



**2011 Global Reporting Initiative Report**



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## Introduction to the 2011 GRI Report

We are pleased to support the Global Reporting Initiative (GRI) as a comprehensive, internationally recognized format for reporting data on economic, environmental and social performance. Our GRI report is intended to supplement the 2011 Sustainability Progress Report, which provides an overview of the progress towards achieving our sustainability goals. To develop the GRI report, we utilized the GRI G3 guidelines and data and information up until December 31, 2010. The report is illustrated in a question and answer style format to make it easier for the reader. At the end of the report is the GRI Index for a quick reference to a particular section. For reference, the following key documents were used:

DuPont 2010 Annual Review  
DuPont 2010 Form 10-K  
DuPont 2011 Annual Meeting Proxy Statement  
DuPont 2010 Data Book  
DuPont 2011 Sustainability Progress Report  
DuPont Code of Conduct

**At DuPont we put science to work by creating sustainable solutions essential to a better, safer, healthier life for people everywhere.**

### **Sustainability: An Evolving Process**

Our mission of sustainable growth can be traced back to decisions and commitments we began making decades ago. In the 1970s and 1980s our focus was on internal safety and meeting environmental regulations. In the late 1980s and 1990s we added voluntary footprint reductions, going beyond regulatory requirements. We looked to increase shareholder value with a goal of zero safety and environmental incidents as we decreased raw material and energy inputs into our products and reduced emissions at our manufacturing sites.

Now we see ourselves in a third phase of sustainable growth, characterized by a holistic approach that is fully integrated into our business models. In this phase, sustainability is broadened to include human safety as well as environmental protection, and it becomes our market-driven business priority throughout the value chain. The transition to products that meet the definition of “sustainable” will take place over time. But the pace will quicken as the synergistic effects of market demand, societal expectations and product innovation create collaborations up and down the value chain.

To review our 2011 Sustainability Progress Report and learn about our Sustainability Goals and other efforts, please visit us at [www.sustainability.dupont.com](http://www.sustainability.dupont.com).

## 1.0 Strategy and Analysis

### 1.1 Statement from the most senior decision-maker of the organization



DuPont's vision is to be the world's most dynamic science company, creating sustainable solutions essential to a better, safer, healthier life for people everywhere. As often as we repeat these words, we remind ourselves that they are more than an inspirational goal — they inform our everyday reality and are part of the way we do business at DuPont.

In support of that vision, we are currently focused on developing sustainable solutions for three global challenges: feeding the world, decreasing our dependence on fossil fuels, and protecting people and the environment. These challenges line up with DuPont's unique scientific strengths. They offer outstanding business opportunities for our company and will test our ability to deliver solutions that are both innovative and sustainable. In 2010, we spent \$1.7 billion in research and development. About 85 percent of our R&D resources went to support science related to these three megatrends.

But innovation is not the only measure of success. Ultimate success depends on solutions that are sustainable. Sustainability is part of how we operate at DuPont, and it is embedded in our science-driven innovation. Since 1990, we have reduced our absolute energy use by 6% while increasing production 40%. We currently source 6.5% of our global energy requirements from renewable sources. In 2010, we generated revenue of \$1.6 billion from products that help our customers or the final consumer reduce their greenhouse gas emissions. Much of the increase was from revenue growth in key areas like photovoltaics and from engineering polymers used in light weighting of vehicles. We estimate that these products have reduced greenhouse gas emissions in our supply chains by over 6.5 million metric tons from 2007 to 2010.

In 2011, we completed the acquisition of Danisco, a company with a shared commitment to sustainability. We look forward to providing results from our joined efforts in this progress report in the years to come.

We believe that the global companies that succeed in responding successfully and sustainably to 21<sup>st</sup> century challenges will be those that master the art of collaboration. We are building alliances with customers, companies, governments, NGOs, visionaries, thought leaders, and others around the world in an effort to address needs sustainably at the local level. We've adopted a new model that we call *inclusive innovation* — solving problems by designing solutions in cooperation with those who will benefit directly from the product. We welcome others to join us in this endeavor as we uncover unmet needs and respond to them. Our objective is to improve the lives of people everywhere, and together, we can accomplish what no one can do alone.

Ellen Kullman  
Chair of the Board &  
Chief Executive Officer

## 1.2 Description of key impacts, risks, and opportunities

In the 21st century, DuPont is a science Company generating new products every year from our world class market-driven research and development. With each transformation of our Company, we became even more focused on sustainability issues. When environmental and safety laws and regulations were introduced in the 1970s and 1980s, our commitment grew to include meeting those new requirements. In the late 1980s and 1990s, we realized that mere compliance was not sufficient, and that our stakeholders expected more from us. So we went beyond regulatory requirements and made voluntary commitments to reduce the environmental footprint of our facilities.

