We consider this information confidential and do not report.	
G4-55		We consider this information confidential and do not report.	
ETHICS AND INTEGRITY			
G4-56	16		
G4-57	16		
G4-58	16		

GRI CONTENT INDEX—SPECIFIC STANDARD DISCLOSURES

Material Aspects	Indicators	Page or External Location	Omissions	External Assurance
CATEGORY: ECONOMIC				
Economic Performance (OECD)	G4-EC1	2015 DuPont Data Book , page 2–9		
	G4-EC2	17		
	G4-EC3	2015 DuPont Annual Report (Form 10-K) , page 45		
	G4-EC4	In the normal course of business, DuPont may seek research and development programs that use government cost share and are aligned with corporate strategies and policies.		
Market Presence	G4-EC5	18		
	G4-EC6	18		
Indirect Economic Impacts	G4-EC7	18		
	G4-EC8	18		
Procurement Practices	G4-EC9	41		
CATEGORY: ENVIRONMENTAL (OECD/UNGC)				
Materials	G4-EN1	23		
	G4-EN2	23		
Energy	G4-EN3	24		
	G4-EN4	24		
	G4-EN5	24		
	G4-EN6	24		
	G4-EN7	25		
	G4-EN8	26		
Water	G4-EN9	26		
	G4-EN10	26		
	G4-EN11	27		
Biodiversity	G4-EN12	27		
	G4-EN13	27		
	G4-EN14	27		
	G4-EN15	28		Yes
Emissions	G4-EN16	28		Yes
	G4-EN17	28		Yes
	G4-EN18	28		
	G4-EN19	29		
	G4-EN20	29		
	G4-EN21	29		

GRI CONTENT INDEX—SPECIFIC STANDARD DISCLOSURES (Continued)

Material Aspects	Indicators	Page or External Location	Omissions	External Assurance
Effluents and Waste	G4-EN22	30		
	G4-EN23	30		
	G4-EN24	31		
	G4-EN25		We do not presently report this information.	
	G4-EN26	27		
Products and Services	G4-EN27	31		
	G4-EN28	31		
Compliance	G4-EN29	2015 DuPont Annual Report (Form 10-K) , page 46		
Transport	G4-EN30	31		
Overall	G4-EN31	2015 DuPont Annual Report (Form 10-K) , page 46		
Supplier Environmental Assessment	G4-EN32	42		
	G4-EN33	42		
Environmental Grievance Mechanisms	G4-EN34	31		
CATEGORY: SOCIAL				
LABOR PRACTICES AND DECENT WORK (OECD/UNGC)				
Employment	G4-LA1	32		
	G4-LA2	33		
	G4-LA3	34		
Labor/Management Relations (UNGC)	G4-LA4	34		
Occupational Health and Safety (OECD)	G4-LA5	35		
	G4-LA6	35		
	G4-LA7		We do not presently report this information.	
	G4-LA8	34		
Training and Education (OECD)	G4-LA9	36		
	G4-LA10	36		
	G4-LA11	36		
Diversity and Equal Opportunity	G4-LA12	38		
Equal Remuneration for Women and Men	G4-LA13	38		
Supplier Assessment for Labor Practices	G4-LA14	42		
	G4-LA15	42		
Labor Practices Grievance Mechanisms (OECD)	G4-LA16	34		
HUMAN RIGHTS (OECD/UNGC)				
Investment	G4-HR1	38		
	G4-HR2	39		
Non-discrimination (OECD/UNGC)	G4-HR3	As of December 2015, none were known to the company.		

GRI CONTENT INDEX—SPECIFIC STANDARD DISCLOSURES (Continued)

