

A side-profile photograph of a firefighter wearing a silver helmet, a dark brown turnout coat with reflective yellow and silver stripes, and a large air tank on their back. The air tank has a yellow band and the number "5.5" visible. The firefighter is looking to the right. The background is plain white.

# Solution makers

2020 GRI Index

# Contents

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## About this report

GRI 102-50. GRI 102-52. GRI 102-54. GRI 102-55.

### Reporting practices

This document, along with the web-based Sustainability Story Hub, is the inaugural sustainability report of DuPont de Nemours, Inc. For the purposes of this report, references to “us,” “our,” “the Company,” or “DuPont” refer to DuPont de Nemours. There is an online version of this report, found [here](#). This document goes into further detail on various aspects of our 2019 performance data and management processes compared to the online version of the report. Case studies, stories of progress and other DuPont sustainability highlights can be found in our [Sustainability Story Hub](#).

We commit to annually report our sustainability performance in accordance with the Global Reporting Initiative (GRI). We've prepared this report, in conjunction with the web-based version of our 2020 Sustainability Report, in accordance with the Global Reporting Initiative (GRI) Standards: Core option. It covers DuPont activities from January 1, 2019 until December 31, 2019, unless otherwise noted. Sections of this report are badged with the applicable GRI disclosure.

This report also adheres to the Sustainability Accounting Standard Board (SASB) Resource Transformation — Chemicals (RT-CH) Standard. Sections of this report are badged with the applicable SASB code. A [GRI and SASB Content Index](#) is available at the end of this report.

DuPont de Nemours, Inc. is a signatory to the United Nations Global Compact (UNGC) and adheres to the ten principles laid out in the UNGC. This report, in conjunction with the web-based version of our 2020 Sustainability Report, serves as our communication of progress.

### Reporting scope

GRI 102-45. GRI 102-46. GRI 102-48. GRI 102-50.

The scope of this report includes facilities owned and operated by DuPont de Nemours, Inc. during calendar year 2019 and all entities included in DuPont's 2019 consolidated financial statements.

Consistent with best practices and applicable reporting framework guidelines such as the Greenhouse Gas Protocol, where applicable, we generally include acquisitions' environmental data in our reporting boundary for their first full year of operation following their acquisition.

We also include safety data from acquired sites in our corporate totals for the first full year of operation following acquisition. An exception to this is if an acquired site has a recordable incident during the year it is acquired, in which case we include the incident(s) and manhours for the affected site beginning with the month in which the incident(s) occurred.

Financial, legal, and governance information, including our 2019 Form 10-K and 2020 Proxy Statement, is available on our [investor website](#). Prior years' sustainability reports will be available in our [Sustainability Publications archive](#).

## About this report (continued)

### Reporting process

GRI 102-46.

The content of this report is based on our materiality assessment and sustainability strategy and is developed with consideration of the GRI reporting principles.

The report content is developed and reviewed by representatives and relevant subject matter experts from each business unit and operational function. Our senior leadership, including our Chief Technology & Sustainability Officer and Chief Executive Officer, review the final report prior to publication. Additionally, our process includes third-party assurance of a portion of our sustainability data. See the External Assurance section below for more information.

### Data measurement techniques and basis of calculations

We have internal data management and analysis systems to ensure consistent and accurate data collection and aggregation from our facilities. For the majority of our environmental, health, and safety indicators, we conduct quarterly quality control checks to evaluate the reliability of facility-specific and aggregated data and correct any errors.

We provide more detail about our data tracking and calculation methodologies in the sections throughout this report.

Due to rounding, individual numbers in text, charts and tables may not sum to the totals shown. The unit of currency used in this report is the U.S. dollar.

### External assurance

GRI 102-56.

DuPont contracts an independent third party, WSP, to provide a limited level of assurance on our energy, greenhouse gas emissions, and employee safety information using the ISO 14064-3 standard. The most recent statement of verification, which details the scope, activities and conclusions of their engagement, is included in the Appendix at the end of this report and in our [Sustainability Publications archive](#).

In addition, DuPont has policies and internal practices to enhance and provide assurance regarding the accuracy of the report. For instance, internal and second-party audits are conducted on many of DuPont key activities including safety, health, environmental performance, financial accounting, and compliance with the DuPont Code of Conduct. Third-party audits are also conducted to review this data as part of our certification and conformance processes for ISO 14001 and Responsible Care®.

### Feedback

GRI 102-53.

For copies of our publicly available policies, or for more information regarding our operations, please visit our website at [dupont.com](http://dupont.com). You can find a downloadable version of our GRI Index, as well as our responses to the CDP Climate Change and CDP Water Security questionnaires, in our [Sustainability Publications archive](#).

For questions, comments and suggestions about our report, please email us at [sustainability@dupont.com](mailto:sustainability@dupont.com).



# Our Organization

## Our organization

GRI 102-1. GRI 102-2. GRI 102-3. GRI 102-4. GRI 102-5. GRI 102-7. GRI 102-10. GRI 102-41.

**DuPont de Nemours, Inc. is a publicly traded specialty solutions company based in Wilmington, Delaware, U.S.A. We deliver global innovations for multiple industries across four businesses — Electronics & Imaging, Nutrition & Biosciences, Safety & Construction, and Transportation & Industrial.**

In 2015, E. I. du Pont de Nemours and Company and The Dow Chemical Company entered into a “merger of equals” with the intention of creating three independent companies. The resulting company, DowDuPont, had three divisions — Material Science Division, Agriculture Division and Specialty Products Division. The DowDuPont Specialty Products Division was to carry the name DuPont de Nemours after the separation. On June 2, 2019, DuPont took the Specialty Products Division into its next chapter as a standalone premier innovation company.

For more information, see the [“Note regarding the formation and history of DuPont de Nemours, Inc.”](#) in the Appendix.

DuPont has approximately 195 principal locations, 14 major R&D centers, and 11 innovation centers, located in over 70 different countries. At year-end 2019, we had approximately 34,000 employees and about nine percent of our workforce are covered by collective bargaining agreements. Net sales in 2019 were approximately \$21.5 billion (B).



Detailed information about the scale of our organization, corporate governance and Board of Directors composition, operational structure, markets served and geographical footprint is available in our 2019 Annual Report and U.S. Securities and Exchange Commission Form 10-K and our 2020 Proxy Statement available at [investors.dupont.com](https://investors.dupont.com).

## Our businesses and 2019 segment revenues

GRI 102-2.

### Electronics & Imaging – \$3.6B

We serve the semiconductor, circuit board, industrial, display, and digital and flexographic printing industries. We innovate solutions around connectivity, more brilliant electronic displays, and printing for packaging and textiles, and more.

### Transportation & Industrial – \$5.0B

We deliver solutions to transportation, electronics, medical and industrial industries. We provide high-performance engineering resins, adhesives, and lubricants to enable material systems solutions for applications and environments including aerospace, automotive, medical devices, energy production, and more.

### Nutrition & Biosciences – \$6.1B

We apply expert science to advance healthy and sustainable products for the food, beverage, dietary supplement and pharmaceutical industries. We also use pioneering biotechnology to enable bio-based solutions that make industrial processes more efficient and sustainable.

### Safety & Construction – \$5.2B

We develop solutions that protect workers and first responders, keep homes warm and dry, and purify the essentials of life. We create high-performance fibers and foams, aramid papers, non-woven structures, water purification technologies, and protective garments, including well-known brands like Kevlar®, Nomex®, Tyvek®, Styrofoam™, Corian®, and Great Stuff™.

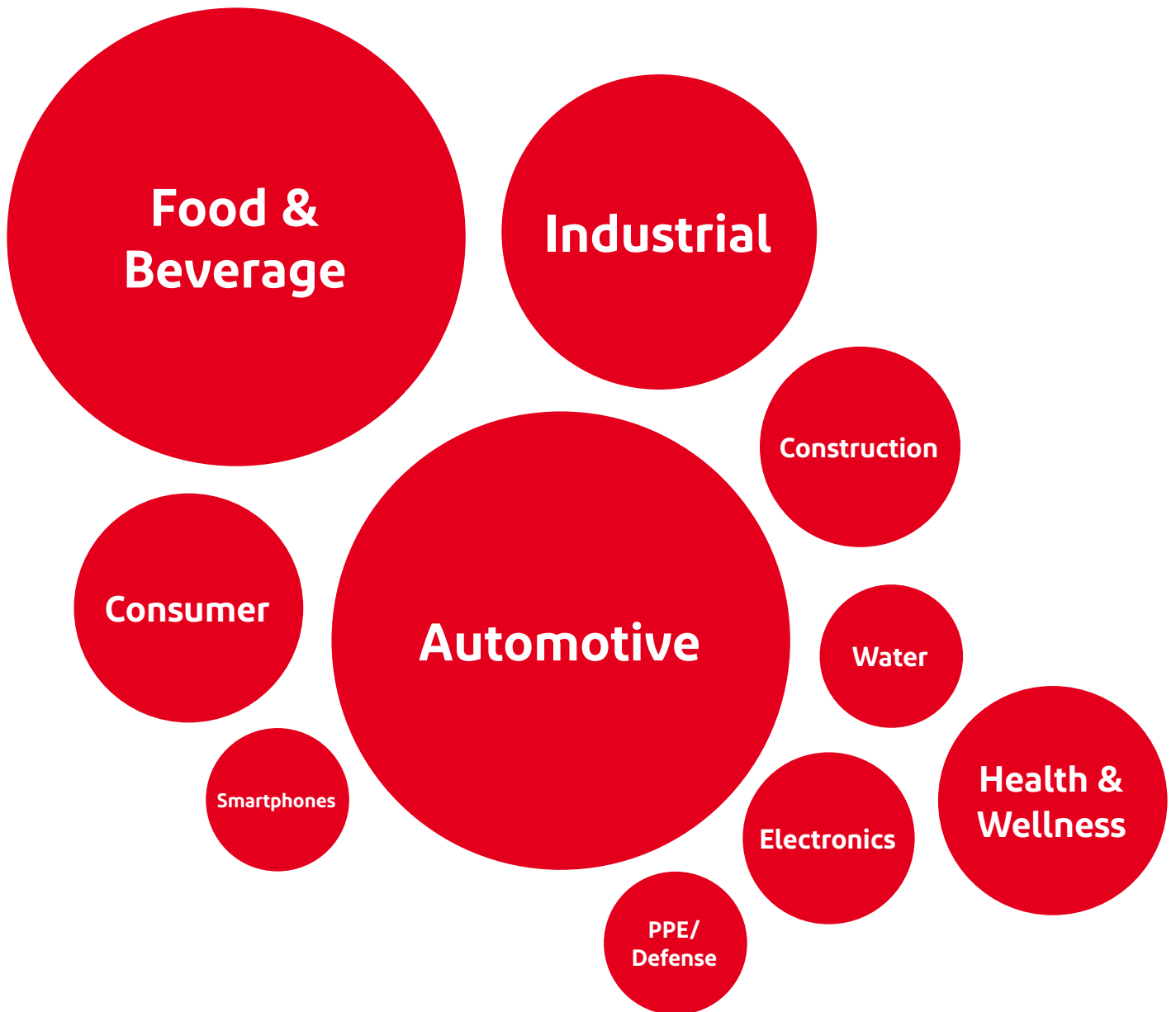
### Non-core – \$1.7B

We develop key materials for the manufacturing of photovoltaic cells and panels; materials for semiconductors and technology for production of clean, high-octane gasoline; specialty biotechnology materials for carpet and apparel; and films for consumer electronics, automotive, and aerospace markets.

## Our markets

GRI 102-6.

Our technology serves over 15 major industries. Our top 10 end markets are shown below. See a list of all industries we serve [here](#).



## Letter from the Chief Executive Officer

GRI 102-14.

**One year ago, we created a truly new DuPont with a clear purpose — to empower the world with the essential innovations to thrive. Our purpose is rooted in the passion and proven expertise of our people, to use science and innovation to create sustainable solutions for the complex challenges facing our world. What we didn't know at the time was how quickly our purpose and resolve would be tested.**



Since the early days of the COVID-19 pandemic, we have been guided by our Core Values to place the highest priority on the safety and well-being of our employees, customers, suppliers, and communities. Our colleagues are working tirelessly to support the massive effort to provide critical protection to healthcare and other front-line workers who bear the greatest burden in the fight against this pandemic. Our science and innovation capabilities enabled us to rapidly create and deploy new tools in this battle and we will continue to advance those, along with targeted in-kind and financial donations, to provide as many as possible with our solutions.

### A strategic first year

In 2019, we transformed our portfolio and the way we operate, and today we can confidently describe ourselves as a high value, multi-industrial company. We designed a business specifically tailored to address a fundamental challenge facing the world right now — the need for sustainable innovation that meaningfully advances the United Nations Sustainable Development Goals and protects the resources we have and for future generations.

Our actions are shaped by our strategic priorities to drive change by addressing megatrends like climate change, circular economy, water stewardship, product safety and transparency and health and wellness. The 2030 Sustainability Goals we launched in 2019 underscore the importance of our collective action as a company and a global community, bringing sustainable innovations to market while reducing negative impacts along the value chain.

Our commitment to transparency and sustainability also includes our policies and protocols. Always guided by the science, this past year, we established a set of bold commitments to manage per- and polyfluoroalkyl substances (PFAS). I'm pleased with the progress on delivering promises we made in 2019. Specifically, we eliminated the use of long-chain PFAS from our processes, including recently integrated operations. I encourage you to review our [PFAS Commitments](#) to learn more about the progress on actions we are taking.

### Essential innovations to thrive

As a global specialty products company, we're helping customers across industries and countries make real progress to improve safety, productivity, efficiency and profitability while reducing waste, energy consumption and environmental impacts. To be able to pursue valuable innovation opportunities that embody our core values of Safety & Health, Respect for People, Highest Ethical Behavior, and Protecting the Planet, is a great source of pride.

A clear example of this is the value and impact of our Water Solutions business. In 2019, we augmented our portfolio in this growth segment by acquiring four strong technologies to strengthen our offering and leverage state of the art technologies to deliver more robust solutions faster. Across the globe, our Water Solutions technologies are processing over 25 million gallons of water every minute — that's five gallons a day per person. Our actions are helping put us in an even stronger leadership position to deliver against our goals and fulfill our purpose to provide enough clean water for people around the world.

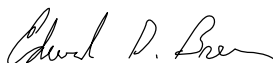


## Equity through action

Even as our business evolves, we fully recognize we have more work to do. Our approach to sustainability means more than contributing to our stakeholders' lives; we must act to empower people everywhere to achieve a more just and equitable world for all. That is why I was proud to sign on to the Catalyst CEO Champions for Change, pledging to advance more women, particularly women of color, into senior leadership positions and onto our board, and the CEO Action for Diversity & Inclusion pledge, which commits DuPont leaders to take measurable action in advancing diversity and inclusion in the workplace. As an early signatory to the United Nations Global Compact, we are also committed to advancing ethical business practices across our value chain to promote human and labor rights, environmental protection, and anti-corruption.

We are living in a time of profound change on a global scale, yet in the face of an unprecedented health, economic, and societal challenges, I am personally hopeful and encouraged by the progress of innovation to respond quickly to our changing environment. We have the science, products and people to continue to effect real, sustainable change, and as you'll see, this year's report illuminates examples of our 2030 Goals, as well as areas where we're intensifying our efforts.

Thank you for taking the time to learn more about our sustainability achievements and the journey we are on, and for your continued interest in DuPont.



**Edward D. Breen**

*Chairman of the Board & Chief Executive Officer*

## Our values

GRI 102-16.

DuPont's core values underpin everything we do as a company and guide every decision our employees make during their work. Our four core values reflect the longstanding commitments of our heritage companies, demonstrate our steadfast commitment to our people and the planet, and exemplify the way we operate. These values are timeless and foundational for a sustainability strategy that positions DuPont for long-term growth, strengthens and preserves our connection within local communities, and makes us the company of choice for the best and brightest talent.



### Safety and health

We're committed to protecting the safety and health of our employees, our contractors, our customers, and the people in the communities where we operate.



### Respect for people

We treat our employees and all our partners with professionalism, dignity, and respect, fostering an environment where people can contribute, innovate, and excel.



### Highest ethical behavior

We conduct ourselves in accordance with the highest ethical standards, and in compliance with all applicable laws, always striving to be a respected corporate citizen worldwide.



### Protecting the planet

We find science-enabled, sustainable solutions for our customers, always managing our businesses to protect the environment and preserve the earth's natural resources — for today and for future generations.

## Our values (continued)

### Code of conduct

GRI 102-16. GRI 205-2.

All DuPont employees are expected to understand and comply with the DuPont Code of Conduct. The Code of Conduct also applies to all of our subsidiaries, affiliated companies, and joint ventures in which we have a majority interest or operating responsibility. It includes our company policies on matters of business ethics, anti-corruption, and conflicts of interest and requires every employee to conduct the company's business with integrity, in compliance with applicable laws, and in a way that excludes consideration of their own personal advantage.

The DuPont Code of Conduct is available in 24 languages on [www.dupont.com](http://www.dupont.com). The Code of Conduct explains in detail what we mean by our core value of highest ethical behavior. Employees receive annual training and frequent communications on the Code of Conduct, and we provide training resources via our employee intranet. For example:

- Every year, all DuPont employees worldwide must complete the DuPont Code of Conduct course — a web-based training module covering ethics, anti-corruption, and related topics — and be certified in Business Ethics and Compliance.
- Periodically issued Business Ethics Bulletins and ETHICSConnections highlight positive and negative behaviors and increase our shared understanding of the Code of Conduct and the seriousness of ethical misconduct.
- New employees receive training on our core values and the DuPont Code of Conduct.
- Each DuPont function and business unit has an Ethics & Compliance Champion, who plays a key role in improving and advancing ethics and compliance within their part of the company and helps coordinate ethics and compliance training.

Once a year, members of the DuPont Board of Directors have to complete an added level of compliance, by signing and acknowledging their obligations under the Code of Business Conduct and Ethics for the DuPont Board of Directors.

The DuPont Code of Conduct also outlines our global policy and commitments to external initiatives in the areas of human rights, respect for people, and freedom of association, among others.

### Reporting ethics concerns

GRI 102-17.

Employees must report all suspected ethics violations promptly through one of the various channels available to employees and the public. All potential ethical breaches are reviewed by the Global Ethics Investigations (GEI) team, which is part of an independent Ethics & Compliance Central (ECC) function that answers directly to the DuPont Board of Directors. The GEI team reviews all allegations

and oversees all investigations, coordinating when necessary with Corporate Security, HR, Legal, and other parts of DuPont. The team has been trained in fraud prevention and detection, forensic accounting, law enforcement, and other relevant disciplines. When an incident involves suspected corruption or any other violations of our core values, the GEI team will gather the information needed for a decision on whether to pursue the issue — which could then lead to disciplinary action, a root cause analysis, and related control improvements, if appropriate.

DuPont offers multiple channels to report suspected misconduct. Employees and the general public can report ethics concerns through management, HR, the DuPont Hotline, our [online reporting portal](#) or directly to a Compliance Officer or Champion. This site will allow you to create a unique user ID and set up a password to submit a confidential concern to the third-party provider. The concern will be handled following the same process that is in place for hotline calls.