Today, we are striving to integrate a holistic approach to sustainability into our business models. We are working to increase shareholder and societal value while striving for a goal of zero for all injuries, illnesses, incidents, waste and emissions. As a material, technology and knowledge provider, we can have far reaching impact on virtually every major industry in the world – from agriculture to construction to transportation to communications. Our goal is to put our science to work to help our customers and their customers grow their businesses while contributing to social and environmental progress worldwide. Our 2015 Sustainability goals include goals that focus on how we plan to grow the Company by investing our R&D towards products that have a quantifiable environmental benefit for our customers or the final consumer. Our R&D assessment includes progress to reduce the impact of the supply chain in areas like climate change, energy use, water use, generation of pollution and waste, material use, ecosystems, and use of non-depletable resources.

### **2010 Energy Goals**

- Hold total energy flat with 1990 levels
- Obtain 10% energy from renewable sources at a cost that is competitive with best available fossil fuels

### **2015 Sustainability Goals**

#### Reducing Environmental Footprint

- Greenhouse Gas Emissions
- Water Conservation
- Fleet Fuel Efficiency
- Air Carcinogens
- Independent Verification of Site Programs

#### Serving the Marketplace

- Environmentally Smart Market Opportunities from R&D Efforts
- Revenues from Products that Reduce Greenhouse Gas Emissions
- Revenues from Non-Depletable Resources
- Products that Protect People

While we have made tremendous progress, we recognize that much more remains to be done. As a Company that has been operating for over 200 years, we also acknowledge our legacy issues. We have established policies and processes around key impact areas such as biotechnology, biodiversity, bio-persistent materials, climate change, and nanotechnology.

Our strategic corporate sustainability activities are guided by the Environmental Policy Committee of the Board of Directors, chaired by William Reilly, a former administrator of the U.S. Environmental Protection Agency. This Committee is responsible for reviewing the Company's environmental policies and practices.

To develop and execute sustainable strategies, Annual Sustainability Reviews are conducted with the leadership of each of DuPont's businesses. These Reviews are structured to review the environmental performance and compliance with existing regulations, assess the business' contribution to corporate sustainability goals, and to discuss business risks and opportunities associated with sustainability. It is our practice to identify risks, both current and prospective, and proactively manage through operational processes and line management. In addition to the efforts described above that are focused on sustainability, individual functions and businesses within DuPont engage in processes to identify broader operational risks and opportunities.

DuPont joined the Global Product Stewardship initiative when it was launched in 2006. The goal of the initiative is to improve product stewardship within the chemical industry and with suppliers and customers throughout the chain of commerce. As a member of the initiative, DuPont is assessing further the risk of its key chemicals in commerce by 2018. By 2012, DuPont (along with other participating companies) will report on its GPS progress.

To meet this deadline, DuPont has begun performing Product Stewardship Assessments to evaluate further the safety of the current uses of its chemicals. As the first step in the assessment process, DuPont analyzed its chemical inventory against the following prioritization criteria:

- Business relevance
- Hazard characteristics
- Exposure potential
- Detection in human blood, tissue, or urine
- Potential impacts on selected populations and/or endpoints
- Stakeholder feedback

DuPont is evaluating the high-priority chemicals using a screening level risk assessment approach. This approach uses readily available hazard, use, and exposure information to determine the safety of these chemicals for current uses throughout the chain of commerce.

Through our science, we will design products and processes that pass rigorous criteria for reducing the use of energy, water and materials and encourage the development of products based on the use of renewable resources. We believe this is a direct route to a successful, profitable business that add value to our customers, their customers, consumers, and the planet.

## **2.0 Organizational Profile**

### **2.1 Name of the Organization**

DuPont Company

## 2.2 Primary brands, products, and/or services

DuPont is a world leader in science and innovation across a range of disciplines, including agriculture and industrial biotechnology, chemistry, biology, materials science and manufacturing. The Company operates globally and offers a wide range of innovative products and services for markets including agriculture and food, building and construction, electronics and communications, general industrial, transportation, and energy. The worldwide employment at December 31, 2010 was approximately 61,000 people.

The reportable segments are Agriculture & Nutrition, Electronics & Communications, Performance Chemicals, Performance Coatings, Performance Materials, Safety & Protection, and Pharmaceuticals.

### *Agriculture & Nutrition*

Agriculture & Nutrition provides innovative products and services that help the world increase the quantity, quality, safety and sustainability of our food supply. We leverage our strengths in biology, chemistry and biotechnology along with our knowledge of the food value chain. Our businesses own a broad portfolio of brands, including Pioneer<sup>®</sup> brand seeds, Solae<sup>™</sup> soy products, and BAX<sup>®</sup> pathogen screening, as well as recognized brand insecticides, fungicides, and high-value, low-use-rate herbicides. We are improving grower productivity and creating innovative food sources, feed ingredients, and energy materials.