Material Aspects	Indicators	Page or External Location	Omissions	External Assurance
Freedom of Association and Collective Bargaining (OECD/UNGC)	G4-HR4	34		
Child Labor (OECD/UNGC)	G4-HR5	39		
Forced or Compulsory Labor(OECD/UNGC)	G4-HR6	As of December 2015, we were not aware of any risks.		
Security Practices	G4-HR7	40		
Indigenous Rights	G4-HR8	40		
Assessment	G4-HR9	40		
Supplier Human Rights Assessment	G4-HR10	42		
	G4-HR11	42		
Human Rights Grievance Mechanisms	G4-HR12	40		
SOCIETY				
Local Communities (OECD/UNGC)	G4-S01	45		
	G4-S02	45		
Anti-Corruption (OECD/UNGC)	G4-S03	44		
	G4-S04	44		
	G4-S05	44		
Public Policy (OECD/UNGC)	G4-S06	DuPont Political Contributions Policy and Report		
Anti-competitive Behavior (OECD)	G4-S07	44		
Compliance	G4-S08	44		
Supplier Assessment for Impacts on Society (OECD)	G4-S09	42		
	G4-S010	42		
Grievance Mechanisms for Impacts on Society (OECD)	G4-S011	As of December 2015, none were known to the company.		
PRODUCT RESPONSIBILITY (OECD)				
Customer Health and Safety (OECD)	G4-PR1	46		
	G4-PR2	46		
Product and Service Labeling	G4-PR3	47		
	G4-PR4	47		
	G4-PR5	47		
Marketing Communications	G4-PR6	48		
	G4-PR7	48		
Customer Privacy	G4-PR8	48		
Compliance	G4-PR9	48		

Legend:

OECD: Linkage to OECD Guidelines for Multinational Enterprises

UNGC: Linkage to UN Global Compact “Ten Principles”

October 22, 2015

Mr. Robert Reich
 Manager, Global Environmental Stewardship
 DuPont Safety, Health & Environment and Sustainable Growth Center
 974 Centre Road (CRP 708/243)
 Wilmington, DE 19805 USA

WSP has conducted an independent third party review of DuPont's 2014 greenhouse gas (GHG) inventory with the intention of providing limited assurance of its accuracy and completeness. The scope of the review includes all Scope 1 and Scope 2 emission sources, and Scope 3 emissions from fuel and energy related activities. The GHG inventory applies to all owned and leased facilities under DuPont's operational control.

WSP provided a "Review Findings" report to DuPont which lists in detail the specific review tasks completed and areas which have been flagged for clarification or improvement. DuPont has addressed all requests for clarification and has completed all necessary corrective actions. The details of the scope of this assurance review can be found in Table 1.

Table 1: Assurance Scope

Assurance Parameter	Specification
GHG Calculation and Reporting Protocols	The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition); Corporate Value Chain (Scope 3) Accounting and Reporting Standard.
Verification Standard	ISO 14064-3
Level of Assurance	Limited
Organizational Boundary	Operational control
Geography	Global operations
Inventory Period	January 1, 2014 to December 31, 2014
Emissions Covered	
Scope 1	13,393,616 metric tons CO ₂ e (all Scope 1 sources)
Scope 2	4,627,147 metric tons CO ₂ e (all Scope 2 sources)
Scope 3	Category 3 Fuel and Energy Related Activities (FERA): 3,142,256 metric tons CO ₂ e
Supporting Documents Reviewed	2014 Scope 1 & 2 Inventory Calculation Spreadsheet 2014 Scope 3 FERA Calculation Spreadsheet Inventory Management Plan Energy Purchasing Data
Date Review Complete	October 22, 2015

Assurance Finding

Based on these review processes and procedures, WSP has no evidence that DuPont's 2014 GHG inventory is not materially correct, is not a fair representation of the GHG data and information, or has not been prepared in accordance with the Greenhouse Gas Protocol.

Professional Conduct

WSP has conducted this limited assurance review in its capacity as an independent third party in accordance with the ISO 14065 International Standard, *Greenhouse gases — Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition*. ISO 14065 specifies the principles and requirements employed by WSP to make this GHG assertion. WSP has not contributed to the compilation of DuPont's 2014 GHG inventory and members of the Assurance Team are not working with DuPont's 2014 GHG inventory beyond what is required of this assignment.

Sincerely,

A handwritten signature in black ink, appearing to read "Daniel Sobrinski".

Daniel Sobrinski
Project Director
WSP

A handwritten signature in black ink, appearing to read "Brennen Walsh".

Brennen Walsh
Lead Reviewer
WSP



Visit us at www.dupont.com

The information provided in this guide corresponds to our knowledge on the subject at the date of its publication. This information may be subject to revision as new knowledge and experience becomes available. The data provided fall within the normal range of product properties and relate only to the specific material designated; these data may not be valid for such material used in combination with any other materials, additives or pigments or in any process, unless expressly indicated otherwise.



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