The DuPont Ethics and Compliance Hotline is a multilingual and free phone number that is available to anyone with a DuPont-related ethics concern, 24 hours a day, 7 days a week in more than 25 languages. Callers can choose to remain anonymous, and any resulting investigations are confidential. Lessons learned from investigations are communicated through our Business Ethics Bulletins, Ethics Connections, and other training avenues, while protecting the privacy of those involved.

In 2019, DuPont received 180 ethics complaints, resulting in 21 disciplinary actions.

### Human rights

GRI 102-16. GRI 407-1. GRI 408-1. GRI 409-1. GRI 414-1.

DuPont is committed to protecting and advancing human rights wherever we operate.

We've based our [Human Rights Policy](#) and [Principles on Child and Forced Labor](#) on our core values. We also endorse the 10 Principles in the UN Global Compact. The DuPont Code of Conduct outlines our global policy and commitments to external initiatives in the areas of human rights, respect for people, and freedom of association, among others.

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 expectations for our suppliers in relation to our core values, including human rights. Also, language requiring respect for human rights is included in our contracts with suppliers and other business partners.

## Our supply chain

GRI 102-9. GRI 102-10. GRI 308-1. GRI 308-2. GRI 414-1. GRI 414-2.

**With our diverse portfolio of businesses, global footprint, and extensive operations, DuPont operates a highly complex, integrated supply chain. While it's 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.**

DuPont works with approximately 52,000 suppliers from 53 countries worldwide. In 2019, we spent about \$12.9 billion with these suppliers, \$597 million of which was spent on energy and feedstocks.

All DuPont suppliers are expected to uphold the [DuPont Supplier Code of Conduct](#), which includes the principles of the United Nations Global Compact, and details supplier expectations on matters of the environment, labor, human rights, and impacts on society. We include the Supplier Code of Conduct in our Terms and Conditions for all supplier purchase orders. This is in addition to existing contract language and other mechanisms that are in place to make sure our suppliers adhere to our Human Rights Policy, Supplier Code, and with all applicable laws and regulations.

We assess all new suppliers across various risk parameters including quality, geo-political stability, supply condition and security, health and safety, regulatory compliance, ethics and business conduct, environmental controls, human rights and more. DuPont businesses systematically perform additional reviews for suppliers that have a relevant risk profile for any of the aforementioned categories. As noted in our Supplier Code of Conduct, we reserve the right to audit our suppliers regarding adherence to the Code of Conduct and other relevant DuPont policies. We also expect our suppliers to adhere to all applicable laws and regulations, including labor laws, environmental regulations and product safety and transparency regulations such as REACH for Europe and other parts of the world.

### Supplier diversity

Through our Supplier Diversity Program, we're working to include small and diverse businesses among our sources of supply and help these businesses develop into competitive suppliers. We work closely with local, small, and diverse suppliers to help them understand the DuPont business model and other elements of our procurement strategy.

Guided by 11 key performance indicators (KPIs), our goals include increasing the total amount of our spending with these suppliers, ensuring that they're included in our competitive bid process, and sponsoring and attending outreach events. We engage our top suppliers to support supplier diversity, and we reinforce this expectation in our Supplier Code of Conduct, which encourages our suppliers to develop a diverse supply base themselves in support of the materials and services they provide to us. In fact, one of our KPIs is measuring "Tier II" spend — what our suppliers spend with diverse suppliers in the performance of their work with DuPont.

In 2019, we spent a total of \$449 million with 154,000 small and diverse suppliers in the U.S.

### Sustainable sourcing

GRI 102-9. GRI 102-10. GRI 102-12. GRI 308-2. GRI 414-2.

We are aware of stakeholder concerns related to the sourcing of certain feedstocks, most notably environmental and labor issues that may impact regions where palm oil is sourced. For our management practices related to this and other feedstocks please see the following sections. We are not aware of any significant environmental, labor, or human rights impacts in our supply chain that occurred in 2019.

DuPont's Nutrition & Biosciences business joined the Sustainable Agriculture Initiative (SAI) Platform in 2018. SAI Platform is the global food and drink industry platform for developing collaborative, member-driven sustainable agriculture solutions with a goal of catalyzing change and establishing sustainable agriculture as a pre-requisite for doing business throughout the food and drink industry supply chain. As a SAI Platform member, DuPont is actively participating in that process.

For example, we're taking part in SAI Platform's [Wild Harvest project](#), which aims to create an industry-aligned reference for sustainable sourcing of wild harvested ingredients such as berries, rosehips, mushrooms, and nuts.

## Our supply chain (continued)

### Palm oil

At DuPont, we understand that palm oil may be sourced from biologically sensitive regions of the world and can contribute to deforestation. Consistent with our core values and our commitment to safety, health and the environment, our Nutrition & Biosciences business has taken steps to responsibly manage our palm oil sourcing, including:

- Supporting the Roundtable on Sustainable Palm Oil (RSPO) since 2004.
- Becoming the first in the industry to offer RSPO-certified sustainable emulsifiers from a mass balance source in 2009, and in 2011 bringing the first palm oil-based products from a segregated supply chain to the market.
- Contributing to the WWF Palm Oil Scorecard. In 2019, we doubled our score, showing our continuous improvement in this space.
- Engaging with globally reputable suppliers for our palm oil-based raw materials.
- Supporting the inclusion of smallholder palm oil farmers in sustainable supply chains. Smallholders account for 40% of global palm oil production, making them instrumental in the sustainable transformation of global palm oil production. Low yields affecting economic viability and inadequate access to information regarding best practices are some of the challenges they face. In 2019, DuPont Nutrition & Biosciences joined the [Mariposa program](#) (WISSE), a crowdfunded effort that's providing access to training on sustainable palm oil production to 1,800 smallholder palm oil farmers in Honduras. Nine hundred of them will work toward International Sustainability and Carbon Certification (ISCC) and RSPO certification.
- Offering our customers an extensive range of emulsifiers based on mass balance and segregated palm oil (and palm oil derivatives) as well as a variety of non-palm and 'palm-free' versions of our palm-based emulsifiers.
- Contributing to robust evidence about palm oil and sustainability. DuPont was part of the group of companies funding the first life cycle assessment comparing certified and non-certified palm oil. Results of this independent study show that [RSPO-certified palm oil out-performs non-certified palm oil](#) for global warming and nature occupation.

### Soy

The vast majority of our soy comes from the U.S. For soy sourced from South America, DuPont has issued a [position statement](#) making clear our support for conservation of the Amazon rainforest through responsible sourcing practices. DuPont only purchases soy from suppliers situated in areas near the Amazon biome that have signed a contractual agreement prohibiting the vendors from providing DuPont with soy beans grown on lands deforested after July 2006 in the Amazon biome — in line with the Soy Moratorium. DuPont Nutrition & Biosciences is also a member of the Roundtable for Responsible Soy.

### Seaweed

Developed in collaboration with the Anderson Cabot Center for Ocean Life at the New England Aquarium, our seaweed program guides seaweed farmers and harvesters toward adopting more sustainable practices. We designed the DuPont Better Management Practices for Seaweed Production to drive change in the environmental and social criteria of sustainability and bring transparency throughout this complex supply chain. The goal is to ensure that the most environmentally friendly practices are followed and that seaweed producers receive fair treatment and work safely.

The [Sustainable Seaweed](#) program launched first in Norway and Iceland and will eventually expand to other regions where seaweeds are sourced.

## Letter from the Chief Technology and Sustainability Officer

GRI 102-14.

**Today, we are navigating through a time of unprecedented change and volatility. Each of our daily lives has been profoundly impacted, yet we are reminded how deeply connected we are to one another, and how our actions, large and small, affect our neighbors around the corner and around the world.**



Gaining perspective on how to create a positive impact requires two seemingly opposing skills — holding fast to a vision for the future, while being flexible enough to adapt to events as they unfold. At DuPont, our mission — to empower the world with the essential innovations to thrive — remains intact. Our global team of scientists, engineers and business leaders hold this mission closely as we innovate new solutions to global challenges, adapting our approach to best meet the urgency of our times and the changing needs of our customers and vulnerable populations around the world.

At the end of 2019, we announced our 2030 Sustainability Goals — nine ambitious, long-term goals developed to amplify our company's capabilities in areas that are critically important to our stakeholders and society. Our 2030 goals draw inspiration from the United Nation's Sustainable Development Goals (SDGs). The SDGs provide a global consensus that helps to catalyze collaboration, new partnerships and shared commitments between all actors, both public and private.

Aligning our science and innovation to the SDGs helps us gauge what the biggest market drivers will be in the years to come and chart a clear path ahead for our businesses. We have curated an innovation culture that drives us to create science-based solutions that create positive societal change and competitive advantages in areas such as clean water, health and safety, 5G, and automotive electrification.

For instance, we are advancing water security, availability and quality worldwide through our filtration and purification technology. Most recently, DuPont Water Solutions began a partnership with charity:water to help prevent the spread of COVID-19 in vulnerable communities through the deployment of hand-washing stations, hygiene and sanitation training and community health messaging.

Our healthcare innovations — which are enabling advances in biopharmaceuticals, wound care, drug delivery, device fabrication, and other areas — will improve health outcomes for millions of people worldwide, in the same way that our DuPont™ Tyvek® and Nomex® materials protect healthcare workers and first responders as they risk their own safety to protect communities and families around the world.

Similarly, our investments in the AHEAD™ automotive electrification program will transform the automobile industry, increasing energy efficiency, vehicle connectivity and reducing greenhouse gas emissions. The AHEAD program benefits from our work advancing 5G high speed connectivity, which will enable more connected, sustainable communities.

In this, our first sustainability report, we introduce our roadmap to meet our goals and address our progress thus far. You'll read about how we manage our talented employee base, our operations and our innovation portfolios — where we are driving change in our businesses and where we have opportunities to improve — with the help of partners like many of you.

Sincerely,

A handwritten signature in black ink that reads "Alexa Dembek".

**Alexa Dembek**  
Chief Technology & Sustainability Officer



# Our Sustainability Strategy

## Our sustainability strategy

### Materiality

GRI 102-15. GRI 102-42. GRI 102-44. GRI 102-46. GRI 102-48. GRI 102-49.

In 2018, the DowDuPont Specialty Products Division, now DuPont de Nemours, conducted a materiality assessment to determine the strategic sustainability priorities for the specialty products businesses.

We polled customers, investors, suppliers, NGOs and internal stakeholders representing each of our businesses, to find out which topics they thought DuPont’s new sustainability strategy and 2030 Sustainability Goals could potentially address. After evaluating their feedback, we cross-referenced that list with the key issues identified in our previous materiality review (in 2015) as well as topics covered in the Global Reporting Initiative (GRI) framework, the UN Sustainable Development Goals (SDGs), and Sustainability Accounting Standards Board (SASB) standards.

We also held workshops with subsets of these internal and external stakeholders, where we captured a rich and diverse set of viewpoints and evaluated the likelihood and magnitude of both long- and short-term risks and opportunities in our operations and value chains. We validated our results with external sustainability experts.

We continually identify emerging topics and changes in our business that may affect our materiality determination. While we have not identified any changes to material topics since our formal materiality assessment in 2018, we plan to refresh the assessment as needed to identify new opportunities and risks.

### Material topics

GRI 102-47.

Analyzing stakeholders’ feedback led us to six priority areas — Circular Economy; Climate Change; Health, Safety and Well-being; Product Safety and Transparency; Sustainable Innovation; and Water Stewardship. Several of these priority areas, like climate change, circular economy, health and safety, and water stewardship, must be addressed through innovation, operational excellence, and new collaborations with our business partners.

We created a framework that supports our company growth strategy, provides common ground for our diverse businesses, and led to the establishment of ambitious sustainability goals that address our most critical sustainability areas. We published these goals in the fourth quarter of 2019.



Operate sustainably by delivering world-class performance in safety, resource efficiency and environmental protection

Create sustainable innovations to help society thrive and address its most pressing challenges

Enable the health & well-being of people and communities and advance diversity and inclusion





## Our sustainability strategy (continued)

### Our goals

GRI 102-15.

DuPont's new 2030 Sustainability Goals are helping to shape our innovation agenda and processes. We designed the goals to be challenging, provoke technological breakthroughs and new ideas for addressing society's biggest challenges.

Go [here](#) to learn about the rationales and beliefs that underpin our sustainability goals.

- **Delivering solutions for global challenges:** Align 100% of our innovation portfolio to meaningfully advance the UN SDGs and create value for our customers.
- **Enabling a circular economy:** Integrate circular economy principles into our business models considering lifecycle impacts in the markets we serve.
- **Innovating safer by design:** Design 100% of our products and processes using sustainability criteria including the principles of green chemistry.
- **Acting on climate:** Reduce greenhouse gas (GHGs) emissions 30%, including sourcing 60% of electricity from renewable energy by 2030, and deliver carbon neutral operations by 2050.
- **Leading water stewardship:** Implement holistic water strategies across all facilities, prioritizing manufacturing plants and communities in high-risk watersheds; and enable millions of people to access clean water through leadership in advancing water technology and enacting strategic partnerships.
- **Delivering world-class health and safety performance:** Further our commitment to zero injuries, occupational illnesses, and incidents.
- **Accelerating diversity, equity and inclusion:** Become one of the world's most inclusive companies, with diversity well ahead of industry benchmarks.
- **Cultivating well-being and fulfillment:** Create a workplace where employees report high levels of well-being and fulfillment.
- **Building thriving communities:** Improve over 100 million lives through targeted social impact programs.

### Sustainability governance

GRI 102-18.

Each DuPont business segment has a dedicated sustainability leader responsible for overseeing business and product-level sustainability efforts. These business sustainability leaders are part of a cross-business, cross-functional Sustainability Leadership Council, chaired by the VP of Corporate Sustainability. Executive responsibility for sustainability performance sits with the Chief Technology & Sustainability Officer (CTSO). The CTSO role was created specifically for DuPont to capitalize on the intrinsic link between sustainability and innovation in our operating model.

The CTSO chairs the Sustainability Oversight Committee, an executive steering committee, whose members are strategically appointed based on their respective areas of leadership — operational excellence, employee experience and development, innovation, and business oversight. The Sustainability Oversight Committee reviews and approves DuPont's corporate sustainability goals, performance, policies and initiatives. The CTSO reports directly to the CEO, and routinely engages the Environmental, Health, Safety & Sustainability Committee of the Board of Directors on matters of sustainability, product stewardship and community impact.



## Stakeholder engagement

GRI 102-12. GRI 102-13. GRI 102-40. GRI 102-42. GRI 102-43. GRI 102-44.

**At DuPont, we regularly engage with civil society organizations around the world, and we're active in multiple sustainability initiatives. DuPont businesses and leaders have a long tradition of sustainability leadership. Our roots include a founding membership in the World Business Council for Sustainable Development, early adoption of the UN Global Compact, and years of engaging industries, national governments, international bodies and others to advocate for action on climate change.**

Through our memberships in global industry organizations we're collaborating to point the specialty products industry in an increasingly sustainable direction. As an active member of the [World Business Council for Sustainable Development](#), we participate in the Food Reform for Sustainability and Health (FReSH), Water and Chemicals Sector working groups. In the United States we are actively supporting the development of the [American Chemistry Council's](#) new sustainability metrics, and we helped to create the Cefic (the European Chemical Industry Council) Mid Century Vision, which sets out a path for robust sustainability in the European chemical industry by 2050. DuPont is also a member of the [World Resource Institute Corporate Consultative Group](#), a network of Fortune 500 companies that come together to advance sustainable business practices, mitigate risks, and support sustainable growth.

We engage directly with our customers, investors, suppliers, and other stakeholders on our sustainability efforts, to ensure that these stakeholders have accurate, credible information about our company, and to communicate how we're considering their priorities within our own strategy. We engage government stakeholders primarily through meetings with member and jurisdictional committee staff, including the Senate Environment and Public Works (EPW) Committee and House Energy and Commerce Committee in the U.S.

Examples of issue-specific stakeholder engagement can be found in the following pages, and throughout this GRI Index.

## External initiatives, memberships and associations

GRI 102-12. GRI 102-13.

We partner with organizations around the world, support global sustainability initiatives, and engage regularly with outside stakeholder groups. 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 of the UN Global Compact, which includes areas like human rights, labor, environment and anti-corruption. 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, management systems certification, and sustainability.

At the business unit, regional and corporate level, DuPont participates in a number of organizations and initiatives to advance sustainability efforts related to their innovation and market priorities. For example:

- **Beyond Benign** – provides tools training and support to make green chemistry an integral part of chemistry education
- **Cefic Sustainability Forum** – promotes Sustainability Principles in the European chemical industry and shares sustainability best practices among members

## Stakeholder engagement (continued)

- **EcoVadis** – shares performance on sustainability indicators to stakeholders and allows businesses to monitor their upstream value chain's sustainability performance
- **ePure** – advocates for the development of clean mobility and renewable fuel
- **EU Battery Alliance** – brings together industry and political stakeholders to discuss the future of battery production in Europe
- **European Bioplastics** – represents the interests of the bioplastics industry in Europe by raising awareness of the benefits of bioplastics across stakeholder groups
- **International Sustainability & Carbon Certification (ISCC)** – drives the development of sustainability standards through stakeholder engagement, contributing to the sustainable production and use of biomass in global supply chains
- **PlasticsEurope Mass Balance Taskforce** – engages industry partners to develop key criteria when applying so-called mass balance approaches and to ensure a verifiable and certified approach is applied by companies willing to accelerate the use of renewable feedstocks and waste feedstocks along the value chain
- **Roundtable of Sustainable Biomaterials (RSB)** – ensures the sustainability of biomass and biomaterial production and processing through stakeholder engagement and standards
- **Smart Water Alliance Network (SWAN)** – brings together businesses and utility representatives to develop water policy recommendations and exchange best practices
- **US Chamber of Commerce Climate Change Task Force** – engages the Chamber to act on climate by focusing on practical, near- and long-term solutions
- **World Business Council for Sustainable Development** – brings together the CEOs of over 200 leading businesses to accelerate the transition to a sustainable world
- **German Chemical Industry Association (VCI)** – represents the interests of chemical and pharmaceutical companies to create an attractive industrial location in Germany, Europe and worldwide
- **Association of International Chemical Manufacturers (AICM)** – brings together the leading multinational chemical companies in China to help contribute to the sustainable growth of China's chemical industry and the development of a better society
- **Japan Chemical Industry Association (JCIA)** – promotes the healthy development of the chemical industry through the research and study of production, distribution and consumption of chemical industry materials
- **Taiwan Responsible Care Association (TRCA)** – leads the implementation of world-class health, safety and environmental management systems throughout the chemical industry in Chinese Taipei

We also formally support the following sustainability-related initiatives:

- **Cefic Mid Century Strategy Vision** – the vision of the Chemical Industry in 2050, providing an invitation to discuss and debate the urgent decisions industry and policy makers are facing on the path to a more sustainable and circular future
- **CEO Action for Diversity & Inclusion™** – a CEO-driven business commitment to advance diversity and inclusion in the workplace
- **Operation Clean Sweep (OCS)** – a voluntary program of PlasticsEurope to eliminate loss of plastic pellets into the aquatic environment.