Key Products and Services: Seeds · Traits · Crop protection · Food ingredients · Food quality and safety

### *Electronics & Communications*

Electronics & Communications is a leading supplier of enabling materials and systems for photovoltaics, electronics, flat panel displays and advanced printing markets worldwide. As a leading technology supplier to the photovoltaic industry, DuPont offers a growing portfolio of solutions designed to help increase the efficiency and lifetime of solar modules and ultimately lower total system costs for PV power. The business also offers a broad portfolio of materials for semiconductor fabrication, as well as innovative materials for printed circuit board applications. The business develops materials for plasma displays and new innovative technologies for liquid crystal displays (LCD) and organic light emitting diode (OLED) displays and lighting. The segment is also leveraging its science in packaging graphics through its Cyrel<sup>®</sup> products and expanding its leadership position in inks and flexographic printing.

Key Products and Services: Flexographic printing systems · Photovoltaic materials · Semiconductor packaging and circuit materials · High performance films and laminates · Materials for plasma and LCD displays · Semiconductor fabrication materials · Advanced printing materials · Authentication assurance holographics

### *Performance Chemicals*

Performance Chemicals provides products and technologies that support improved functionality and lower costs for titanium dioxide; specialty, performance, and industrial chemicals; and superior electrical properties, thermal performance, chemical inertness, and surface characteristics for fluoro-enabled markets. DuPont is the world's largest manufacturer of titanium dioxide, reliably supplying global coatings, plastics and paper industries while maintaining a position as a low cost producer and a leader in the development of sustainable technologies. The Company continues to create targeted product renewal innovations such as next generation refrigerants, while broadening the scope of products and processes.

Key Products and Services: Titanium dioxide · Refrigerants · Surfacing materials · Specialty, performance, and industrial chemicals

#### *Performance Coatings*

Performance Coatings leverages its technology and know-how of coatings products to create value for customers by increasing their productivity, delivering innovative high-performance products, and enabling higher quality service and value to their customers. Offerings include coatings, systems and services to fulfill functionality, aesthetics, and process needs.

Key Products and Services: Liquid and powder coatings · Coatings and application services

#### *Performance Materials*

Performance Materials provides its customers with innovative polymer science solutions and expert application development assistance to enhance the performance, reduce the total system cost and optimize the sustainability of their products. Key market segments include transportation, flexible food and beverage packaging, electrical/electronic components, material handling, healthcare, construction, semiconductor and aerospace. DuPont Performance Materials is among the most global of DuPont's businesses, with rapid expansion in developing markets. The segment has established itself as the industry leader in high performance renewably-sourced and sustainable polymers with a broad and rapidly expanding portfolio of products.

Key Products and Services: Engineering polymers · Flexible packaging resins · Industrial resins · Performance elastomers · Pumpable liquid systems (bags, pouch, fitments and filler equipment) · Performance films

#### *Safety & Protection*

Safety & Protection satisfies the growing needs of governments, businesses, and consumers globally for solutions that make life safer and healthier. By uniting dynamic science with the strength of highly regarded brands such as Kevlar<sup>®</sup>, Nomex<sup>®</sup>, Tyvek<sup>®</sup>, and Corian<sup>®</sup>, the segment delivers products and services to a large number of markets including construction, industrial chemical, energy, manufacturing, health care, transportation, and homeland security. In addition to serving its existing customer base, DuPont Safety & Protection is investing in the future with growth initiatives such as building innovations, personal protection, government solutions, environmental solutions, and safety and sustainable operations consulting.

Key Products and Services: Safety and operational consulting and training · DuPont<sup>™</sup> Corian<sup>®</sup> solid surfaces · DuPont<sup>™</sup> Kevlar<sup>®</sup> fiber · DuPont<sup>™</sup> Nomex<sup>®</sup> fiber and paper · DuPont<sup>™</sup> Tyvek<sup>®</sup> protective material and other selective barriers · DuPont<sup>™</sup> Sontara<sup>®</sup> spunlaced product

#### *Pharmaceuticals*

On October 1, 2001, DuPont Pharmaceuticals was sold to the Bristol-Myers Squibb Company. DuPont retained its interest in Cozaar<sup>®</sup> (losartan potassium) and Hyzaar<sup>®</sup> (losartan potassium with hydrochlorothiazide). These drugs were discovered by DuPont and developed in collaboration with Merck and are used in the treatment of hypertension. The U.S. patents covering the compounds, pharmaceutical formulation and use for the treatment of hypertension, including approval for pediatric use, expired in 2010.

For a comprehensive description of the business segments and a listing of the principal products by business segment, please refer to the DuPont 2010 Data Book and 2010 Form 10-K.



## 2.3 Operational Structure

The Board of Directors has an active responsibility for broad corporate policy and overall performance of the Company through oversight of management and stewardship of the Company to enhance the long-term value of the Company for its shareholders and the vitality of the Company for its other stakeholders.

In carrying out its responsibility, the Board has specific functions, in addition to the general oversight of the management and the Company's business performance, including providing input and perspective in evaluating alternative strategic initiatives; reviewing and, where appropriate, approving fundamental financial and business strategies and major corporate actions; ensuring processes are in place to maintain the integrity of the Company; evaluating and compensating the CEO; and planning for CEO succession and monitoring succession planning for other key positions.

The DuPont Board of Directors Corporate Governance Guidelines, the Board-approved Charters of Audit, Compensation, and Corporate Governance Committees and other information on corporate governance are available in the 2011 Annual Meeting Proxy Statement.

The Office of the Chief Executive has responsibility for overall direction and operations of all the businesses of the Company and broad corporate responsibility in such areas as corporate financial performance, environmental leadership and safety, and development of global talent, research and development and global effectiveness. All six members are executive officers and employees.

For subsidiaries and joint ventures, please refer to Item 7 in the DuPont 2010 Form 10-K.

Information about the DuPont businesses can be found in 2.2 above.

## 2.4 Location of organization's headquarters

Wilmington, Delaware United States

## 2.5 Number of countries where the organization operates

A list of the major global sites is available on pages 35 and 36 of the 2010 DuPont Data Book.

Geographic Region	Major Global Sites
United States	121 in 37 states, including Puerto Rico
Asia Pacific	52 sites in 11 countries
Europe and Middle East	42 sites in 19 countries
South America	15 sites in 5 countries
Africa	3 sites in 3 countries
Canada	7 sites
Mexico	6 sites

## 2.6 Nature of ownership and legal form

DuPont is a publicly traded company. As of March 2, 2011, 926,372,654 shares of DuPont Common Stock were outstanding. Please refer to page 1 of the DuPont 2011 Annual Meeting Proxy Statement.

## 2.7 Markets Served

Geographic Region	2010 Net Sales (U.S. in Millions)	% of Total
United States	\$11,451	36
Developed EMEA*	5,950	19
Developing EMEA*	2,167	7
Developed Asia	2,983	9
Developing Asia	4,326	14
Latin America	3,720	12
Canada	908	3
Total	\$31,505	

\* EMEA = Europe, Middle East, and Africa

The core markets for each business segment are:

*Agriculture & Nutrition:* Production Agriculture · Food processing chemicals

*Electronics & Communications:* Packaging graphics · Photovoltaic cells and modules · Electronic components · Flexible and rigid printed circuit board fabrication · Plasma and LCD displays · Semiconductor manufacturing · Home, office and large-format digital inkjet printers · Product/brand authentication and security

*Performance Chemicals:* Architectural coatings · HVAC refrigeration · Chemical processing industries · Plastics · Paper · Electronics · Telecommunications

*Performance Coatings:* Automotive OEM · Collision repair · Heavy duty truck, bus, rail · General industrial applications · Pipe coatings

*Performance Materials:* Automotive · Packaging · Electrical / Electronics · Construction · Food service · Consumer durables

*Safety & Protection:* Construction · Industrial · Automotive · Consumer · Military and Law Enforcement

## 2.8 Scale of the reporting organization

At the end of 2010, the number of employees was approximately 61,000 and the net operating sales were \$31,505 million. For net sales per geographic region, please refer to 2.7 above.

Total Capitalization:

Total Assets	\$40,410 million
Total Debt	\$10,270 million
Stockholders' Equity	\$ 9,278 million

The quantity of products and services is not reported.

Security ownership of beneficial owners and management can be found in the DuPont 2010 Form 10-K.

## 2.9 Significant changes during the reporting period

**Acquisition of Danisco** - The financial goals discussed below exclude the impact of the acquisition of Danisco. The acquisition is aligned with the Company's growth strategy and complimentary to the Company's existing businesses and research and development pipelines. The transaction is expected to be cash and earnings accretive in 2012, the first full year of the combined entity. Upon completion, the transaction would establish DuPont as a clear leader in industrial biotechnology with science-intensive innovations that address global challenges in food production and reduced fossil fuel consumption.

For additional information, please refer to the DuPont 2010 Form 10-K, Part II, Item 7.