## Engage us on sustainability topics

GRI 102-11. GRI 102-53. RT-CH-530a.1.

We publish our Position Statements online, so that stakeholders will know where DuPont stands on key industry-related issues such as [Climate Change](#), [Human Rights](#), [Product Safety and Transparency](#), and more. We are committed to transparency by submitting information about our climate and water performance to CDP, releasing a sustainability report following Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) Standards, and completing numerous stakeholder surveys and questionnaires.

Our [EHS Commitment](#) outlines our commitment to designing, building, operating, and maintaining our facilities to effectively manage process safety and other hazards and to minimize process and product risks to the environment, our employees and the people of our local and global communities.

Stakeholders who have comments or questions about sustainability at DuPont can email our Corporate Sustainability Team at [sustainability@dupont.com](mailto:sustainability@dupont.com).

We also publish information about our positions, policies, and 2030 Sustainability Goals at [dupont.com/sustainability](https://dupont.com/sustainability), so that anyone who is interested in sustainability at DuPont can easily find the information they need.



# Our Innovations

## How we innovate

### Develop globally, innovate locally

GRI 102-3.

DuPont develops globally applicable technology solutions, but we recognize that our technologies, products and market applications need to be locally relevant — they need to match our customers' unique and individual needs and the markets they serve. Innovating close to the customer yields the highest impact and fastest results, so we've strengthened our operating model by fully embedding our research & development teams into our businesses while retaining corporate capabilities that can be leveraged by the businesses.

At our 11 Innovation Centers around the world, DuPont scientists meet customers, partners, academic researchers and others to discuss ways our latest technologies can help solve their most pressing challenges. We've designed the centers to support co-creation and collaboration, making them true epicenters for innovators from DuPont and the world at large. We take these insights back to our research centers and use them to advance the process of scientific discovery and technological development innovation for new products, new applications, new business models and new manufacturing processes.



In 2019, we had Innovation Centers in 11 strategic locations globally: Brazil, China, India, Japan, Russia, Switzerland, Taiwan, Turkey, United States: Silicon Valley, CA; Auburn Hills, MI; Wilmington, DE. And 14 major R&D Centers, in: Brazil, China, Denmark, Germany, India, Japan, Korea, Netherlands, Switzerland, Taiwan, United States: Palo Alto, CA, Wilmington, DE, Marlborough, MA, Midland, MI.

#### Open innovation, inside DuPont

Every day, DuPont scientists and engineers come together across disciplines, and roll up their sleeves to leverage each other's work for new applications, a style of innovation that has given rise to world-changing innovations and tens of thousands of patents. Today, our teams collaborate on a global scale, whether they're connecting across great distances via digital platforms or are meeting face-to-face in our research facilities or at our innovation-focused employee events.

While we have dozens of business-specific technology and R&D facilities globally, innovators from across DuPont converge in our 14 multi-business research centers, to collaborate on developing new solutions and finding new applications for existing technologies.

To catalyze progress on key industry and societal challenges, we've initiated several new innovation programs focused on specific areas. In healthcare, for example, scientists and innovators from across DuPont's businesses have been working together to identify and move forward on potential solutions to some of the healthcare industry's biggest and most pressing challenges.

We're focusing on areas of emerging science where we can leverage multiple DuPont technologies to enable rapid progress. Through collaboration across DuPont's businesses and beyond, we believe we can help the healthcare industry make biological pharmaceuticals that are safer and more affordable; develop drug delivery devices that will increase patients' compliance and save healthcare costs; and introduce surgical and wearable devices that can prevent, diagnose and treat disease in ways that are not possible today.

# 33%

of medical tablets sold globally have DuPont pharma excipients, the inactive ingredients used in pharmaceuticals

Identifying new ways to leverage our technologies is only the first step. Ultimately, we want to convert market needs and our technology capabilities into commercially viable solutions. So, we continue to strengthen our processes that enable us to identify and prioritize our strategic innovation platforms, identify any gaps in our capabilities, and, if necessary, bring in third-party expertise to fill those gaps — by working with external collaborators and partners or by acquiring businesses with unique capabilities that make them a good fit to become part of DuPont.

### Expanding our innovation spaces

We've relaunched our entire network of Innovation Centers for the new DuPont:

- Opened a new Global Innovation Center in Wilmington, DE
- Expanded and reopened our Shanghai Innovation Center
- Renovated Innovation Centers in Japan, Russia, Taiwan and Turkey

## Delivering solutions for global challenges

GRI 102-15. GRI 302-5.

Ask any scientist why they got into science in the first place, and they'll likely say because they were curious about the world around them and wanted to have a role in changing it for the better. For inspiration on how to create that change, DuPont looks to the UN's Sustainable Development Goals (SDGs) to see what global challenges we face that need to be solved now. Then we dig deeper to ask, "What is DuPont able to contribute to the effort?"

### Challenge

The UN Sustainable Development Goals lay out a bold vision to ensure a just and sustainable world by 2030. Success will require massive investment and innovation across and between all sectors, and the solutions we create together hold the key.

### 2030 Goal

Align 100% of our innovation portfolio to meaningfully advance the UN SDGs and create value for our customers.

### To begin working on our ten-year ambition, we will first:

- Prioritize SDG challenge areas in early-stage marketing and innovation processes
- Integrate sustainability criteria into M&A and investment decisions
- Enact partnerships for scalable impact to advance SDGs

## Sustainable innovation at DuPont

GRI 102-2.

Aligning our science and innovation to the SDGs helps us gauge what the biggest market drivers will be in the years to come and chart a clear path ahead for our businesses. We've identified seven of the 17 SDGs where we believe our science and innovation capabilities can make a significant contribution to address important and valuable societal challenges and create value.



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING

- Our [DuPont Danisco™ Nurica®](#) enzyme and our [POWERFresh® anti-staling enzAwymes](#) and [HOLDBAC® protective cultures](#) to help meet the goals of eliminating hunger and promoting well-being.



6 CLEAN WATER AND SANITATION

- Our [Water Solutions](#) portfolio to advance water security and water quality worldwide.



7 AFFORDABLE AND CLEAN ENERGY



13 CLIMATE ACTION

- Our investments in the [AHEAD™ automotive electrification program](#) to transform the automobile industry, increasing energy efficiency and reducing greenhouse gas emissions.



11 SUSTAINABLE CITIES AND COMMUNITIES

- Our work in 5G High Speed Connectivity to enable more connected, sustainable communities.

## Delivering solutions for global challenges (continued)



- Our healthcare innovations — which enable advances in biopharmaceuticals, wound care, sterile medical packaging, drug delivery, device fabrication, and other areas — will improve health outcomes for millions of people worldwide (SDG 3). And our efforts to identify beneficial uses for production byproducts and to expand our [Tyvek® recycling program](#) will help to bring about more responsible consumption and production on a global scale.

DuPont's recently released [2030 Sustainability Goals](#) are also helping to shape our innovation strategy and processes to increase the speed and impact of our investments to grow our business. We designed the goals to be challenging — to advance innovation and provoke new ideas for addressing society's biggest challenges. Now our innovation teams are getting down to the work of determining how we will do it.

# 80%

Over 80% of hip and knee implants in the U.S. and Europe are packaged with Tyvek® medical packaging

- *For more examples of how we deliver solutions for global challenges, please visit our [sustainability story hub](#).*

## Innovating safer by design

GRI 102-15. GRI 302-5. RT-CH-410b.2.

**Chemical inventions and the materials and technologies derived from them have shaped much of our modern way of life. We find our motivation to keep going in the potential for new materials and technologies that will shape an even better world.**

### Challenge

Industrial processes and product design have traditionally focused on efficiency, process safety and material performance, while discounting aspects such as inherent hazard and potential upstream and downstream product lifecycle impacts. In recent years, chemical regulations and value chain transparency requirements have also increased significantly. At DuPont, we've committed to changing the traditional approach to product and process design by incorporating sustainability criteria across the product lifecycle, increasing value chain transparency and collaboration, and integrating the principles of green chemistry to create a portfolio where all materials are safer by design.

### 2030 Goal

**Design 100% of our products and processes using sustainability criteria including the principles of green chemistry.**

#### To begin working on our ten-year ambition, we will first:

- Develop and implement a company chemical management policy including governance for chemicals of concern
- Expand the integration of safer design principles into new product development and our existing product portfolio
- Collaborate with Beyond Benign and others to promote the adoption of sustainable and green chemistry

## Safer and more sustainable, by design

GRI 102-11.

As scientists, our commitment is to find and develop the solutions that will make the world safer and more sustainable, and that requires careful choices at every step of the process. It means making sure innovators throughout our company understand the principles of green chemistry and cultivating a product stewardship mindset in everything we do. It means collaborating across industries to review, develop, and champion the science and practices that will define what it means to be safer. And it means continually strengthening our processes and our portfolio to address key areas of concern and to stay relevant and aware as we learn more and the field develops.

Ultimately, we recognize that we have to be prepared to walk away from opportunities that do not align with our commitment to safety and sustainability in our portfolio. That means being willing to shrink a potential market opportunity, and discontinue or completely reformulate product solutions that do not meet our safety standard. For instance, in the past we have decided to discontinue use of a potential skin irritant in our cell phone screen solutions, and we have ensured that certain adhesive solutions are only sold to professionals who have the training and proper personal protective equipment to use our product safely.



## Innovating safer by design (continued)

### DuPont PFAS commitments

GRI 102-11. GRI 102-15. RT-CH-410b.2.

Safety, health and protecting the planet are DuPont core values. As a company that constantly pushes to innovate new scientific discoveries, we have to responsibly navigate unknown territories to bring the world safe, reliable solutions to everyday challenges. DuPont learns from its past, including the past of its heritage companies like E. I. du Pont de Nemours and Company and The Dow Chemical Company, so that we can innovate for the future.

Per- and polyfluoroalkyl substances (PFAS) are a group of chemicals used to manufacture many everyday household products and firefighting foam since the 1940s. PFAS is a classification that includes thousands of materials with very different properties; some PFAS, like PFOA and PFOS, are considered “long-chain” chemicals. Long-chain substances are often bio-persistent, which means that they tend to remain inside a biological organism, rather than being expelled or broken down.

DuPont does not make PFOA, PFOS or GenX. Further, DuPont never manufactured or sold firefighting foam. Across our portfolio, DuPont’s use of other PFAS is a small fraction of the total PFAS used in the world. While our use is extremely small, we’re actively pursuing alternatives to PFAS where possible in our manufacturing processes.

DuPont is committed to being a responsible partner in addressing concerns about the health and environmental impacts of PFOA. The knowledge base around PFOA and other PFAS environmental footprint and health effects continues to evolve through work led by the U.S. Environmental Protection Agency (EPA), Centers for Disease Control (CDC) and other health and environmental organizations around the world. We’re committed to working with regulatory bodies and agencies to support their efforts to develop science-based guidelines.

In 2019, we eliminated the use of long-chain PFAS from our products and processes, including recently integrated operations. See our [PFAS commitments for more updates on our progress](#). These commitments, along with our Safer by Design goal, will help ensure that we consistently live our core values.



*For more examples of how we innovate safer by design, please visit our [sustainability story hub](#).*

### Product safety and quality

GRI 416-MA. GRI 417-MA. RT-CH-410b.2.

Our comprehensive Product Stewardship and Regulatory Management System (PS&R MS) is at the core of our commitment to product safety-related risk management and a critical part of our new product innovation process. Since 2004, DuPont has made the decision to follow the American Chemistry Council’s (ACC) Responsible Care® management system, which provides a strong benchmark for our PS&R MS. Each of DuPont’s businesses uses the PS&R MS globally to assess and manage potential risks associated with each product, and to regularly identify opportunities for continuous improvements throughout the product life cycle.

The PS&R MS requires a strong commitment from business leadership. Business and corporate leadership annually review the adequacy and effectiveness of the PS&R MS and make changes to enhance and improve stewardship performance throughout the organization.

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, safety, and environmental impacts. Product stewardship reviews for all products and services are scheduled, conducted, and documented to assess and manage risk prior to commercialization and repeated on a periodic frequency commensurate with overall product risk. The process also requires businesses to conduct product stewardship reviews when significant product changes occur, which may include product use, regulatory changes, or other new product information.

The PS&R MS has delivered significant improvements for on-time completion of product stewardship reviews, the completion of product stewardship review action items, 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 includes the PS Incident Program with an overall commitment to continuous improvement.

As part of our commitment to Responsible Care, each DuPont business conducts routine internal PS&R MS audits to review performance and assess any incidents. External audits of our product stewardship program consist of a sampling of our businesses, U.S. Chemical manufacturing sites and our headquarters every three years to verify that our management systems meet or exceed the ACC’s requirements. Our programs were audited by a third party in 2019 and [found it to be in conformance](#). The next verification year is 2022.

## Innovating safer by design (continued)

### Product and service labeling

GRI 416-1. GRI 417-1. GRI 416-2. GRI 417-2. RT-CH-410b.1.

DuPont's Product Stewardship & Regulatory Management System requires compliance with global and local safety data sheet and labeling information requirements. Reviews of informational requirements are covered as part of the product stewardship review process for all new and existing products and services. These reviews include an assessment of product and service information, such as compliance with global and local safety data sheets and product labeling requirements, and the applicability of regulations, legislation and other Responsible Care® related requirements. Completed reviews in 2019 were 99.5% as per internal scheduling.

Every Dupont product has a globally harmonized Safety Data Sheet that provides essential information on chemical and physical characteristics, toxicology, safe handling, spill and emergency response measures and contact numbers. We maintain informational contact with suppliers and customers throughout our product value chains. In 2019 there were no known incidents of non-compliance with product health, safety, or transparency regulations.

### Information on products produced with Biotechnology

RT-CH-410c.1.

Certain DuPont Nutrition & Biosciences products (such as plant proteins, and other food ingredients) may be derived from crops produced using Biotechnology. As such they may be considered "GMO" for food labeling purposes.

Other products such as enzymes and human milk oligosaccharides (HMO) may be produced with genetically engineered microorganisms (GEMs), optimized to produce proteins and other molecules found elsewhere in nature in a natural fermentation process similar to the production of beer and wine. As these final products do not contain any live production organism or its genetic material when we deliver them to the customer, these products are not subject to GMO labelling requirements in the EU and elsewhere.

We respect the consumer's right to choose and encourage engagement with audiences to communicate further about the benefits and safety of our technology. All of our ingredients endure our rigorous quality and safety testing protocols and adhere to strict regulatory standards in all the countries where we choose to do business.

For more information on the use of biotechnology in food production, please see [this study](#) co-authored by a DuPont Product Stewardship & Regulatory expert.

## Enabling a circular economy

GRI 102-15.

**DuPont is acting now to enable a low carbon and circular economy. For example, we're taking action to discover and commercialize new ways to turn unused materials into useful products or recycling them back into production for a more circular process.**

### Challenge

In a resource-constrained world that is only 9% circular, we need to move away from linear “take-make-dispose” models. That requires better understanding of the barriers to adopting low carbon and circular techniques across value chains for every product and industry. It also requires that we come together to overcome and solve those barriers.

### 2030 Goal

**Goal: Integrate circular economy principles into our business models considering lifecycle impacts in the markets we serve.**

Our portfolio already includes many technologies and processes developed specifically in order to reuse waste — one of the fundamentals of a circular economy. And we're continuing to pursue new “beneficial waste” solutions in food, apparel, manufacturing, and many other areas.

### To begin working on our ten-year ambition, we will first:

- Establish a Circularity Community of Practice with internal and external stakeholders to help us create profitable circular business models that minimize use of natural resources, waste and emissions
- Participate in forums promoting the advancement of a circular economy in our value chains
- Deliver business-led projects that enable circularity
- Implement 4R (Reduce, Reuse, Re-purpose, Recycle) waste reduction programs at 100% of our sites

## DuPont Second Life Materials

GRI 301-2.

The DuPont Second Life Materials (2LM) business was created three years ago by our Safety & Construction business to explore how we can create value by becoming a circular economy solutions provider throughout the value chains DuPont serves. 2LM operates as an intrapreneurial startup within DuPont, working closely with both internal and external customers to identify opportunities that simultaneously reduce waste to landfill and realize financial benefits. First, 2LM conducts a technical site visit to identify the various forms of waste a customer produces, including end-of-life product disposal processes and costs associated with each waste and product stream. 2LM then works with the customer to identify avenues of unrealized benefits within those streams and then execute opportunities together.

For example, the 2LM team worked with a tire cord manufacturer to procure their Kevlar®-containing manufacturing waste, which DuPont was able to transform into an aramid pulp product for friction applications in Automotive. Together, the customer turned a disposal cost into a revenue stream, and DuPont further expanded its product portfolio in the Automotive market.

 *For more examples on how we enable a circular economy, please visit our [sustainability story hub](#).*

## Enabling a circular economy (continued)

### Striving for zero waste

GRI 306-MA. GRI 307-1.

Throughout DuPont, we share a common vision of driving toward zero waste. DuPont is working to define what “zero waste” looks like for each of our unique operations — not only inside the four walls of their respective plants, but also across the complete lifecycle of the products we make. And by working closely with our customers and our partners we’re already achieving some promising results.

Our waste reduction efforts build on years of continuous improvement driven by the ISO 14001 certification process and by other compliance audits, as well as by our own internal standards. For example, the DuPont Waste Management Facility Selection standard defines our practices in relation to the handling and disposal of process-related waste. A corporate working group manages this standard to ensure that it’s in line with all applicable laws for our global sites.

### Keeping plastic out of marine environments

GRI 102-12. GRI 306-MA.

DuPont has signed on to [Operation Clean Sweep®](#), an international program designed to prevent waste and help keep plastic materials out of marine environments. DuPont’s Transportation & Industrial (T&I) polymer business signed the pledge for European operations in 2016 and for US operations in 2019. DuPont T&I manufacturing sites will embed Operation Clean Sweep® priorities into their ISO14001 environmental management systems. This will help them work toward zero discharge of plastics to marine and freshwaters by preventing spills; training employees on spill prevention, containment, clean-up and disposal; and regularly reviewing the program.

We plan to roll out the Operation Clean Sweep® program to all T&I sites globally, and all participating sites will be expected to have an improvement plan in place by the end of 2020.

DuPont is also working with many other organizations to develop and adopt methods and frameworks that will be needed for a truly circular economy. For example, as a member of the PlasticsEurope Mass Balance Taskforce, we’re part of the effort to accelerate the use of renewable feedstocks in chemical processes, which could significantly increase the use of renewable and circular feedstock.