## 2.10 Awards received in the reporting period

- *The Technology Review* named DuPont among its Top 50 innovative companies for 2010, citing DuPont for its leadership in advanced biofuels. *The Technology Review* is published by the Massachusetts Institute of Technology.
- Queen Elizabeth II, Head of State of the United Kingdom, awarded a Queen's Award for Enterprise in the Innovation category to DuPont for the continuous development of DuPont Solamet® photovoltaic metallization paste, a key component in increasing the efficiency of solar cells.
- DuPont was named to the NASDAQ OMX CRD Global Sustainability Index. The Index is comprised of 100 companies that have taken a leadership role in disclosing their carbon footprint, energy usage, water consumption, hazardous and non-hazardous waste, employee safety, workforce diversity and community investing.
- DuPont named to the Carbon Disclosure Leadership Index. The Index is comprised of companies with the top scores for disclosure in the Carbon Disclosure Project.
- DuPont ranked #19 in the Corporate Responsibility Magazine for the top 100 Best Corporate Citizens. Scoring was based on the Large Cap Russell 1,000 list of companies and seven attributes – environment, climate change, human rights, employee relations, corporate governance, philanthropy and financial.

## **3.0 Report Parameters**

### **3.1 Reporting Period**

The information provided is based on the 2010 corporate financial, health and safety, and environmental data.

### **3.2 Date of the most recent previous report**

The last Sustainability Progress Report and GRI Report were issued in 2010.

### **3.3 Reporting Cycle**

The reporting cycle is annual.

### **3.4 Contact point for questions regarding the report or its content**

Amanda DeSantis  
Sustainable Growth and SHE Excellence Center  
1007 Market Street, DuPont Building  
Wilmington DE 19898  
amanda.a.desantis@usa.dupont.com

### **3.5 Process for defining report content**

The content of the report was largely guided by the established DuPont Sustainability Goals for footprint reduction, energy usage reduction, as well as market-facing to help our customers and consumers improve their environmental performance. The development of these goals were guided by the DuPont sustainable growth mission, key interests expressed by stakeholders, relevant regulatory requirements, and concerns expressed by society.

DuPont considers as stakeholders our employees, customers and suppliers, shareholders, and society at large. Examples of our many stakeholder engagement activities include:

- Community Advisory Panels or interaction processes in place for almost every DuPont plant site around the world
- Biotechnology Advisory Panel
- Health Advisory Board
- Partnerships with the World Resources Institute, Environmental Defense, The Pew Center for Global Climate Change and the Keystone Center
- Partnership on nanotechnology with the Environmental Defense
- Partnerships and collaborations with key science and technology organizations, institutions, and individuals to enhance societal value
- Ongoing discussions with the investment community, including the annual Investment Community meeting and DuPont Business Review Teleconference Series
- Ongoing interaction with government bodies, news media and non-government organizations at the local, state, national, and international level

It is our intent to develop the report that captures the attention and interest of our many regionally and culturally diverse stakeholders and audience. DuPont publishes in hard and electronic copy a

Sustainability Progress Report in a short brochure which succinctly highlights the key economic, social, and environmental goals. For detailed GRI data and information, an electronic copy is published. Both reports are located at [www.sustainability.dupont.com](http://www.sustainability.dupont.com).

### **3.6 Boundary of the report**

The report includes all wholly owned operations. For less than wholly owned operations, the following Guiding Principles broadly define the expectations of DuPont in managing the entities, alliances, and partnerships:

The DuPont "right to operate" within society in general is based on the collective reputation of our businesses. The practice of DuPont core values enhances our reputation. DuPont policies and procedures are the means to realize and maintain the DuPont core values. Therefore, the first Guiding Principle is that any entity in which DuPont has an investment should be expected to conduct itself and its business affairs both in compliance with the law and with the highest ethical standards.

The second Guiding Principle is that an entity which wants to capitalize on the DuPont reputation by using its trademarks or trade names should be expected to adopt policies and procedures that are clearly substantially similar to DuPont key policies and procedures and to implement a reasonable compliance program to ensure that the entity will realize and maintain DuPont core values. As noted below, it is a best practice to ensure such expectations are specifically agreed to by the parties in the legal documents that form the Joint Venture or that grant the trademark rights.

The third Guiding Principle is that, regardless of the level of the DuPont investment in an entity and regardless of whether DuPont is operating a business through it, any entity that is staffed by DuPont employees should be expected to adopt and comply with safety and health policies and procedures that are identical to the DuPont safety, health, and environment policies and procedures. In addition, if DuPont owns more than 50% of an entity, the entity should be expected to adopt and comply with safety and health policies and procedures that are identical to DuPont safety, health and environment policies and procedures, irrespective of whether the entity is staffed by DuPont employees.

### **3.7 State any specific limitations on the scope or boundary**

Within the context of the boundary of the report as defined in 3.6, there are no specific limitations.

### **3.8 Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability**

The basis for reporting does not significantly affect the comparability from period to period.