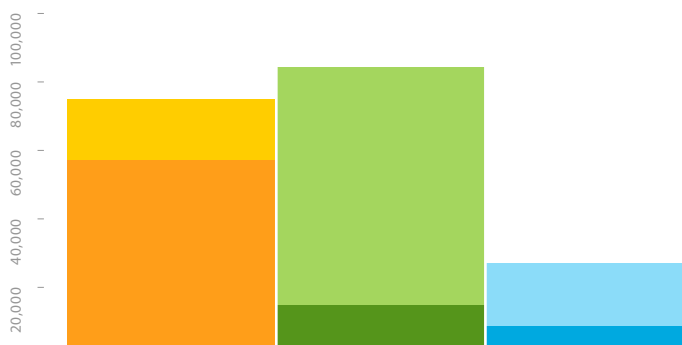
### Hazardous and non-hazardous waste data

GRI 306-2. RT-CH-150a.1.

#### Beneficial Use of Waste (Avoided Waste), in metric tons (MT)

Reuse	24,500
Recycling/Reclamation/Recovery	164,700
Composting	29,000
Land Application	71,000
Energy Recovery	101,700
Other	460
<b>Total Avoided Waste</b>	<b>391,300</b>

#### Hazardous and non-hazardous waste, in metric tons (MT)



	Hazardous	Non-hazardous
Incinerated	55,100	19,100
Landfill	11,900	71,800
Other	6,600	18,800
<b>Total Waste by Type</b>	<b>73,600</b>	<b>109,800</b>
<b>Total Waste</b>	<b>183,400</b>	

A photograph of a male worker in profile, looking upwards. He is wearing a dark green safety cap, clear safety glasses, and a dark green safety jacket with reflective silver stripes on the sleeves. He is also wearing yellow work gloves. He appears to be working on a large, metallic, industrial structure. The background is a plain, light color.

# Our Operations

## Acting on climate

GRI 102-15.

**We are working to drive down our GHG emissions at a pace that's aligned with current climate science. As a longstanding scientific leader, DuPont has an important role to play in this global effort around technology innovation. We're also actively pursuing opportunities to reduce GHG emissions along the value chains for a wide range of DuPont processes and products.**

### Challenge

Climate change requires urgent action, bold commitments, and innovation. Finding a way to shorten the lead times for game-changing technologies and turn the long lifetimes of energy infrastructure into a net positive for the climate will require a multi-faced, collaborative approach.

### 2030 Goal

**Reduce greenhouse gas (GHGs) emissions by 30% including sourcing 60% of electricity from renewable energy, and deliver carbon neutral operations by 2050 or sooner.**

### 2019 Baseline

- 5,380,000 MTCO<sub>2</sub>e of GHG emissions
- 2.9% renewable electricity use

### To begin working on our ten-year ambition, we will first:

- Reduce our overall energy use by investing in Bold Energy Plan projects
- Source low-carbon power, heating and cooling by deploying a global renewable energy strategy
- Create low-carbon industrial processes
- Advocate for sound climate policy that fosters low-carbon innovation

To achieve our new goals, we'll procure our electricity from more renewable sources, ramp up our work on energy efficiency projects that reduce costs and impacts to people and planet, innovate low-carbon and energy efficient solutions that help industries decarbonize, and advocate for consistent, predictable policy and regulations that foster climate innovation and investment.

## Joining the global effort

GRI 102-12.

Our advocacy on climate change takes many forms. For example, we signed the We Are Still In declaration, joining other American organizations and 10 U.S. states in publicly affirming our continued support for the Paris Climate Agreement. We've joined the [CEO Climate Dialogue](#), a collaboration between large companies and NGOs working together to advance effective climate legislation in the U.S. And we're part of the [Alliance to Save Energy](#) and other organizations that advocate for clean mobility and renewable fuel.

## Managing our climate footprint

GRI 302-MA. GRI 305-MA. RT-CH-110a.2. GRI 307-1.

About one fifth of all global greenhouse gas emissions come from industrial activities such as manufacturing, food processing and construction. Most of that impact is from on-site activities — burning fuel for power or heat, chemical reactions and leaks from industrial processes or equipment. But the emissions created from generating energy for the industrial sector are also substantial, and in many locations that energy was produced using high-emitting fossil fuels.

In order to achieve our Acting on Climate goals of a 30% GHG reduction over ten years and carbon neutrality by 2050, we're implementing our **Integrated Energy Strategy** to address all sources of GHG emissions, including efforts to create low-carbon industrial processes, source low-carbon and renewable energy, and reduce our overall energy use.

## Acting on climate (continued)

### Bold energy plan

GRI 302-MA. GRI 302-4. GRI 305-MA. GRI 305-5. RT-CH-110a.2.

The primary mechanism for reducing our energy use is the Bold Energy Plan, a program we launched in 2008 to improve energy efficiency and reduce greenhouse gas emissions at our global facilities. Our Procurement, Sustainability, Engineering and EHS teams are currently working to develop a global renewable energy strategy that will make a significant impact on our operational footprint.

The Bold Energy Plan is managed by our global Energy Community of Practice, made up of Site Energy Champions, corporate and business Engineering teams, and EHS regional leaders. At the beginning of each year, DuPont Energy Champions work with their site Energy Teams to identify activities and projects that support our Acting on climate targets. We track these projects and their progress through a central database. Global site energy champions meet monthly to discuss the efficacy of Bold Energy Plan projects, project management, strategic opportunities, market trends, and more.

In 2019, we completed 66 energy savings projects with a savings potential of about 14,200 MTCO<sub>2</sub>e for the year.

#### Here are some examples of actions we took to reduce our climate impacts:

- The DuPont Nutrition & Biosciences (N&B) site in Grindsted, Denmark, has recently replaced all former coal-fired fuel sources with sustainably sourced wood chips and thereby reduced its CO<sub>2</sub> emissions by more than 40,000 tons CO<sub>2</sub>e per year. As a result of the conversion, the site has also significantly increased its production of surplus heat that is delivered back into the local district heat network. This allows the site to aid in supplying local households with sustainably sourced heat, thereby helping to avoid additional CO<sub>2</sub> emissions in that system as well.
- At our Safety & Construction manufacturing plant in Spruance, Virginia, we worked with our customer, Veolia, to overhaul utility production equipment to be more energy efficient, including converting coal-driven boilers to natural gas so that coal is no longer used at the plant. Improvements at this one site are estimated to reduce DuPont's overall GHG emissions by 2–3%.
- In late 2015, our specialty products businesses began a multiphase project to reduce anhydrous ammonia in our N&B New Century, Kansas, manufacturing site. Although anhydrous ammonia is a highly efficient refrigerant with less global warming potential than synthetic refrigerant alternatives, in October 2019, New Century succeeded in reducing the handling of anhydrous ammonia by 90%, which will make a significant, positive impact on the environment as well as employee and community health and safety.

- DuPont's Asturias and Valencia sites in Spain purchase renewable energy that covers 100% of the electricity needs of those buildings. The electricity contract for these two sites includes Green Origin certificates for all on-site annual energy consumption.

At its heart, the Bold Energy Plan is a tool for continuous improvement, and we'll continue to rely on it as we reach for even greater energy savings and GHG reductions over the coming decade, in line with our 2030 Sustainability Goals. We'll continue to report on our progress in the 2021 DuPont Sustainability Report and CDP Climate submission.

### Award-winning energy efficiency

The American Chemistry Council awarded three DuPont sites with Responsible Care® Energy Efficiency Awards for our 2019 projects:

- Parlin Thermal and Steam System Evaluation, Repairs and Upgrades — will lead to annual savings of about 13,700 MMBTU and 950 MTCO<sub>2</sub>e
- Towanda Site Thermal Insulation Systems Evaluation and Repairs Project — will lead to annual savings of about 1,300 MMBTU and 380 MTCO<sub>2</sub>e
- Delrin® Washington Works Steam and Electricity Conservation — will lead to annual savings of about 90,000 MMBTU and 8,200 MTCO<sub>2</sub>e

 *For more examples of how we act on climate in our operations and through our innovations, please visit our [sustainability story hub](#).*

## Acting on climate (continued)

### Energy and emissions data

GRI 302-1. GRI 302-3. GRI 305-1. GRI 305-2. GRI 305-4. GRI 305-7. RT-CH-110a.1. RT-CH-120a.1. RT-CH-130a.1.

#### Energy and emissions intensity by production

Total energy: 14,220,000 MWh	Energy intensity: 4.54 MWh/MT
Total emissions: 5,380,000 MTCO <sub>2</sub> e	Emissions intensity: 1.65 MTCO <sub>2</sub> e/MT

#### Renewable energy use by type



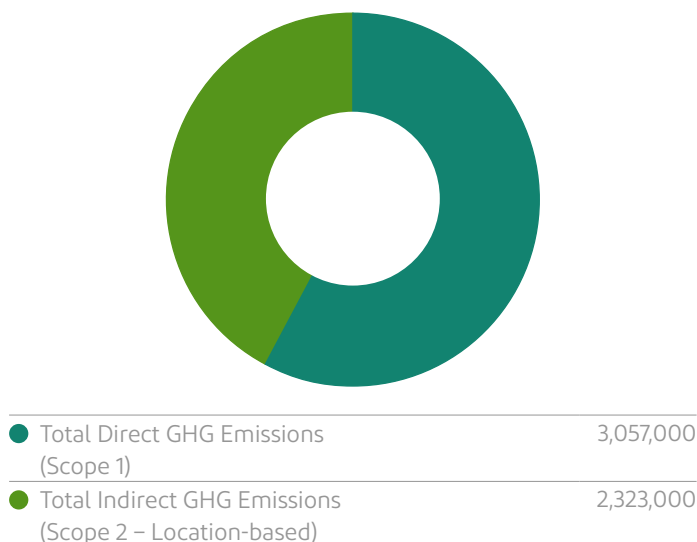
	MWh	Renewable
Fuels	7,784,000	8.0%
Electricity	3,757,000	2.9%
Steam	3,140,000	6.4%

#### Scope 1 and 2 Greenhouse Gas Emissions, MTCO<sub>2</sub>e

Scope 1	3,057,000
Scope 2 (Location-based)	2,323,000
<b>Total Scope 1 + Scope 2 emissions</b>	<b>5,380,000</b>

#### Total Scope 1 & 2 Emissions

5,380,000 MTCO<sub>2</sub>e



#### Other Air Emissions, in metric tons

NOx	1,640
SOx	344
Volatile organic compounds (VOCs)	3,240
Air carcinogens	30
Particulate matter (PM)	300



## Leading water stewardship

GRI 102-15.

**Water is essential to life on earth. That gives this simple molecule an outsize role in every aspect of sustainability. Already, one in three people in the world lack access to clean drinking water. Over the next three decades, population growth will drive a 50–70% increase in water demand for the municipal and industrial sector, resulting in water stress in many of Earth’s watersheds.**

### Challenge

Water scarcity is expected to displace 700 million people worldwide by 2030. To manage the water needs of today while securing water for the future, new technologies and new forms of collaboration will be needed.

### 2030 Goal

**Implement holistic water strategies across all facilities, prioritizing manufacturing plants, and communities in high-risk watersheds. Enable millions of people’s access to clean water through leadership in advancing water technology and enacting strategic partnerships.**

### To begin working on our ten-year ambition, we will first:

- Develop an enterprise-wide Water Stewardship Strategy prioritizing sites in water-stressed regions
- Explore collaborations and partnerships to protect watersheds and provide greater access to clean water
- Leverage our leadership in water technologies to improve access to clean water

members. Its mission is to educate the EU legislators about the fact that water is a horizontal issue that needs to be addressed in many different policies.

To tackle water problems effectively, silos between different policy areas need to be overcome. This is why we think policies that improve global water stewardship and security have a great potential to make a sustainable future a reality.

## How DuPont Water Solutions is solving global water challenges

GRI 102-2.

We need new and better water technologies to protect the world’s natural processes; to increase the availability of clean water; and ultimately to improve human well-being, from equality to economic empowerment and education. DuPont Water Solutions is a global leader in sustainable water purification and separation technology. Our experts provide state-of-the-art membrane science and ion exchange solutions that help make drinking water safer, cleaner and more abundant for homes and communities; help industries and markets operate more efficiently and sustainably; and make water-scarcity challenges more manageable, wherever they occur.

## Advocating for global water security

GRI 102-12.

Since Water Solutions joined DuPont, we have been amongst the most active stakeholders following the European Union Water Public Policy. Moreover, DuPont is amongst the founders of the newly born Brussels-based Smart Water Alliance. The Alliance is a political stakeholders platform bringing together representatives from the business and utility companies. The aim of this platform is to develop recommendations to European policy makers regarding the water agenda and facilitate exchange of best practices amongst

# 25m

gallons of water are processed every minute globally through our technologies

## Leading water stewardship (continued)

To further expand our capabilities in this area, we announced several strategic acquisitions in 2019, including: ultrafiltration and membrane businesses Memcor and Inge; closed-circuit reverse osmosis company Desalitech; and OxyMem, which develops and produces Membrane Aerated Biofilm Reactor (MABR) technology for treating and purifying municipal and industrial wastewater. With these additions to our portfolio and reach, DuPont is better positioned than ever to achieve our vision for a water-optimized world. 25 million gallons of water are processed every minute globally through our technologies.

To learn more about DuPont Water Solution's innovations, [watch this video](#).

## How we manage water at our sites

GRI 303-MA. GRI 303-1. GRI 306-MA. RT-CH-140a.2 RT-CH-140a.3. GRI 307-1.

In 2019, we began to examine our new global footprint to understand where and how DuPont de Nemours operations interact with local watersheds. We withdraw and purchase water from various local sources and entities for the purposes of conducting business. Some of that water is treated and returned to a local waterbody; some is rendered in our manufacturing processes, or used for other purposes such as employee health and hygiene.

To better understand the water risks and impacts at our sites, we used the World Resources Institute (WRI) Aqueduct Water Risk Atlas to identify operational locations facing "high" to "extremely high" baseline water stress currently or by 2030. To gain further insights, in 2020 we will use WWF's Water Risk Tool to model water stress for all DuPont sites around the world. The WWF tool will help us assess water risks using an expanded set of parameters, such as reputation and regulatory risk, that may affect business continuity in the future.

To help ensure we meet our 2030 Sustainability Goals, we will implement the Alliance for Water Stewardship International Water Stewardship Standard ([the AWS Standard](#)) for sites where we've determined that there could be significant water risks. The AWS Standard framework helps companies and other major water users to understand their water use and impacts, and to work collaboratively and transparently for environmentally, socially, and economically sustainable water management at the scale of a local catchment.

At DuPont, implementing the AWS Standard will support our efforts to:

- Understand water dependencies and impacts
- Mitigate operational and supply chain water risks
- Ensure responsible water procedures are in place at our sites
- Build relationships with local water-related stakeholders
- Address challenges shared with others in the catchment

We don't yet collect aggregated data on all DuPont sites' internal water use (such as water recycling) or our total water discharges, but we continue to track water quality associated with Chemical Oxygen Demand (COD) at all major manufacturing sites, including both discharges directly to surface water and discharges to off-site treatment systems.

The company operates global manufacturing, product handling, and distribution facilities that are subject to a broad array of environmental laws and regulations, including those related to water withdrawal, use and discharge. 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 decrease the volume of water use and effluents, increase the efficiency of resource use, and reduce the generation of persistent, bio-accumulative, and toxic materials.



Source: [Alliance for Water Stewardship](#)

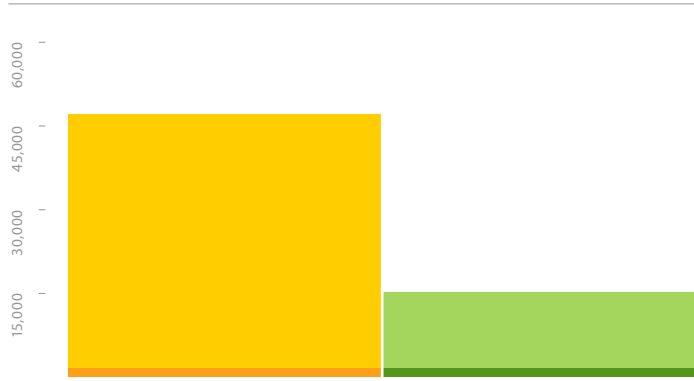
● *For more examples of how we lead water stewardship in our operations and through our innovations, please visit our [sustainability story hub](#).*

## Leading water stewardship (continued)

### Water consumption and withdrawal data

GRI 303-3. GRI 303-4. GRI 303-5. RT-CH-140a.1.

#### Total water in million gallons, 2019



	Total	% from water-stressed areas <sup>1</sup>
Total withdrawal	47,400	3.2
Total consumption	15,300	9.6

<sup>1</sup> Using the WRI Aqueduct Model for the chemical sector, we identified DuPont sites in areas with “high” or “extremely high” baseline water stress according to Aqueduct’s methodology. To determine those sites that could affect water availability, quality, or accessibility, we are in the process of combining the Aqueduct results with other criteria, including insights learned from the WWF Water Risk Model, stakeholder engagement, plant water surveys, the nature of business activity at these sites and other parameters.

## Delivering world-class health and safety

GRI 102-15. GRI 403-MA.

**At DuPont, we re-commit ourselves to our core value of health and safety every single day. This commitment is embodied in our company culture, our stakeholder engagement, and in the innovations we produce for the world.**

### Challenge

Maintaining safety and health in workplaces globally requires a vigilant awareness of the shifting factors — social, regulatory and others — that can affect the dynamics, and an ability to apply new ideas and new ways of thinking in response. Manufacturing industries have their own particular risks, which need to be managed effectively.

### 2030 Goal

Further our commitment to zero injuries, occupational illnesses, and incidents.

### 2019 Baseline

- Total Recordable Incident Rate (TRIR)  
0.311 (151 recordable cases)
- Days Away from Work Case (DAWC) rate  
0.045 (22 total days away from work cases)

Above all else, we're supporting the health and safety of our employees and contractors around the world — and we're listening to our employees to understand how we can further enhance well-being in our workplaces and beyond.

### To begin working on our ten-year ambition, we will first:

- Advance our EHS culture by focusing on leading causes of injuries, changing mindsets and behaviors, and reducing exposure to high risk activities
- Deploy ISO 14001 and Responsible Care™ 14001 management systems across global manufacturing plants
- Improve our systems and execution on alarm management, process control, human factors, and effective operating procedures to reduce Tier 1 and 2 incidents

# 73%

In 2019, about 73% of DuPont sites achieved zero injuries and/or illnesses

## Environmental health and safety management system

GRI 403-MA. GRI 403-1. GRI 403-8. RT-CH-320a.2.

Our Environmental, Health and Safety (EHS) Management Systems, which cover both employees and contractors, ensures that we continually prioritize our commitment to health and safety. Our EHS management system conforms with the American Chemistry Council's Responsible Care Management System® and ISO 14001. DuPont manufacturing sites in the U.S. have implemented a management system based on the plan-do-check-act continuous improvement model. The system provides us with processes to identify and evaluate hazards and risks associated with our product development and manufacturing processes, distribution, and other operations. We then establish goals and objectives to address any significant hazards and risks, taking the feedback and concerns of employees, contractors, communities, customers, suppliers, and other stakeholders into consideration.

In 2019, our Environmental, Health and Safety (EHS) Management System covered 46,743 individuals (33,117 employees and 13,636 contractors), which is 100% of the DuPont workforce.