### **3.9 Data measurement techniques and the bases of calculations**

DuPont collects information through several Information Management Processes and Systems that have been developed to meet specific data collection requirements. Our Corporate Environmental Planning (CEP) process collects data on energy use and emissions from DuPont facilities for use in tracking and reporting our performance. Our Safety, Health and Environmental Injury/Illness and Incident data are collected through our Incident Tracking System (ITS) and the Distribution Incident System (DINS). Internal processes are in place to review and validate the accuracy of the data. The DuPont ISO 14001-based Environmental Management System (EMS), which is in place at the majority of our manufacturing facilities, establishes expectations for calibration and maintenance of measuring equipment and instruments used in the collection of data. Our Manage it Central (MitC) system is used to ensure that

corrective and preventive actions are taken to maintain the integrity of the EMS. Each of these examples is global in scope, and defines data collection and the bases of calculations for the respective system.

### **3.10 Explanation of the effect of any re-statements of information provided in earlier reports**

There are no re-statements.

### **3.11 Significant changes from previous reporting periods**

There are no significant changes.

### **3.12 Table identifying the location of the Standard Disclosures**

The GRI index is provided at the end of this report.

### **3.13 Policy and current practice with regard to seeking external assurance**

External assurance was not obtained for the development of this report. However, DuPont has policies and internal practices to enhance and provide assurance about the accuracy of the report. For instance, internal and second-party audits are conducted on most of the DuPont key activities including safety, health, and environmental performance, financial accounting and compliance with the ethics and business conduct guide.

## **4.0 Governance, Commitments, and Engagement**

### **4.1 Governance structure of the organization**

The Board of Directors has an active responsibility for broad corporate policy and overall performance of the Company through oversight of management and stewardship of the Company to enhance the long-term value of the Company for its shareholders and the vitality of the Company for its other stakeholders.

In carrying out its responsibility, the Board has specific functions, in addition to the general oversight of the management and the Company's business performance, including providing input and perspective in evaluating alternative strategic initiatives; reviewing and, where appropriate, approving fundamental financial and business strategies and major corporate actions; ensuring processes are in place to maintain the integrity of the Company; evaluating and compensating the CEO; and planning for CEO succession and monitoring succession planning for other key positions.

A substantial majority of the Board are independent directors in accordance with the standards of independence of the New York Stock Exchange and as described in the Guidelines on pages 6 and 7 of the 2011 Annual Meeting Proxy Statement.

The Committees of the Board include:

- Audit - Responsibilities include:
  - Employs the Company's independent registered public accounting firm, subject to stockholder ratification, to audit the Company's Consolidated Financial Statements.
  - Pre-approves all services performed by the Company's independent registered public accounting firm.

- Provides oversight on the external reporting process and the adequacy of the Company's internal controls.
  - Reviews the scope of the audit activities of the independent registered public accounting firm and the Company's internal auditors and appraises audit efforts of both.
  - Reviews services provided by the Company's independent registered public accounting firm and other disclosed relationships as they bear on the independence of the Company's independent registered public accounting firm.
  - Establishes procedures for the receipt, retention and resolution of complaints regarding accounting, internal controls or auditing matters.
- Compensation - Responsibilities include:
    - Establishes executive compensation policy consistent with corporate objectives and stockholder interests.
    - Oversees process for evaluating performance of the Chief Executive Officer (CEO) against Board-approved goals and objectives and recommends to the Board compensation for the CEO.
    - Reviews and approves grants under the Company's compensation plans.
    - Works with management to develop the Compensation Discussion and Analysis (CD&A).
    - Oversees succession planning process for the CEO and key leadership.
  - Corporate Governance - Responsibilities include:
    - Recommends to the Board nominees for election to the Board of Directors.
    - Reviews principles, policies and procedures affecting directors and the Board's operation and effectiveness.
    - Oversees evaluation of the Board and its effectiveness.
  - Environmental Policy - Responsibilities include:
    - Reviews the Company's environmental policies and practices.
    - Provides support for the Company's sustainable growth mission.
  - Science and Technology - Responsibilities include:
    - Monitors state of science and technology capabilities within the Company.
    - Oversees the development of key technologies essential to the long-term success of the Company.
  - Strategic Direction – Responsibilities include:
    - Reviews the strategic direction of the Company's major business segments.
    - Reviews significant trends in technology and their anticipated impact on the Company.

For additional information, please refer to the 2011 Annual Meeting Proxy Statement.

In addition, Ms. Linda J. Fisher, Vice President of DuPont Safety, Health, and Environment and Chief Sustainability Officer, has responsibility for advancing the Company's progress in achieving sustainable growth; safety, health and environmental programs; the product stewardship programs; and the global regulatory affairs.

#### **4.2 Indicate whether the Chair of the highest governance body is also an executive officer**

Ms. Ellen Kullman is the Chair of the Board of Directors and Chief Executive Officer but an independent director is appointed. Mr. Alexander Cutler serves as the Presiding Director and is also Chair of the Corporate Governance Committee.