All DuPont employees are covered by our core values of Safety & Health, Respect for People, Highest Ethical Behavior, and Protect the Planet. 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 EHS and applicable safety and health laws.

## Delivering world-class health and safety (continued)

All workers have the opportunity and are encouraged to participate in health and safety activities at their respective sites. Each employee is also responsible for complying with the DuPont EHS policies, standards, and guidelines.

DuPont uses contractors with demonstrated commitment to EHS. When pre-qualifying a contractor, they must be evaluated for indicators of satisfactory EHS performance. The pre-qualification is conducted annually. The following EHS criteria are included:

- Injury/illness performance
- Special skills and training
- Effective EHS management programs
- Regulatory compliance

### Hazard identification and risk assessment

GRI 403-MA. GRI 403-2. GRI 403-4. GRI 403-7.

We identify the top risks to monitor by analyzing documented EHS Events in the corporate data system of record. We also issue a periodic Safety Perception Survey to all contractors, sub-contractors, and employees to assess the safety culture at DuPont sites and solicit feedback. The Safety Perception Survey score determines next steps needed by the site, the business, or the corporate EHS team. The top three causes of OSHA recordable occupational injuries and illnesses at DuPont are overexertion, slips/trips/falls, and “line of fire” events. We create monthly corporate safety campaigns to address these three causes, but we understand that low- and high-risk activities vary from businesses to business, so targeted initiatives are rolled out by business EHS leaders and site EHS leaders to address unique needs.

EHS hazards are identified and risk assessments are performed in a collaborative manner by cross-functional teams. Our corporate EHS Management System Policy mandates risk assessments be conducted at the EHS competency, business, function, and site levels as necessary. This requirement encourages proactive hazard evaluations when they are deemed necessary by employees or management. Also, personnel from businesses, functions, and sites are required to develop applicable prevention and mitigation strategies to reduce risks within the operational and business context.

Our policy requires the output of these hazard identification and risk assessment activities be documented and used for the development of EHS objectives, plans, and appropriate risk control measures. In addition, DuPont requires, as part of each site contract administration process, a contractor permit to work and a contractor job safety analysis (JSA) process (or similar hazards recognition and control process) for contractor-performed jobs and tasks. We also require contractors to notify DuPont before

hazardous materials (e.g., radiation sources and chemicals) are brought on site or when performing any activity that may generate hazards that have not been already identified in the work-permitting process.

Hazards of chemicals that are new to a site must be recognized and controlled. Sites are required to have an occupational hygiene (OH) review and approval procedure for purchase of chemicals that are new to the site. New chemical usage (e.g. existing chemicals being used in a larger volume, in a different application, or in a new plant area) are also reviewed and approved by OH administrators so that hazards are recognized and controlled.

Before allowing contractor firms to start work on a DuPont site, contract administrators verify that contractor firms have provided the site with up-to-date safety data sheets (SDSs) for all chemicals that they plan to bring on site, to permit a review of the hazards and development of appropriate health and safety plans. Changes in suppliers, types, or models of personal protective equipment used to protect against health hazards (e.g., respirators, breathing air, or chemical protective clothing) must be reviewed and approved by site OH.

### EHS incidents and investigation

GRI 403-MA. GRI 403-2. GRI 403-3. GRI 403-4.

DuPont has authored numerous EHS policies governing employee and contractor safety. Salient among them are our DuPont EHS Management System Policy and our Managing Occupational Injuries and Illnesses Standard. There is a contractor administrator assigned to each site, and the global contractor administrator network holds monthly safety meetings to identify opportunities for continuous improvement. We screen contractor organizations based on EHS risk potential, including their total recordable incident rate (TRIR), EHS management practices, and certain regulatory factors.

Our corporate EHS Management System Policy states that businesses are required to work with appropriate EHS and site personnel to help ensure hazard and risks associated with work activities are properly managed. This policy also requires employees to report any work-related hazards and hazardous situations as a condition of employment. To accomplish this, we encourage open and proactive communication between workers and their line management. As the policy states, “working in a safe, healthy, and environmentally responsible manner is a condition of employment.”

Our EHS Event Classification, Investigation and Reporting Policy requires sites, businesses, and functions to have procedures and trained personnel to report, classify, and investigate EHS Events (i.e. near misses and incidents). It also requires all employees to report all EHS Events promptly to their line management, so that an appropriate and timely response can be made.

## Delivering world-class health and safety (continued)

Every employee is required to notify their line management of any symptoms, injuries, or illnesses that may be associated with work. Employees must then:

- seek medical evaluation and treatment for possible work-related injuries, illnesses, or pre-existing conditions that may be aggravated and comply with any prudent restrictions, and
- self-monitor personal fitness to do the job safely, consult with IHS as appropriate, and communicate to line management on personal conditions that may warrant restrictions.

EHS Event Classification, Investigation and Reporting Policy describes the requirements when investigating work-related incidents. After the work environment has been “controlled” following an incident, the official investigation process begins. Depending upon the incident specifics and outcomes, the appropriate personnel are brought in to be part of the investigation team. For example, “experienced” fire safety individuals would be required for fire incident investigations. Once the team is created, it documents the facts of the incidents and key factors, then issues recommendations for corrective and/or preventative actions in an incident report. The action items in an incident report are tracked to completion. For some incidents, the team conducts a “root cause failure analysis.”

### Occupational hygiene

GRI 403-MA. GRI 403-2. GRI 403-3. GRI 403-4. GRI 403-5. GRI 403-7.

To protect the health of our workers, workplace exposures are maintained at a site level. Each site has a dedicated Occupational Hygiene (OH) administrator that is knowledgeable about the exposure assessment process and is trained to the level appropriate for the complexity of the OH work at the site. This individual is also responsible for overseeing the strategy for, and outcomes of, qualitative exposure assessments; establishment of similar exposure groups (SEGs), documentation of assessment reports, and database management.

Each site’s OH administrator must conduct and document qualitative exposure assessments. They develop exposure profiles for each SEG and update them when 1) changes occur in processes, facilities, or tasks; 2) exposure controls are modified, including changes in engineering controls or personal protective equipment; 3) the agent hazard profile is updated; 4) there is a change in an agent’s acceptable exposure limit, a published Occupational Exposure Limit (OEL), or the applicable regulatory OEL or; 5) quantitative data (e.g., personal monitoring results) have been collected.

The updated assessment should confirm that, taking the new hazard information into account, the previously acceptable exposure is still acceptable. If the exposure is no longer acceptable, temporary controls will be instituted until permanent controls

can be implemented. The assessments are reviewed periodically and updated as appropriate to verify that no subtle changes have occurred between reviews that would change the conclusion of the assessment.

The OH administrator monitors exposures when the qualitative assessment indicates that the OEL may be exceeded, or when required by regulations or other exposure assessment considerations. Reasons for exposure monitoring include the following: 1) protecting worker health, 2) measuring the extent of exposure to determine if controls should be improved to reduce concentrations below OELs, 3) confirming that exposures continually remain under OELs, 4) measuring the extent of exposure to determine if installed controls have reduced the concentration below OELs, 5) complying with regulations that stipulate monitoring and documenting employee exposures for legal purposes, 6) investigating complaints of worker symptoms, 7) developing and maintaining a database of employee exposures for documentation and epidemiological studies.

Exposure assessments and monitoring data are reported to line management and tracked in order to identify trends that may be applicable to other work groups, sites or businesses. Workers in the SEG being monitored are notified of results in a way that meets the local regulatory requirements. We use the Cority Industrial Hygiene management system at all of its sites to provide timely data analysis and tracking of OH records.

Occupational exposure assessment must be covered in first-party and second-party EHS audits to confirm compliance with site, business, and corporate standards and regulations.

### Health and safety training and communication

GRI 403-2. GRI 403-4. GRI 403-5.

As required by DuPont EHS standards and applicable local regulations, personnel are notified of the chemical, physical, ergonomic, and biological hazards to which they may be exposed. Hazard training, labeling, posting, and safety data sheet (SDS) handling are executed according to DuPont Hazard Communication Policy and applicable government regulations. Personnel are trained on the corporate and business policies, standards, and safe work practices, for the occupational hygiene (OH) hazards to which they may be exposed. Both initial and refresher trainings are conducted and documented as required by applicable regulations and corporate standards. Personnel must have all certifications and licensing as required by applicable government regulations (e.g., asbestos, lead, emergency response, hazardous waste, and radiation).

## Delivering world-class health and safety (continued)

The primary vehicles of communication internally are SharePoint sites, websites, digital signage, posters, and team meetings. Sites also have systems in place to encourage and collect suggestions from workers on how to improve the safety and effectiveness of facilities and procedures. External communication is achieved via participation in advisory panels and through use of the [DuPont.com](https://www.dupont.com) website.

Each business within the company has ongoing training programs that are designed specifically to maximize the performance of its employees in meeting business objectives, including better health and safety outcomes. DuPont taps into the expertise of external training providers and the company's own functional experts to offer a wide range of courses in areas including Safety & Health. There are many thousands of courses available to employees via the electronic learning management systems available at DuPont.

Our senior leaders and EHS personnel in each DuPont business review our company-wide EHS performance on a weekly and monthly basis, via reports that cover all Occupational Safety and Health Administration (OSHA) metrics. And we update employees throughout DuPont on our EHS performance at quarterly global town hall meetings.

The DuPont EHS Management System Policy requires EHS meetings be conducted at least once per quarter. Monthly meetings are recommended, and many teams hold these monthly safety meetings to help reinforce DuPont core values, which include in-person training and updates on safety topics both inside and outside the workplace.

All employees are encouraged to participate at least quarterly and are key participants on the teams that manage the process. Meeting attendance and the topics covered are documented. Training and documented procedures are provided to ensure that workers are knowledgeable about the relevant safety, health, and process risks of the facilities in which they work. Processes are in place to ensure understanding of these risks and competence of workers to effectively manage them in the completion of their work. Employees who can't attend these meetings complete supplemental training.



### Employee spotlight

The American Chemistry Council named Barbara Dawson, EHS Fellow in the Center of Excellence at DuPont, as their Member Company Employee of the Year. Barbara provides training, auditing, and technical consultation and direction to our global network of safety personnel.

In 2019, Barbara developed standards that enable sites to implement a robust Occupational Hygiene program to enhance worker safety. Barbara also co-leads monthly safety network meetings to provide site representatives with best practices, training and timely information that contribute to improved performance across the company. DuPont had its lowest global injury and illness rates ever recorded in 2019.

## Audits and evaluation

GRI 403-MA. GRI 403-2. GRI 403-4. GRI 403-8.

We conduct internal and second-party audits annually on many of DuPont's key activities including safety, health, environmental performance and compliance with the DuPont Code of Conduct. Third-party audits are also conducted to review this data as part of our process to certify that our EHS management systems operate in conformance with ISO 14001 and Responsible Care®.

The management system audit is used to confirm the effectiveness of internal and external communications, and workers actively participate in these audits.

Our corporate EHS organization leads the second-party audits of process for sites on a rotating basis based on their relative risk. Each site is required to conduct first-party audits annually according to corporate policy. Each site or business is subject to formal third-party EHS management system auditing requirements according to its EHS-related commitments or certifications, such as Responsible Care Management System and ISO 14001 requirements. All sites have periodic documented EHS management review meetings, and outputs from the annual review of the EHS management system include any decisions and actions related to possible management system changes. The minutes, reference slides, and identified actions are recorded in the appropriate database system and are communicated to workers.

## Delivering world-class health and safety (continued)

### High risk activities

GRI 403-MA. GRI 403-2. GRI 403-4. RT-CH-540a.2.

In 2014, based upon evaluating historical injury/illness performance, our EHS teams created a list of “high risk activities” (HRAs) below. These activities were typically associated with U.S. Occupational Safety and Health Administration’s (OSHA) recordable injuries/illnesses that resulted in, or had the potential to result in, a serious injury, illness or fatality (SIF).

- Lethal Energy
  - Working with Potential for Electrical Shock/Arc
  - Working at Elevation or from Heights
  - Using High Pressure Water for Cleaning
  - Performing Hot Work
  - Operating Powered Industrial Trucks (PITs)
  - Working On or Near Suspended Loads
  - Working with Potential for Body Entrapment — Machine, Excavation
  - Driving on Public Highways
- Toxic/Lethal Environments
  - Entering Confined Spaces
  - Performing Line Breaks to Hazardous Processes or Systems
  - Working in Oxygen Deficient Atmospheres
  - Working with Highly Toxic Materials

During 2019, the following HRAs were present in the injuries.

- Operating PITs (3 cases)
- Performing Hot Work (1 case)
- Working at Elevation or from Heights (5 cases)
- Working in Oxygen Deficient Atmospheres (2 cases)

The cross-business People Safety Team is always evaluating work-related hazards and injury/illness performance with businesses and functions to discover new ways to prevent additional occupational injuries and illnesses, or see if adjustments to existing injury/illness prevention programs are needed. In addition, various corporate EHS standards require that employees look for hazards that could cause an injury or illness and look for ways to eliminate or minimize exposure to hazards. When potential hazards are found, employees are required to promptly report them to their line management so an appropriate and timely response can be made. Corporate EHS emphasizes SIF prevention and adequate preparation for work activities that involve HRAs in order to prevent additional SIFs from occurring in the future.

DuPont uses OSHA’s requirements, interpretations and explanations for recordkeeping regardless of where the injury or illness occurs, in order to ensure global uniformity in tracking work-related injuries and illnesses. Illnesses are evaluated in alignment with injuries. Therefore, the HRAs also apply to illnesses. During 2019, none of the illnesses involved a corporate HRA. No workers were excluded from the data.

### Employee and contractor safety data

GRI 403-9. GRI 403-10. RT-CH-320a.1. RT-CH-540a.1.

	Employees	Contractors	Employees + Contractors
DAWC Cases	17	5	22
DAWC Rate	0.049	0.035	0.045
Total Recordable Cases	99	52	151
TRIR	0.288	0.368	0.311
Fatalities	0	0	0

**DAWC** – Days Away from Work Case is a work-related case where an employee is unable to work due to a work-related injury or illness.

**TRC** – Total Recordable Cases includes Days Away from Work Cases, Restricted Workday Cases, and Medical Treatment Cases.

**TRIR** – Total Recordable Incident Rate (Number of Recordable Cases X 200,000/ Number of Exposure Hours) in a given time period.

# 32

In 2019, 32 DuPont sites earned Responsible Care Facility Safety Awards from the American Chemistry Council, including 24 Certificates of Excellence for achieving zero fatalities, zero days away from work cases, and zero job transfer or restriction cases



## Delivering world-class health and safety (continued)

### Improving our health and safety data analysis

GRI 403-MA. GRI 403-2. GRI 403-4. RT-CH-320a.2.

Creating an effective workplace safety strategy begins with accountability, root cause analysis and performance reviews. At DuPont, we recognize the role that data collection and analysis can play in helping us to protect our employees and communities. Our senior leaders and EHS personnel in each DuPont business review our company-wide EHS performance on a weekly and monthly basis, via reports that cover all Occupational Safety and Health Administration (OSHA) metrics. And we update employees throughout DuPont on our EHS performance at quarterly-global town hall meetings.

In 2019, we launched the new EHS Performance Dashboard, which uses Power BI to present the data from our monthly EHS reports dynamically, giving our EHS teams and corporate leaders a powerful new way to look at trends and to examine the main causes of injuries, illnesses and other EHS incidents at our facilities. The database makes it easy to isolate a specific date range and to view data for the whole company or an individual business or site. This will enable managers in our businesses, our sites, and at regional operations to create safety, health, and/or industrial hygiene programs that are better informed and well-tailored to their unique operations and working environments.

### Health and safety innovations

GRI 102-2.

DuPont's portfolio includes many products developed to improve health and well-being, and make people safer, on a global scale. We're investing in solutions that protect the world's industrial workers and first responders from harm, and we're creating technological advances that will improve health outcomes for everyone, including some of the world's most vulnerable populations. And we're constantly working to create new breakthroughs and to advance new applications for existing science in nutrition, healthcare, personal protection, and other industries.


In healthcare, for example, our unique portfolio of [pharmaceutical excipients](#) offers increased efficiencies, improved formulations, and cost savings in the development of new medicines, ultimately helping patients live healthier and more comfortable lives. For example, we've developed a new surfactant, [FM1000](#), that could improve the stability of biological pharmaceuticals, more than doubling their shelf life. Our non-irritating soft skin adhesives, when incorporated into wearable pharmaceuticals, could offer a more effective and reliable alternative to conventional vaccine and medicine delivery methods. And we're making progress in the use of smart materials for wearable medical applications.

To learn more about DuPont's materials innovations in healthcare, watch this [video](#).

# 33%

of medical tablets sold globally have our pharma excipients, the inactive ingredients used in the manufacturing of pharmaceuticals

DuPont also offers some of the most advanced and trusted materials and products in Personal Protective Equipment (PPE), including our strong yet lightweight and durable Kevlar® fibers, and we're constantly innovating to make the world's industrial and emergency response workers safer on the job. When incorporated into firefighting hoods, DuPont's Nomex® Nano offers lightweight and breathable heat protection while blocking 99% of particulates — offering up to four times the particulate protection of conventional hoods and helping to keep our firefighters safe.

 *For more examples of how we are delivering world-class health and safety in our company and our communities, please visit our [sustainability story hub](#).*

# 70%

of the thermal protection in a firefighter's suit comes from inner components made of DuPont Nomex® fiber



## Accelerating diversity, equity and inclusion

GRI 102-15.

**The growth of the new DuPont will be driven by innovation. Innovation is created through ideas. The more perspectives we have around the table, the more ideas we can generate. That makes diversity, equity and inclusion central to DuPont's success as a company. Our high-performing culture and support for diverse communities and viewpoints help us to attract the best talent in the market.**

### Challenge

To succeed in a complex world and deliver meaningful innovation, companies need to support and enhance all forms of diversity. This includes building strong cultures of equity and inclusion, where everyone can bring their authentic selves to work each day.

### 2030 Goal

**Become one of the world's most inclusive companies, with diversity well ahead of industry benchmarks.**

### To begin working on our ten-year ambition, we will first:

- Cultivate diversity, equity and inclusion (DEI) through Employee Resource Group-centric activities
- Regularly assess DEI progress versus benchmark data
- Frequently communicate about DEI initiatives and progress

## A diverse, equitable, and inclusive DuPont

GRI 405-MA.

Our diversity, equity and inclusion strategy is based on three key pillars — representation, understanding, and support.

From senior executives to early career employees, we're working to improve representation across all diverse communities. This includes changes to how we manage talent internally and our approaches to external recruiting.

We also want to understand the factors that enable or hinder inclusion in the company. Only when we understand where we are succeeding, or failing, can we define the appropriate interventions for improvement. We do this using survey data, interviews, focus groups, and feedback from our Employee Resource Groups (ERGs). This research will help us establish metrics for tracking progress.

Our ERGs include:

- DuPont Corporate Black Employees Network
- DuPont Asian Group
- DuPont Pride Network
- DuPont Latin Network
- DuPont Women's Network
- DuPont Veterans Network
- DuPont Early Career Network
- DuPont Persons with Disabilities and Allies

## Accelerating diversity, equity and inclusion (continued)

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, gender, disability, national or ethnic origin, ancestry, marital status, family 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.

### Recognition

DuPont strives to create an environment where everyone feels welcome and supported. This is why in 2019 we signed on to the Catalyst CEO [Champions for Change](#), pledging to advance more women, particularly women of color, into senior leadership positions and onto our board. We also signed the [CEO Action for Diversity & Inclusion](#) pledge, which commits our leaders to take measurable action in advancing diversity, equity and inclusion in the workplace.

We are proud to be disability inclusive and recognized as a 2019 “Best Place to Work” by the Disability Equality Index for the fourth year in a row. The Index is a joint initiative between Disability:IN and the American Association of People with Disabilities. It serves as the nation’s most comprehensive annual benchmarking tool allowing America’s leading corporations to self-report their disability policies and practices.

We are also honored to be part of the 2019 Bloomberg Gender-Equality Index (GEI). Companies are only included in the index if they demonstrate a commitment to supporting gender equality through policy development, representation, and transparency. The 2019 GEI included firms from 10 sectors headquartered across 36 countries and regions. Collectively, these firms have a combined market capitalization of \$9 trillion USD and employ more than 15 million people — including 7 million women — around the world.

For the sixth year in a row, we scored a perfect 100 on the Human Rights Campaign’s Corporate Equality Index (CEI). The CEI addresses topics such as equal opportunity at all levels and in all functions; equal benefits for same-sex and different-sex couples; the presence of an LGBTQ+ Employee Resource Group; and the frequency of external engagement with the LGBTQ+ community.

**For more examples of how we are accelerating diversity and inclusion in our company and our communities, please visit our [sustainability story hub](#).**

1 As of December 31, 2019. Excludes expatriates, interns, temporary workers and other seasonal and temporary workers

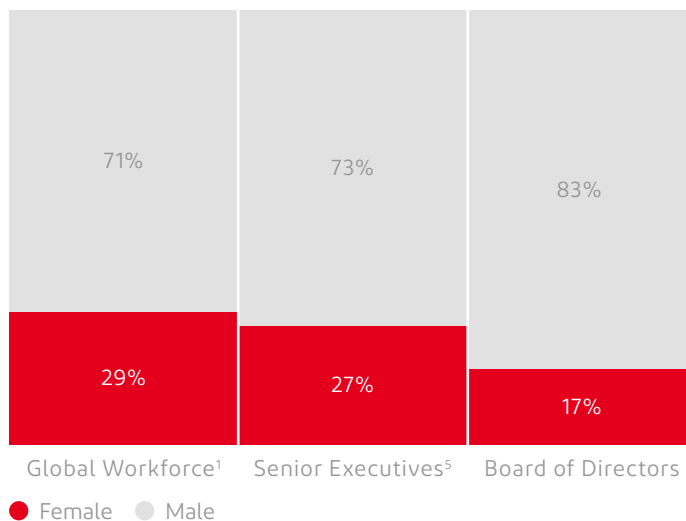
2 Excludes gender/diversity data for those employees who chose not to disclose data.

3 Age ranges for generations reflect those provided by the [U.S. Social Security Administration](#)

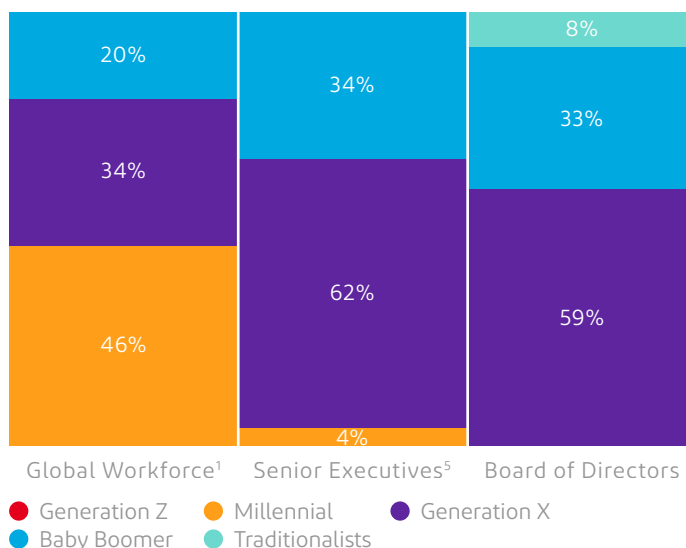
## Workforce demographics<sup>1,2</sup>

GRI 102-8. GRI 405-1.

### All employees, gender<sup>2</sup>



### All employees, generation<sup>3</sup>

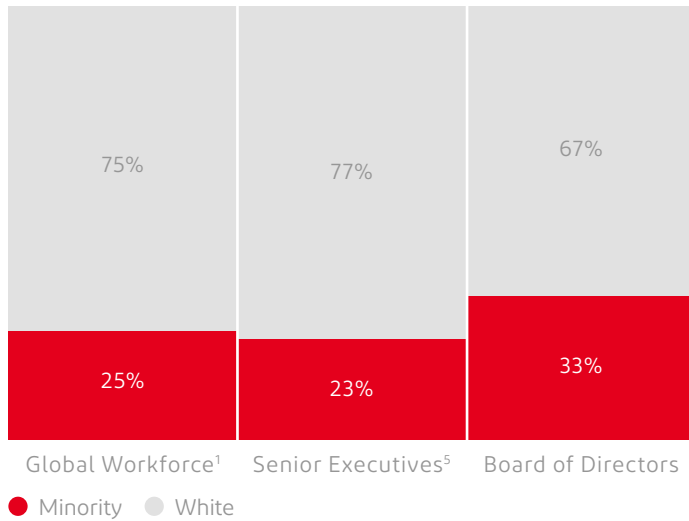


4 Reflects the minority population in our U.S. population only, as defined by the U.S. Equal Employment Opportunity Commission. There are approximately 14,500 total people in our U.S. employee population

5 Executive team is defined all employees with SGL 15+ and all direct reports to the CEO

## Accelerating diversity, equity and inclusion (continued)

### All employees, diversity<sup>4</sup>



1 As of December 31, 2019. Excludes expatriates, interns, temporary workers and other seasonal and temporary workers

2 Excludes gender/diversity data for those employees who chose not to disclose data.

3 Age ranges for generations reflect those provided by the [U.S. Social Security Administration](#)

4 Reflects the minority population in our U.S. population only, as defined by the U.S. Equal Employment Opportunity Commission. There are approximately 14,500 total people in our U.S. employee population

5 Executive team is defined all employees with SGL 15+ and all direct reports to the CEO

## Cultivating well-being and fulfillment

GRI 102-15. GRI 403-5. GRI 403-6.

**The success of our company depends on our employees, who drive our strategic vision, manage our operations and develop the products we offer the world. Their well-being — which includes physical, mental and intellectual health — is of critical importance.**

Every day and at every stage of their careers, DuPont employees have the support of our Integrated Health Services (IHS) teams, who provide programs and services aimed at boosting nutrition, fitness, mental well-being, and much more. In addition to exemplifying our core value of safety and health, there's a strong business case for this work, because investing in our employees' health and resilience can boost our collective productivity, bring down medical treatment costs, and enable each DuPont employee to achieve their full potential, in life and at work.

### Challenge

Employees carry the stresses of their personal lives with them to work every morning and take the stresses of their jobs home with them every night. Creating a work environment that improves holistic well-being for every employee's unique and diverse needs, on and off the job, requires continuous employee engagement and targeted, outcome-oriented programming.

### 2030 Goal

**Create a workplace where employees report high levels of well-being and fulfillment.**

### 2019 Baseline

- Well-being program engagement
- Unique log-ins 2019 total year: 77.3% of eligible population
  - Total log-ins: 96,026
  - Health challenge participation: 19%
  - Coaching Session: 378
- Results of Impact Survey
  - 74% of employees surveyed believe the company provides adequate resources to support employee health and well-being.

### To begin working on our ten-year ambition, we will first:

- Increase access to a variety of well-being resources
- Establish an Employee Value Proposition focused on opportunity, experience and purpose
- Expand employee development offerings that have a positive impact on job performance

## Employee health and well-being

GRI 403-3. GRI 403-5. GRI 403-6.

At all sites, onsite Integrated Health Services (IHS) staff and/or onsite workers' compensation coordinators facilitate access to medical care related to occupational injury or illness. Our larger manufacturing and research sites have onsite clinics where Integrated Health Services (IHS) staff provide occupational care, render first aid, provide travel vaccinations, and provide referrals for non-occupational illness and injury. Many of our sites have an annual flu vaccine program and other programs, such as diminished capacity and fatigue management. IHS also coordinates annual health risk assessments to determine leading health concerns for our employee population and executes the Medical Surveillance Exams based on occupational risks and regulatory compliance priorities as noted by the Environment, Health and Safety (EHS) team. IHS provides training for emergency response and first aid at many locations, especially those at higher risk of natural disasters. IHS also coordinates critical incident support provided by the EAP.

IHS assesses health risks across DuPont to find out which health concerns are most important to our employees, and also conducts medical surveillance exams based on occupational risks and regulatory compliance priorities flagged by DuPont's Environment, Health and Safety team.

Services are tailored to each DuPont site. Our larger manufacturing and research sites have onsite clinics where employees can get occupational care, first aid treatment, travel vaccinations, and referrals for off-site medical care. At many of our sites, IHS provides flu vaccinations, fatigue management programs, first aid and emergency response training, and other programs. And IHS staff are always standing by to coordinate support in the event of a critical incident onsite.

Integrated Health Services maintains an intranet site to communicate services and creates new Health and Wellness Contacts with short, relevant content that is posted to the home page at least monthly. We communicate to employees regularly about their benefits and other health and wellness topics via email, bulletin boards, and large LCD screens at sites.

## Cultivating well-being and fulfillment (continued)

### Creating a culture of well-being

GRI 403-6.

In recent decades, sedentary behavior has become one of the largest public health concerns globally. According to the [National Institutes of Health](#), it's one of the main causes of preventable premature death. The poor health outcomes associated with being sedentary are only amplified when paired with poor nutrition and sub-optimal mental health. DuPont employees spend most of their weekday hours at our sites. We want to instill a culture of well-being supported by healthy work environments so that our employees can thrive.

Some global sites have an onsite wellness champion and/or IHS health contact that facilitates access to health and wellness resources. Many DuPont sites offer an onsite fitness center, walking trails, or other exercise facilities, as well as special wellness events, such as 5K walks or runs, or "lunch and learn" events, to encourage employees to stay active during a busy workday. We want to ensure that all of our employees have access to onsite resources that enhance their overall well-being.

In 2020, DuPont's IHS team will conduct a company-wide cultural audit looking at the variety and nutritional content of on-site food options in our workplaces, the availability of resources for physical activity, and the support options for those impacted by mental health or substance abuse challenges. Once a baseline is established, the team will engage with site managers and facility leaders to set and meet priorities for improvement. We'll use this information to develop a DuPont Healthy Food policy with new minimum standards for sourcing healthy cafeteria and catering offerings, food labeling and packaging standards, and more.

### Balancing work and life

GRI 401-3. GRI 403-6.

In the U.S., [25% of women](#) have to go back to work in just two weeks after childbirth, often at a detriment to their babies' long-term well-being and also their own. [Studies](#) show that providing longer parental leave contributes to fewer low-birth-weight babies, fewer infant deaths, higher rates of breastfeeding, longer parental lifespan and improved mental health, as well as increased long-term achievement for children.

Thanks in large part to the efforts of the DuPont Women's Network, DuPont's recently updated New-Parent Leave policy makes it easier for new moms and dads to give these important moments the attention they need and deserve. Key features include four weeks' paid leave for all new parents, including non-birthing parents and adoptive parents, and twelve additional paid weeks of maternity leave for birth mothers.

### Skill development

GRI 403-5. GRI 404-2.

At DuPont, we're committed to creating innovative talent-management opportunities that are aligned to the strategic needs of our workforce and which will unleash the potential of our people. We offer a diverse set of training, education, and development opportunities, both formally and informally, throughout the year.

Each business within the company has ongoing training programs that are designed specifically to maximize the performance of our employees in meeting business objectives, including better health and safety outcomes. DuPont taps into 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. For example:

- DuPont employees have access to over 20,000 unique courses, which map to key competency areas and are delivered via a variety of learning management systems and online learning academies.
- Each of our business units and corporate functions provides learning opportunities to employees at every level, from career starters to senior leaders, focusing on the subjects that are most critical and relevant in that area of DuPont.
- Each year, all DuPont employees complete online training, which covers topics from the DuPont Code of Conduct as well as ethics and compliance issues. After the course, employees receive regular communications about the DuPont core values. All meetings with DuPont staff begin with a manager-led discussion of our core values, to help keep them top of mind.

Learning is a continual process at DuPont, and our employees have many opportunities to enhance their skills. A formal career development process helps employees and their supervisors plan development opportunities that meet both business and personal goals. All employees take part in a mix of on-the-job training and unique, experiential learning opportunities offered in collaboration with leading universities, research institutions, companies, and industry and professional organizations.

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.

## Cultivating well-being and fulfillment (continued)

### Maximizing our IMPACT

Over the past five years, DuPont employees and leaders have experienced a significant amount of organizational change — divestitures, acquisitions, mergers, etc. So much change can be difficult for employees, but it also provides fertile ground for improvement.

In November 2018, we launched our first ever IMPACT Survey of DuPont employees, as a tool to help us create an exceptional employee experience at DuPont. The survey was available in 19 languages and all DuPont employees were invited to confidentially share their opinions on their experience at DuPont. Thousands of employees responded, providing insights on aspects of workplace culture like core values, communication and employee development.

In the six months after the survey, we created over 2,900 action plans to address employee feedback. The plans focus on things like providing structured career development programs, creating online continuous learning tools, improving customer engagement processes, expanding new employee training, and more. The action plans were tailored to each business, function and region.

We repeated the survey in 2019 with the intention of understanding how we had improved since the prior year, and to advance our ongoing action-planning process.

### Improving our online wellness platform

GRI 403-6.

We offer an online well-being platform globally for employees to manage and learn more about their health. After completing an online health assessment, the portal enables customized content to the employee targeted to their risk factors and health interests. Employees can also participate in challenges where they compete with or against their colleagues in a shared quest for increased fitness. Many of our larger sites have fitness centers, and many of our sites around the globe are located on campuses that have walking trails or other areas conducive to exercise.

In 2018, we found that 74% of those surveyed believe DuPont provides adequate resources to support employee health and well-being. Although that's a positive result, we're determined to do even more to support our employees' well-being, starting with understanding how we should prioritize our further improvements.

In 2020, we're adding new mental and financial well-being resources to our online wellness platform for DuPont employees, and a new range of incentives for employees, starting with those at our U.S. locations, who take action to improve their health and well-being. For example, there will be opportunities to earn a free activity tracking device, a medical premium credit, gift cards, merchandise, or a donation to a charity of their choice.

DuPont remains committed to medical privacy and security. We have rigorous systems and checks in place and use up-to-date medical record-keeping technology, methodologies, and governance so that our employees' medical records stay confidential and secure. At the same time, we're working to make it easy for employees to meaningfully interact with their own health information, because that's one of the best ways to make informed decisions about our healthcare and behaviors, every single day.

### Listening to our employee feedback on well-being and fulfillment

GRI 401-1. GRI 404-2.

In 2019, we included questions about well-being in our 2019 IMPACT Survey of DuPont employees. One clear message received was that employees want more learning and development opportunities. In response, we initiated a new Management Academy starting with a program called LAUNCH for first-time and existing leaders.

The Management Academy makes use of both virtual and in-person training sessions to reach employees globally. This model allows us to standardize our leadership development approach across DuPont. The objective: to cultivate leaders who can draw from a place of authenticity to lead teams with self-awareness and emotional intelligence, and who are able to inspire excellence and innovation — to empower colleagues to perform their best in a fast growing, multicultural environment.

The DuPont Management Academy will pilot with roughly 1,200 leaders globally in 2020. We also plan to roll out two additional leadership development programs — the ASCEND curriculum for senior leaders and the SUMMIT curriculum for executive and other strategic leaders, ultimately investing in every leader at DuPont.

Voluntary attrition is another important measure of employee fulfillment. In 2019, the company's total voluntary attrition rate was 3.5%, which compares favorably to industry benchmarks.

We use the following equation to calculate turnover rate:

$$\left( \frac{\text{Total resignations from July-2019 to Dec-2019}}{\text{Average of number of employees from July-2019 to Dec-2019}} \right) \times 100.$$



## Cultivating well-being and fulfillment (continued)

### Partnering for improved performance

GRI 404-3.

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. Hourly employee participation is based upon the local site practices. 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, and plan a year-end review to confirm progress on overall plan; and
3. A year-end review to confirm progress on overall plan.

 *For more examples of how we are cultivating well-being and fulfillment in our workforce, please visit our [sustainability story hub](#).*

## Building thriving communities

GRI 102-15.

### Wherever DuPont operates around the world, we want to enable people and communities to thrive.

#### Challenge

The UN projects we'll have nearly 10 billion people in the world by 2050. In a world where everyone deserves the chance to be safe, healthy, nourished and educated, we must find a way to improve lives at scale in communities around the world.

#### 2030 Goal

Improve over 100 million lives through targeted social impact programs.

#### In order to achieve our ten-year ambition, we will:

- Implement signature partnerships that can amplify our social impact
- Establish regional advisory councils to support community impact grants and volunteerism locally
- Implement a corporate grants management system and a global volunteer management system to quantify our collective impact and catalyze employee volunteerism

### Maximizing our impact through strategic community impact programs

RT-CH-210a.1

In 2019, working with an external consultant, we held over 60 internal interviews with DuPont business presidents, functional directors, site managers, and regional and country leaders to help inform a new global Community Impact strategy for the company. We wanted to create a Community Impact strategy that aligns with the company's purpose and strategic goals, that also provides shared value to both the company and the communities.

The end result was a strategy that provides guidance for our community giving and initiatives, that is still flexible enough for our global sites to tailor to meet their specific community needs. Through our people, products, and partnerships, we focus on supporting and furthering Community Impact initiatives in three key areas of focus that are core to DuPont:

- **Basics to Thrive** – empowering communities by increasing access to critical needs such as water, shelter, nutrition, and economic opportunity.
- **STEM Education** – increasing access to STEM education for all, and helping to build a talent pipeline for the future
- **Innovations for Good** – focusing our science and innovations on megatrends that can improve people's lives and create scalable impact in communities around the globe

To help drive progress in these areas, we partner with community organizations to develop programs that can make a meaningful difference and achieve measurable outcomes in people's lives. Beyond funding, we believe the most successful collaborations involve all our assets — people, products, and partners — alongside our customers, our suppliers, and community organizations.

Our Global Community Impact Team leads our efforts by helping our local teams engage stakeholders, build long-term relationships, and develop high-impact programs that address critical community issues. We want to provide our employees with ample opportunities to help build thriving communities through volunteerism, both skills-based and traditional. This is how we build a culture of purpose.