#### **4.3 State the number of members of the highest governance body that are independent and/or non-executive members**

Of the 10 members of the Board of Directors, 9 are independent.

#### **4.4 Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body**

Stockholders and other parties interested in communicating directly with the Board, Chair, Presiding Director or other outside director may do so by writing in care of the Corporate Secretary, DuPont Company, 1007 Market Street, D9058, Wilmington, DE 19898. The Board's independent directors have approved procedures for handling correspondence received by the Company and addressed to the Board, Chair, Presiding Director or other outside director. Concerns relating to accounting, internal controls, auditing or ethical matters are immediately brought to the attention of the Company's internal audit function and handled in accordance with procedures established by the Audit Committee with respect to such matters, which include an anonymous toll-free hotline (1-800-476-3016) and a website through which to report issues (<https://reportanissue.com/duPont/welcome>).

For employees, any allegations or breaches of the Code of Conduct are investigated promptly and disciplinary actions around confirmed violations are taken. Compliance Officers, Human Resources, Legal and Finance representatives serve as resources and focal points for employees to answer questions on code of conduct. The Company maintains an employee ethics hotline for the reporting of suspected misconduct consistent with applicable laws. Employees can also provide input through periodic employee surveys.

#### **4.5 Linkage between compensation for members of the highest governance body, senior managers, and executives and the organization's performance**

At DuPont, we are focused on delivering sustainable growth, increasing stockholder and societal value, and decreasing our environmental footprint. We strive to accomplish growth and innovation within our core values, which include safety and health, environmental stewardship, highest ethical behavior, and respect for people. The executive compensation programs at DuPont are designed to attract, motivate, reward and retain the high quality executives necessary for the leadership of the Company and accomplishment of our strategies. The following principles guide the design and administration of those compensation programs:

- There should be a strong link between pay and performance.
- Executives' interests should be aligned with those of our stockholders.
- Programs should reinforce business strategies and drive long-term sustained stockholder value.

The Board of Directors Compensation Committee is responsible for establishing executive compensation policies and programs consistent with corporate objectives and shareholder interests. The Committee operates under a written charter adopted by the Board. The charter is reviewed on an annual basis and revised as appropriate. The Committee's membership is determined by the Board and is composed entirely of independent directors.



For additional information, please refer to the 2011 Annual Meeting Proxy Statement.

#### **4.6 Processes in place for the highest governance body to ensure conflicts of interests are avoided**

The purpose and responsibilities of the Board of Directors Corporate Governance Committee include recommending to the Board nominees for election as directors. The Committee's members are independent under the Board's Corporate Governance Guidelines and the New York Stock Exchange standard.

The Board's Corporate Governance Guidelines describe qualifications for directors. Directors are selected for their integrity and character; sound, independent judgment; breadth of experience, insight and knowledge; and business acumen. Leadership skills, scientific or technology expertise, familiarity with issues affecting global businesses in diverse industries, prior government service, and diversity are among the relevant criteria, which will vary over time depending on the needs of the Board. Additionally, directors are expected to be willing and able to devote the necessary time, energy and attention to assure diligent performance of their responsibility.

When considering candidates for nomination, the Committee takes into account these factors to assure that new directors have the highest personal and professional integrity, have demonstrated exceptional ability and judgment and will be most effective, in conjunction with other directors, in serving the long-term interest of all stockholders. The Committee will not nominate for election as a director a partner, member, managing director, executive officer or principal of any entity that provides accounting, consulting, legal, investment banking or financial advisory services to the Company.

For further information, please refer to the 2011 Annual Meeting Proxy Statement.

#### **4.7 Process for determining the qualifications and expertise of the members of the highest governance body**

The Board of Directors Corporate Governance Committee considers potential candidates suggested by Board members, as well as management, stockholders and others. Please also refer to 4.6 above.

The Director Nomination Process is available in Appendix A of the 2011 Annual Meeting Proxy Statement.

#### **4.8 Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation**

**Vision:** To be the world's most dynamic science company, creating sustainable solutions essential to a better, safer, healthier life for people everywhere.

**Mission:** Sustainable growth which we define as the creation of shareholder and societal value while we reduce our environmental footprint along the value chains in which we operate.

**Core Values:** These are the cornerstone of who we are and what we stand for - safety and health, environmental stewardship, highest ethical behavior, and respect for people.

The DuPont Code of Conduct consolidates all Company policies with respect to business ethics and conflict of interest for the Company and its subsidiaries, affiliated companies, and joint venture arrangements in which it has a majority interest or for which it has operating responsibility. There is mandatory training for all employees. Please refer to the DuPont Code of Conduct.