#### Clear into the Future

Clear into the Future® is a global DuPont grant program that was created to drive positive impact in our communities and for the environment. 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.

All of the supported projects focus on creating impact in one or more of four areas: climate change adaptation and mitigation, water stewardship, circular economy, and ecosystem services.

In 2019, Clear into the Future® awarded 23 grants to nonprofits delivering environmental and social impact in nine countries.

## Building thriving communities (continued)

### Strategic global partnership

DuPont partners with Habitat for Humanity International to provide safe, affordable, and energy-efficient housing for people in need worldwide. Each year, hundreds of DuPont volunteers in many communities help to build new houses or rebuild and revitalize neighborhoods. DuPont also provides grant funding and donates our energy-efficient building products, including Styrofoam™ brand insulation, DuPont Weathermate™ Homewrap, and Great Stuff™ Insulating Foam Sealant.

Homes built with DuPont products have lower annual energy costs for homeowners compared to homes built without them. A typical home spends about \$2,000 every year on energy bills. Properly installed sealing and insulation products such as Styrofoam™, Great Stuff™, and Tyvek®, can save homeowners an average of 30% on energy use, which equates to about \$600 in heating and cooling bills annually. By enabling energy-efficient materials that deliver increased thermal and weather barriers and provide air and moisture protection around gaps and cracks, we're helping Habitat homeowners lower their energy bills and live in a healthier and more comfortable home.

In the second half of 2019, 400 DuPont employees donated over 2,550 service hours to Habitat projects in 16 communities across the U.S. and Canada. And, DuPont's donation of building products throughout 2019 benefitted nearly 550 families in over 100 communities.



*For more examples of how we are building thriving communities, please visit our [sustainability story hub](#).*



# Appendix

## GRI Content Index

GRI 102-54. GRI 102-55.

GRI Disclosure	GRI Disclosure Description	Information Links	Page(s) in this Index
<b>GRI 102: General Disclosures</b>			
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102-2	Activities, brands, products, and services	<a href="#">Our Businesses</a> <a href="#">DuPont Brands</a>	<a href="#">6</a> <a href="#">6, 22</a>
102-3	Location of the organization's headquarters	<a href="#">Global Locations</a>	<a href="#">6</a>
102-4	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the topics covered in the report	<a href="#">Global Locations</a>	<a href="#">6</a>
102-5	Nature of ownership and legal form	<a href="#">DuPont 2019 Form 10-K</a>	<a href="#">6</a>
102-6	Markets served	<a href="#">All Industries</a>	<a href="#">7</a>
102-7	Scale of the organization	<a href="#">DuPont 2019 Form 10-K</a>	<a href="#">6</a>
102-8	Information on employees and other workers		<a href="#">44-45</a> ; <a href="#">61-63</a>
102-9	Supply chain		<a href="#">12-13</a>
102-10	Significant changes to the organization and its supply chain	<a href="#">History</a>	<a href="#">6</a> , <a href="#">12-13</a> , <a href="#">54</a>
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102-18	Governance structure	<a href="#">DuPont corporate governance</a> <a href="#">DuPont sustainability governance</a>	<a href="#">17</a>
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102-41	Collective bargaining agreements		<a href="#">6</a>
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GRI Disclosure	GRI Disclosure Description	Information Links	Page(s) in this Index
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### Series 300: Environmental

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#### GRI 302: Energy

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305-4	GHG emissions intensity		<a href="#">32</a> , <a href="#">59</a>
305-5	Reduction of GHG emissions		<a href="#">31</a>
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		<a href="#">32</a> , <a href="#">59</a>

#### GRI 306

306-MA			<a href="#">28</a> , <a href="#">34</a>
306-2	Waste by type and disposal method		<a href="#">28</a> , <a href="#">60</a>

#### GRI 307

307-1	GRI Disclosure Description “Environmental Compliance”		<a href="#">28</a> , <a href="#">30</a> , <a href="#">34</a>
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#### GRI 308: Supplier Environmental Assessment

308-1	New suppliers that were screened using environmental criteria		<a href="#">12–13</a>
308-2	Negative environmental impacts in the supply chain and actions taken		<a href="#">12–13</a>

**GRI Content Index (continued)**

<b>GRI Disclosure</b>	<b>GRI Disclosure Description</b>	<b>Information Links</b>	<b>Page(s) in this Index</b>
<b>Series 400: Social</b>			
<b>GRI 401: Employment</b>			
401-1	New employee hires and employee turnover		<a href="#">48</a>
401-3	Parental leave		<a href="#">47</a>
<b>GRI 403: Occupational Health and Safety</b>			
403-MA			<a href="#">36–41</a>
403-1	Occupational health and safety management system		<a href="#">36</a>
403-2	Hazard identification, risk assessment, and incident investigation		<a href="#">37–41</a>
403-3	Occupational health services		<a href="#">37–38</a> , <a href="#">46</a>
403-4	Worker participation, consultation, and communication on occupational health and safety		<a href="#">37–41</a>
403-5	Worker training on occupational health and safety		<a href="#">38</a> , <a href="#">46–47</a>
403-6	Promotion of worker health		<a href="#">46–48</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		<a href="#">37–38</a>
403-8	Workers covered by an occupational health and safety management system		<a href="#">36</a> , <a href="#">39</a>
403-9	Work-related injuries		<a href="#">40</a> , <a href="#">61</a>
403-10	Work-related ill health		<a href="#">40</a> , <a href="#">61</a>
<b>GRI 404: Training and Education</b>			
404-2	Programs for upgrading employee skills and transition assistance programs		<a href="#">47</a> , <a href="#">48</a>
404-3	Percentage of employees receiving regular performance and career development reviews		<a href="#">49</a>
<b>GRI 405: Diversity and Equal Opportunity</b>			
405-MA			<a href="#">43</a>
405-1	Diversity of governance bodies and employees		<a href="#">44–45</a> , <a href="#">61–62</a>
<b>GRI 414: Supplier Social Assessment</b>			
414-1	New suppliers that were screened using social criteria		<a href="#">11–12</a>
414-2	Negative social impacts in the supply chain and actions taken		<a href="#">12</a>
<b>GRI 416: Customer Health and Safety</b>			
416-MA			<a href="#">25</a>
416-1	Assessment of the health and safety impacts of product and service categories		<a href="#">26</a>
<b>GRI 417: Marketing and Labeling</b>			
417-MA			<a href="#">25</a>
417-1	Requirements for product and service information and labeling		<a href="#">26</a>

## SASB

No.	Details	Information links	Page(s) in this index
RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations		<a href="#">32</a> , <a href="#">59</a>
RT-CH-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets		<a href="#">30–31</a>
RT-CH-120a.1	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)		<a href="#">32</a> , <a href="#">59</a>
RT-CH-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy		<a href="#">32</a> , <a href="#">57</a>
RT-CH-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress		<a href="#">35</a> , <a href="#">60</a>
RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations		<a href="#">34</a>
RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks		<a href="#">34</a>
RT-CH-150a.1	Amount of hazardous waste generated, percentage recycled		<a href="#">28</a> , <a href="#">60</a>
RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests		<a href="#">50</a>
RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees		<a href="#">40</a> , <a href="#">61</a>
RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks		<a href="#">36</a> , <a href="#">41</a>
RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency		<a href="#">63–65</a>
RT-CH-410b.1	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, and (2) percentage of such products that have undergone a hazard assessment	<a href="#">DuPont PS&amp;R</a>	<a href="#">26</a>
RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	<a href="#">DuPont PS&amp;R</a>	<a href="#">24</a> , <a href="#">25</a>
RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	<a href="#">DuPont position statements</a>	<a href="#">19</a>
RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)		<a href="#">26</a>
RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)		<a href="#">40</a> , <a href="#">61</a>
RT-CH-540a.2	Number of transport incidents		<a href="#">40</a> , <a href="#">61</a>



## DuPont 2019 Environmental Data

### Energy

GRI 302-1, GRI 302-3, RT-CH-130a.1.

Fuels		
Non-Renewable Fuels	MMBTU	MWH
Aviation Gasoline	24,200	7,100
Coal	32,200	9,400
Diesel Fuel	119,000	35,000
Distillate Fuel Oil (#1,#2)	348,000	102,000
Electric	580	170
Hydrogen	3	1
Kerosene	17,700	5,200
Liquefied Petroleum Gas (LPG)	23,000	6,700
Natural Gas	23,570,000	6,908,000
Petrol/Gasoline	55,000	16,100
Propane	19,500	5,700
Refinery Fuel Gas (RFG)	2,500	700
Residual Fuel (#4,#5,#6)	102,000	29,900
Waste Gas	39,900	11,700
Waste Liquid	76,000	22,300
Waste Solid	0	0
Miscellaneous	290	85
<b>Total of Non-Renewable Fuels</b>	<b>24,430,000</b>	<b>7,160,000</b>
Renewable Fuels		
Biodiesel	5	1
Biogas from Waste Water Treatment	56,000	164,500
Ethanol	170	50
Landfill Gas	609,000	178,600
Wood	959,000	281,000
<b>Total of Renewable Fuels</b>	<b>2,130,000</b>	<b>624,300</b>
<b>Total Fuel Use (Renewable + Non-Renewable)</b>	<b>26,560,000</b>	<b>7,784,000</b>

Electricity	MMBTU	MWH
Co-Generated – Non-Renewable	98,800	13,600
Self-Generated – Renewable	13,900	1,400
Purchased – Non-Renewable	36,360,000	3,636,000
Purchased – Renewable	1,069,000	106,900
<b>Total Electricity</b>	<b>37,540,000</b>	<b>3,757,000</b>

Purchased Energy <sup>1</sup>	MMBTU	MWH
Electricity	37,530,000	3,756,000
Chilled Water	10,000	3,000
City Heat	20,100	5,900
Heat Transfer Fluid	25,000	7,300
Steam	12,850,000	3,140,000
<b>Total Purchased Energy</b>	<b>50,440,000</b>	<b>6,912,200</b>

Energy Generated for Others <sup>2</sup>	MMBTU	MWH
Electricity	0	0
Chilled Water	47,569	13,941
City Heat	98,270	28,800
Heat Transfer Fluid	83,977	24,611
Steam	1,386,408	406,316
<b>Total Energy Generated</b>	<b>1,616,224</b>	<b>473,668</b>

#### Energy and emissions intensity by production

Total energy: 14,220,000 MWh	Energy intensity: 4.54 MWh/MT
Total emissions: 5,380,000 MTCO <sub>2</sub> e	Emissions intensity: 1.65 MTCO <sub>2</sub> e/MT

<sup>1</sup> Purchased energy figures are net of sold energy

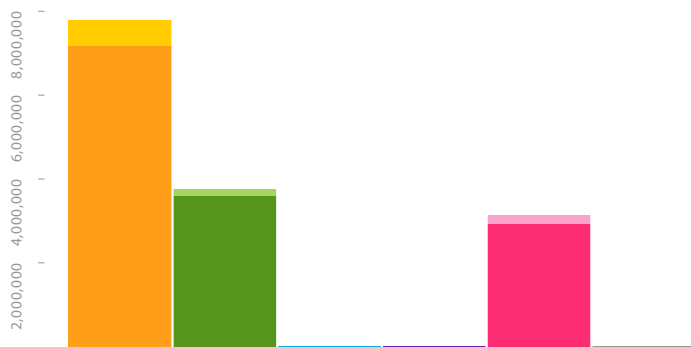
<sup>2</sup> Non-DuPont Tenants and Adjacent Non-DuPont Sites/Buildings

## DuPont 2019 Environmental Data (continued)

### Energy and emissions intensity by production

Total energy: 14,850,000 MWh	Energy intensity: 6.75 MWh/MT
Total emissions: 4.54 MWh/MT	Emissions intensity: 1.65 MTCO <sub>2</sub> e/MT

### Energy use and % renewable, MWh



	MWh	Renewable
Fuels	7,784,000	8.0%
Electricity	3,757,000	2.9%
Heat transfer fluid	7,300	
City/district head	5,900	
Steam	3,140,000	6.4%
Chilled water	3,000	

## DuPont 2019 Environmental Data (continued)

### Emissions

GRI 305-1. GRI 305-2. GRI 305-4. GRI 305-7. RT-CH-110a.1. RT-CH-120a.1.

#### Scope 1 Emissions, in metric tons of carbon dioxide equivalent (MTCO<sub>2</sub>e)<sup>1</sup>

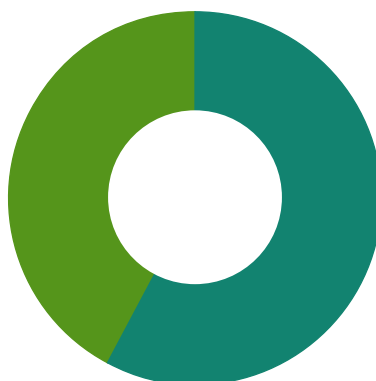
Direct Energy Emissions	Emissions due to Supplying Energy <sup>2</sup>	Process-Related GHG Emissions	Emissions due to mobile fuels	Total Direct GHG Emissions (Scope 1)
1,250,000	72,600	1,726,000	10,400	<b>3,057,000</b>

1 Our Scope 1 calculation includes CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, and PFCs. In 2019, we emitted no PFCs.

2 While we report our total gross Scope 1 and Scope 2 emissions as required under various reporting schemes, we set our goals based on the emissions over which we truly have control. In our goals related emissions calculations and self-reported sustainability communication, we exclude emissions that are due to energy generated for third parties, such as non-DuPont tenants or adjacent facilities.

#### Total Scope 1 & 2 Emissions

5,380,000 MTCO<sub>2</sub>e, Biogenic emissions: 151,000 MTCO<sub>2</sub>e



● Total Direct GHG Emissions (Scope 1)	3,057,000
● Total Indirect GHG Emissions (Scope 2 - Location-based)	2,323,000

#### Other Air Emissions, in metric tons

NOx	1,640
SOx	344
Volatile organic compounds (VOCs)	3,240
Air carcinogens	30
Particulate matters (PM)	300

1 Purchased energy figures are net of sold energy

## DuPont 2019 Environmental Data (continued)

### Waste

GRI 306-2. RT-CH-150a.1.

#### Beneficial Use of Waste (Avoided Waste), in metric tons (MT)

Reuse	24,500
Recycling/Reclamation/Recovery	164,700
Composting	29,000
Land Application	71,000
Energy Recovery	101,700
Other	460
<b>Total Avoided Waste</b>	<b>391,300</b>

#### Hazardous and non-hazardous waste, in metric tons (MT)



	Hazardous	Non-hazardous
Incinerated	55,100	19,100
Landfill	11,900	71,800
Other	6,600	18,800
<b>Total Waste by Type</b>	<b>73,600</b>	<b>109,800</b>
<b>Total Waste</b>		<b>183,400</b>

### Water

GRI 303-3. GRI 303-4. GRI 303-5. RT-CH-140a.1.

#### Total water in million gallons

	Total	% from water-stressed areas <sup>1</sup>
Withdrawal	47,400	3.2%
Consumption	15,300	9.6%

1 Using the WRI Aqueduct Model for the chemical sector, we identified DuPont sites in areas with "high" or "extremely high" baseline water stress according to Aqueduct's methodology. To determine those sites that could affect water availability, quality, or accessibility, we are in the process of combining the Aqueduct results with other criteria, including insights learned from the WWF Water Risk Model, stakeholder engagement, plant water surveys, the nature of business activity at these sites and other parameters.

## DuPont 2019 People Data

### Employee and Contractor Health & Safety

GRI 403-9. GRI 403-10. RT-CH-320a.1. RT-CH-540a.1. RT-CH-540a.2

	Employees	Contractors	Employees + Contractors
DAWC Cases	17	5	22
DAWC Rate	0.049	0.035	0.045
Total Recordable Cases	99	52	151
TRIR	0.288	0.368	0.311
Fatalities	0	0	0

**DAWC** – Days Away from Work Case is a work-related case where an employee is unable to work due to a work-related injury or illness.

**TRC** – Total Recordable Cases includes Days Away from Work Cases, Restricted Workday Cases, and Medical Treatment Cases.

**TRIR** – Total Recordable Incident Rate (Number of Recordable Cases \* 200,000/ Number of Exposure Hours) in a given time period.

#### Exposure hours

Employees	68,751,261
Contractors	28,286,637

#### Process safety



#### Process Safety Incidents Count (PSIC)<sup>1</sup>

Tier 1	3
Transportation incidents (Tier 2)	1
Other Tier 2 incidents	23
<i>Process Safety Total Incident Rate (PSTIR)</i>	0.079
<i>Process Safety Incident Severity Rate (PSISR)</i>	0

1 (3 Tier 1 events and 24 Tier 2 events)

### Employee Demographics

GRI 102-8. GRI 401-1. GRI 404-1. GRI 405-1.

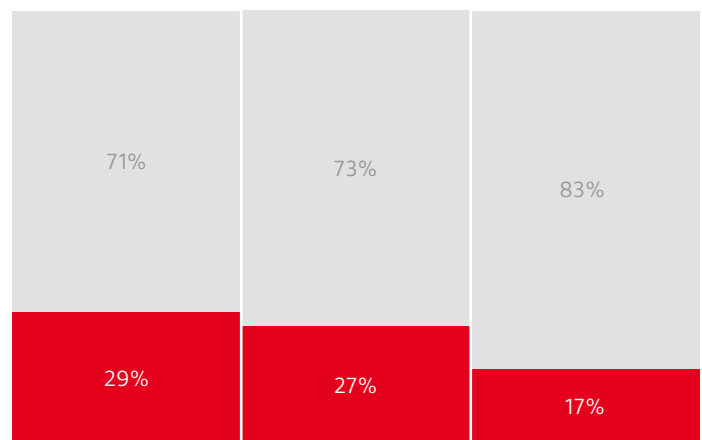
#### Employment type<sup>2</sup>

Employee gender, total	Male %	Female %	Male	Female	[Not Disclosed]	Grand Total
Regular	71%	29%	24,510	10,048	1	34,559
Temporary	58%	42%	325	235	–	560
<b>Grand Total</b>			<b>24,835</b>	<b>10,283</b>	<b>1</b>	<b>35,119</b>

#### Employee gender, by employment type

	Male %	Female %	Male	Female	[Not Disclosed]	Grand Total
Full-Time	72%	28%	24,298	9,601	1	33,900
Part-Time	32%	68%	212	447	–	659
<b>Grand Total</b>			<b>24,510</b>	<b>10,048</b>	<b>1</b>	<b>34,559</b>

#### All employees, gender<sup>2</sup>



Global Workforce<sup>1</sup> Senior Executives<sup>5</sup> Board of Directors

● Female ● Male

1 As of December 31, 2019. Excludes expatriates, interns, temporary workers and other seasonal and temporary workers

2 Excludes gender/diversity data for those employees who chose not to disclose data.

3 Age ranges for generations reflect those provided by the [U.S. Social Security Administration](#)

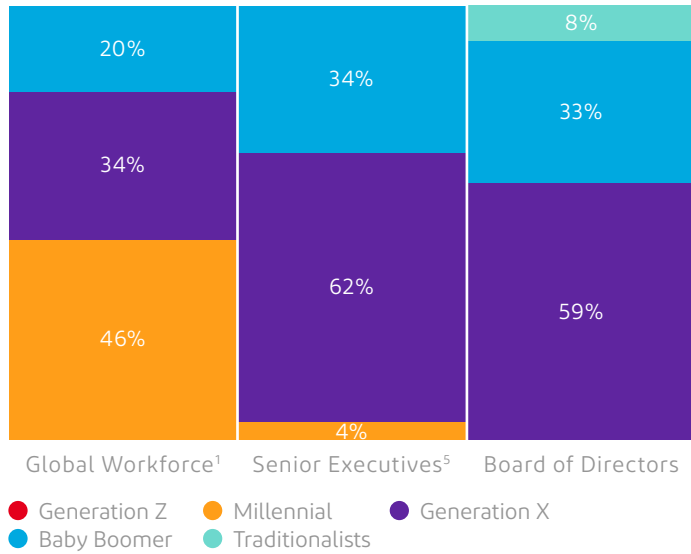
4 Reflects the minority population in our U.S. population only, as defined by the U.S. Equal Employment Opportunity Commission. There are approximately 14,500 total people in our U.S. employee population

5 Senior Executives is defined all employees with SGL 15+ and all direct reports

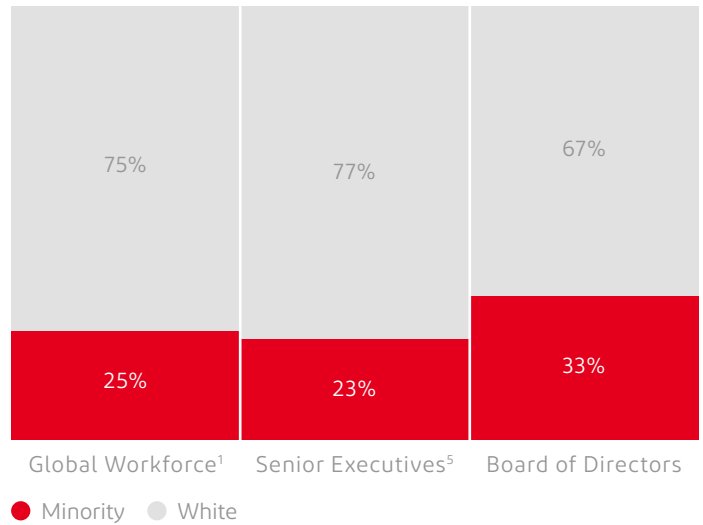
6 Reflects new hires and voluntary attrition from July – December, 2019

## DuPont 2019 People Data (continued)

All employees, generation<sup>3</sup>



All employees, diversity<sup>4</sup>



1 As of December 31, 2019. Excludes expatriates, interns, temporary workers and other seasonal and temporary workers

2 Excludes gender/diversity data for those employees who chose not to disclose data.

3 Age ranges for generations reflect those provided by the [U.S. Social Security Administration](#)

4 Reflects the minority population in our U.S. population only, as defined by the U.S. Equal Employment Opportunity Commission. There are approximately 14,500 total people in our U.S. employee population

5 Senior Executives is defined all employees with SGL 15+ and all direct reports

6 Reflects new hires and voluntary attrition from July – December, 2019

## Product Efficiency Data

### Enabling improved product efficiency

RT-CH-410a.1.

Many DuPont products enable improved efficiency and reduced negative impacts for our customers and end users. Some examples of products that enable improved resource efficiency during the use phase are as follows:

Product	Functional benefit	LCA reference title and link
AXTRA XAP®	Improves digestibility which in turn calls for less feed intake, and results in less excretion, reducing eutrophication, acidification, and GHG emissions	<a href="#">Assessment of the potential of digestibility-improving enzymes to reduce greenhouse gas emissions from broiler production.</a>
AXTRA PHY®	Improves digestibility which in turn calls for less feed intake, and results in less excretion, reducing eutrophication, acidification, and GHG emissions	<a href="#">Kebreab, E., Liedke, A., Caro, D., Deimling, S., Binder, M., Finkbeiner, M. (2016). Environmental impact of using specialty feed ingredients in swine and poultry production: A life cycle assessment. Journal of Animal Science, 91(3). 2016. DOI: 10.2527/jas.2015-9036</a>
Preferenz®210, 280,281,282,283	Heating the water in the washing machine causes the largest environmental impacts associated with doing laundry. Our enzymes enable clothing to be washed at lower temperatures with the same efficacy as standard enzymes, saving energy and reducing GHG emissions	<a href="#">A database for the Life Cycle Assessment of Proctor &amp; Gamble Laundry Detergents.</a>  <a href="#">Comparative Life Cycle Assessment (LCA) of Ariel "Actif à froid" (2006), a laundry detergent that allows to wash at colder wash temperatures, with previous Ariel laundry detergents (1998, 2001).</a>
Biorefinery – All FAL enzymes	Enzymes throughout the ethanol process improve processing, increase ethanol yields and make the fuel ethanol process viable, translating to both environmental impact reductions at the ethanol facility as well as GHG saving when using ethanol blends instead of 100% gasoline in vehicles	Argonne GREET® Model (Comparing Ethanol to Gasoline on Well to Wheels basis — Enabled by enzymes)
LAMINEX® MaxFlow 4G	Improves filtration yields and improves throughput, resulting in lower water use and energy use in the brewery	Sustainable Brewing Solutions: A Life Cycle look at DuPont Brewing Enzymes: LAMINEX® MaxFlow 4G: Reducing Wort Viscosity and Environmental Impacts*
ALPHALASE® AP4	Enables brewers to use unmalted barley in lieu of malt, significantly reducing energy and water needs associated with the malting process	Sustainable Brewing Solutions: A Life Cycle look at DuPont Brewing Enzymes: ALPHALASE® AP4: An Enzyme Solution to Reduce Water Use through Barley Brewing*
HOLDBAC®	Protects against mold and bacteria growth, enabling products to have a longer shelf life	<a href="#">Specialty Food Ingredients — Environmental Impacts and Opportunities</a>
POWERFresh®	Provides anti-staling properties in bread, extending shelf life and reducing food waste; leading to reduced impacts per loaf of bread	<a href="#">Specialty Food Ingredients — Environmental Impacts and Opportunities</a>
Xivia®	Xylitol-based sweetener with manufacturing technology resulting in lower impacts than alternative xylitol products made from corn cobs	Life cycle assessment of xylitol produced by DuPont Nutrition & Health*

## Product Efficiency Data (continued)

Product	Functional benefit	LCA reference title and link
GENENCARE OSMS® BA	Osmolyte used in home and personal care products (skin care, shampoo). Produced from a food side stream with lower impacts of manufacture than synthetic alternative	Environmental Life-Cycle Assessment (LCA) of High-Purity and Technical Grade Betaine across Alternative Production Pathways*
SUPRO® Products	Provides high protein concentrate source from soybean which can displace dairy, whey protein, casein in use; resulting significant GHG, energy, land, and water use savings	<a href="#">Specialty Food Ingredients — Environmental Impacts and Opportunities</a>  Sustainable Protein Sources; Part 1: Plant Derived Proteins, Chapter 2: Soy Protein: Impacts, Production and Application*
NuVolve®	Engineered polysaccharide produced from sugar with multiple potential applications. Impacts of manufacture are very low across key impact categories/metrics of GHG, energy, land, and water use	Life Cycle Assessment for Engineered Polysaccharide Alpha-1,3-Glucan manufactured by Enzymatic Polymerization*
Sorona® Polymer	A portion of the product is bio-based polymer, providing reduced manufacturing impacts relative to Nylon in carpet applications	Life Cycle Assessment Update for Bio-PDOTM and Sorona® Polymer*
Extruded polystyrene (XPS) and polyisocyanurate (PIR) insulation products offered by DuPont Safety & Construction	Thermal insulation is a strategic product for reducing energy consumption and related greenhouse gas (GHG) emissions from the building sector. This study examines from a life cycle perspective the changes in GHG emissions resulting from the use of two rigid thermal insulation products manufactured and installed from 1971 to 2025	Mazor, M. H., Mutton, J. D., Russell, D. A. M., Keoleian, G. A. (2011). Life Cycle Greenhouse Gas Emissions Reduction from Rigid Thermal Insulation Use in Buildings. <i>Journal of Industrial Ecology</i> , 15(2). <a href="https://doi.org/10.1111/j.1530-9290.2010.00325.x">https://doi.org/10.1111/j.1530-9290.2010.00325.x</a>

\* Data available upon request



## Note regarding the formation and history of DuPont de Nemours, Inc.

DuPont was formed as DowDuPont Inc. (“DowDuPont”) on December 9, 2015 to effectuate an all-stock merger of equals between The Dow Chemical Company (“TDCC”) and E. I. du Pont de Nemours and Company (“EID”) (the “Merger Transaction”). On August 31, 2017 the Merger Transaction was consummated pursuant to the Agreement and Plan of Merger, dated as of December 11, 2015, as amended, and each of TDCC and EID merged with wholly owned subsidiaries of DowDuPont (“Mergers”) and, as a result became subsidiaries of DowDuPont.

DowDuPont announced its intent to pursue the separation of the combined company’s agriculture business, specialty products business and materials science business through a series of tax-efficient transactions (collectively, the “Intended Business Separations”). DowDuPont formed two wholly owned subsidiaries: Dow Inc., to serve as a holding company for its materials science business, and Corteva, Inc., to serve as a holding company for its agriculture business.

In furtherance of the Intended Business Separations, DowDuPont engaged in a series of internal reorganization and realignment steps (the “Internal Reorganization”) to realign its businesses into three subgroups: agriculture, materials science and specialty products. As part of the Internal Reorganization, the assets and liabilities aligned with the materials science business were transferred or conveyed to legal entities, including TDCC, that ultimately became subsidiaries of Dow Inc. and the assets and liabilities aligned with the agriculture business were transferred or conveyed to legal entities, including EID, that ultimately became subsidiaries of Corteva, Inc.

On April 1, 2019, DowDuPont completed the separation of its materials science business into a separate and independent public company by way of a distribution of Dow Inc. (“Dow”) through a pro rata dividend in-kind of all of the then-issued and outstanding shares of Dow’s common stock (the “Dow Distribution”). On June 1, 2019, DowDuPont completed the separation of its agriculture business into a separate and public company by way of a distribution of Corteva, Inc. (“Corteva”) through a pro rata dividend in-kind of all of the then-issued and outstanding shares of Corteva’s common stock (the “Corteva Distribution”).

Effective June 1, 2019 DowDuPont changed its name to DuPont de Nemours, Inc. and continues to hold the specialty products business.

## External Assurance Statement



August 06, 2020

DuPont Environmental, Health, and Safety Center of Excellence  
974 Centre Road (CRP 708/243)  
Wilmington, DE 19805 USA

### 2019 Greenhouse Gas Inventory, 2019 Renewable Energy Use, and Environmental Health & Safety (EHS) 2019 Performance Metrics Limited Verification Statement

#### PURPOSE OF THE STATEMENT

WSP has conducted an independent third-party review of the 2019 calendar year greenhouse gas (GHG) emission inventory, renewable energy use, and the EH&S annual performance metric of DuPont with the intention of providing limited assurance of its accuracy and completeness. For the greenhouse gas inventory, the scope of the review includes all Scope 1 and Scope 2 emission sources and select Scope 3 emissions, specifically upstream fuel- and energy-related emissions (Category 3). For the Renewable Energy, the scope of the review includes purchased on-site renewable electricity, renewable biofuels, and purchased steam generated from renewable sources. For the EH&S 2019 performance metrics, the scope of the review covered the Total Recordable Incident Rate (TRIR) and the Days Away From Work Case (DAWC) rate for both DuPont employees, contractors, and combined contractor and employee rates. The review applies to all owned and leased facilities under DuPont's operational control.

WSP provided separate "Review Findings" reports to DuPont, which lists in detail the specific review tasks completed and areas which were 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 Protocol	<ul style="list-style-type: none"> <li>▪ The Greenhouse Gas Protocol: <i>A Corporate Accounting and Reporting Standard (Revised Edition)</i></li> <li>▪ The Greenhouse Gas Protocol: <i>Scope 2 Guidance</i></li> <li>▪ The Greenhouse Gas Protocol: <i>Corporate Value Chain (Scope 3) Accounting and Reporting Standard</i></li> </ul>
Corporate EH&S Standard	<ul style="list-style-type: none"> <li>▪ SHE Standard S35G: <i>Managing Occupational Injuries and illnesses</i></li> </ul>
Verification Standard	ISO 14064-3
Level of Assurance	Limited
Organizational Boundary	Operational control
Geography	Global operations
Review Period	January 1, 2019 to December 31, 2019

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## External Assurance Statement (continued)



<b>GREENHOUSE GAS EMISSIONS</b>	
Scope 1	3,057,437.0 metric tons CO <sub>2</sub> e (all Scope 1 sources)
Scope 2 Location-based	2,322,921.5 metric tons CO <sub>2</sub> e (all Scope 2 sources)
Scope 2 Market-based	2,532,756.3 metric tons CO <sub>2</sub> e (all Scope 2 sources)
Scope 3	<ul style="list-style-type: none"> <li>Category 3: Upstream Fuel- and Energy-Related Emissions: 1,207,243 metric tons CO<sub>2</sub>e</li> </ul>
Supporting Documents Reviewed	<ul style="list-style-type: none"> <li>CY19 Inventory Management Plan</li> <li>CY19 GHG Rollup Data Spreadsheet</li> <li>CY19 Scope 1 and 2 Emission Factor Update Spreadsheet</li> <li>CY19 Scope 3 FERA Calculation Spreadsheet</li> <li>CY19 Scope 3 Factor Calculation Sheets</li> <li>Interviews with select site personnel</li> <li>Energy purchasing Invoices for selected sites</li> </ul>
Date Review Complete	July 26 <sup>th</sup> , 2020
<b>RENEWABLE ENERGY CONSUMPTION</b>	
Purchased Renewable Electricity	<ul style="list-style-type: none"> <li>106,899,899 kWh</li> </ul>
Onsite Renewable Electricity	<ul style="list-style-type: none"> <li>1,390,419 kWh</li> </ul>
Renewable Electricity Percentage	<ul style="list-style-type: none"> <li>2.9%</li> </ul> <p><i>*Note that this figure includes purchased renewable energy and renewable energy generated onsite through solar PV and a biomass-fueled generator. Non-renewable onsite generation, typically small sources such as emergency generators, is not tracked nor included in this calculation. 2.9% = (Purchased RE+Onsite RE) / Total Purchased Electricity Use</i></p>
Renewable Biofuels	<ul style="list-style-type: none"> <li>868,268.5 Thousand SCF Biogas from waste water treatment</li> <li>609,443.1 MMBtu Landfill Gas</li> <li>36 Gallons Biodiesel</li> <li>49,791 Metric Tons Biomass (Wood Chips)</li> </ul> <p><i>*Note that the wood fuel was used to produce renewable electricity that is included in the on-site renewable electricity total above. Should DuPont develop a total renewable energy value to report, it should only include either the wood fuel or the renewable electricity but not both.</i></p>
Purchased Steam from Renewable Sources	<ul style="list-style-type: none"> <li>201,070,010 kWh</li> </ul>
Supporting Documents Reviewed	<ul style="list-style-type: none"> <li>CY19 Inventory Management Plan</li> <li>CY19 GHG Rollup Data Spreadsheet</li> <li>CY19 Scope 1 and 2 Emission Factor Update Spreadsheet</li> <li>Energy purchasing Invoices for selected sites</li> <li>Interviews with energy procurement staff</li> </ul>
Date Review Complete	July 26 <sup>th</sup> , 2020

**External Assurance Statement (continued)**



<b>EH&amp;S PERFORMANCE METRICS</b>	
Employee TRIR	0.288
Employee DAWC Rate	0.049
Contractor TRIR	0.368
Contractor DAWC Rate	0.035
Total (Employee + Contractor) TRIR	0.311
Total (Employee + Contractor) DAWC Rate	0.045
Supporting Documents Reviewed	<ul style="list-style-type: none"> <li>▪ Sample Weekly Incident Summary Reports</li> <li>▪ Monthly Incident Summary Reports</li> <li>▪ S35G Corporate Standard</li> <li>▪ Sample Injury Classification Reports for select sites</li> <li>▪ Sample Incident Investigation Reports for select sites</li> <li>▪ Interviews with Corporate EH&amp;S Management Staff</li> </ul>
Date Review Complete	July 26 <sup>th</sup> , 2020

## External Assurance Statement (continued)



### VERIFICATION PROCESS AND DOCUMENT REVIEW

WSP is issuing this limited assurance following the scope of verification activities which included a site visit to the corporate headquarters of DuPont, in Wilmington, DE, on December 10, 2019, a desktop review of activity data and calculations, and follow-up conversations with management personnel. DuPont has provided all data and requested supporting documentation which includes the following types of materials:

- Energy and fuel activity data collection tools
- GHG Inventory Management Plan (IMP)
- GHG inventory calculation protocols and tools
- Selected energy invoices and data tracking systems
- EH&S Incident Reports and Standards

### ASSURANCE FINDING

Based on these review processes and procedures, WSP has no evidence that the 2019 GHG inventory, renewable energy use, and EH&S performance metrics of DuPont are not materially correct, are not a fair representation of the corresponding data and information, or have not been prepared in accordance with the Greenhouse Gas Protocol and S35G Standard.

### 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 assertion. WSP has not contributed to the compilation of the 2019 GHG inventory of DuPont, its renewable energy data, nor its EH&S performance metrics. Members of the WSP Assurance Team are not working with the Dupont in any capacity beyond what is required of this assignment.

Sincerely,

A handwritten signature in black ink that reads "Matthew C. Aberant".

Matthew Aberant  
Senior Project Director, Sustainability Energy and Climate Change

## Cautionary Statement Regarding Forward Looking Statements

Certain of the statements included in this communication, including those regarding our key initiatives, constitute forward-looking statements within the meaning of the federal securities laws, including Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. In this context, forward-looking statements often address expected future business and financial performance and financial condition, and often contain words such as “expect,” “anticipate,” “intend,” “plan,” “believe,” “seek,” “see,” “will,” “would,” “target,” and similar expressions and variations or negatives of these words. Forward-looking statements address matters that are, to varying degrees, uncertain and subject to risks, uncertainties and assumptions, many of which that are beyond DuPont’s control, that could cause actual results to differ materially from those expressed in any forward-looking statements. Forward-looking statements are not guarantees of future results. For a list of important factors that could cause DuPont’s actual results to differ materially from those projected in any such forward-looking statements please see the section titled “Risk Factors” (Part I, Item 1A) of DuPont’s 2019 Annual Report on Form 10-K, Item 8.01 of DuPont’s current report on Form 8-K filed on April 20, 2020 and as updated by DuPont’s subsequent periodic and current reports filed with the SEC.



## Updates and Feedback

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We welcome any questions, comments or suggestions you might have about this report:

[dupont.com/contact-us](http://dupont.com/contact-us)

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