#### **4.9 Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance**

The Board has an active responsibility for broad corporate policy and overall performance of the Company through oversight of management and stewardship of the Company to enhance long-term value of the Company for its shareholders and the vitality of the Company for its other stakeholders. The Environmental Policy Committee focuses specifically on environmental policies and practices and provides support for the Company's sustainable growth mission.

Please refer to 4.1 above and the 2011 Annual Meeting Proxy Statement for responsibilities for each Committee of the Board.

#### **4.10 Processes for evaluating the highest governance body's own performance**

DuPont is committed to having sound corporate governance principles and practices. The Board and each Committee make an annual self-evaluation of its performance with a particular focus on overall effectiveness. The Corporate Governance Committee is responsible for overseeing the self-evaluation process.

#### **4.11 Explanation of whether and how the precautionary approach or principle is addressed**

DuPont maintains a strong commitment to safety, health and environmental excellence. We affirm to all our stakeholders, including our employees, customers, shareholders and the public, that we will conduct our business with respect and care for the environment. We continuously analyze and improve our practices, processes and products to reduce their risk and impact through the product life cycle. We develop new products and processes that have increasing margins of safety for both human health and the environment. We work with our suppliers, carriers, distributors, and customers to achieve similar product stewardship and we provide information and assistance to support their efforts to do so.

Our Company's commitment is also reflected as a leader in the development of Responsible Care<sup>®</sup> and we were one of the first chemical companies to adopt the American Chemical Council's Responsible Care<sup>®</sup> Codes of Management Practices, which were initiated in the late 1980s. DuPont has also led efforts to expand Responsible Care<sup>®</sup> to encompass advances such as security, public reporting of metrics, and management systems certification.

DuPont also performs Product Stewardship Assessments to evaluate further the safety of the current uses of its chemicals. We are a member of the International Council of Chemical Association's (ICCA) voluntary initiative called the Global Product Strategy (GPS). The goal of the GPS is to ensure that society will continue to enjoy the value and benefits of chemistry, while industry and its partners continuously improve efforts to protect public safety, health, and the environment. The goal of the initiative is to improve product stewardship within the chemical industry and with suppliers and customers throughout the chain of commerce.

For detailed information on these commitments, please visit our efforts at Sustainability Reporting and Performance.

#### **4.12 Externally developed economic, environmental, and social charters, principles, or other initiatives**

We believe that working in partnership with others and committing to voluntary initiatives are important in demonstrating leadership.

##### **Commitment on UN Global Compact**

DuPont has committed since April 2001 to align our operations and strategies with ten universally accepted principles in the areas of human rights, labor, environment and anti-corruption.

##### **Commitment on Responsible Care<sup>®</sup> Management System**

DuPont was one of the first chemical companies to adopt the American Chemical Council's Responsible Care<sup>®</sup> Codes of Management Practices, which were initiated in the late 1980s. Since then, DuPont has led efforts to expand Responsible Care<sup>®</sup> to encompass advances such as security, public reporting of metrics, and management systems certification.

##### **Commitment on Climate and Energy**

Addressing the interdependent challenges of climate change and energy security is a monumental task, and one that will require collaboration among business, government, non-governmental organizations, and academia. Solving the climate/energy issue will bring great challenges and opportunities.

We believe the scientific understanding of climate change is sufficient to compel effective actions to limit emissions of greenhouse gases. We believe that to be successful these actions will require concerted engagement by the world's governments, along with technological innovations by businesses and individual actions by all citizens. We believe any strategy to address climate change must be both environmentally effective and economically sustainable, and that the developed nations have an appropriate leadership role to fulfill.

DuPont continues to participate in the Carbon Disclosure Project's annual questionnaire where we disclose information related to our governance and strategic approach to managing risks and opportunities associated with climate change.

##### **Commitment on Nanotechnology**

DuPont and Environmental Defense collaborate on a framework for the responsible development, production, use and disposal of nano-scale materials. The intent of this framework is to define a systematic and disciplined process that can be used to identify, manage and reduce potential health, safety and environmental risks of nano-scale materials across all lifecycle stages. These materials hold great promise for new applications in materials, energy, medicine and other fields.

##### **Commitment on Biotechnology**

DuPont is putting science to work by creating sustainable solutions essential to a better, safer, healthier life everywhere. With a world population expected to reach nearly nine billion by 2050, biotechnology offers new potential for meeting the world's demand for food, feed, fuel and materials while reducing our footprint on the planet. We believe the broad field of biotechnology presents important opportunities that should be explored and developed to identify those safe and commercially viable applications that bring significant benefits to society.

DuPont formed an independent Biotechnology Advisory Panel which audits our progress and provides a public report on a regular basis. For detailed information, please refer to our Guiding Principles.

#### 4.13 Memberships in associations and/or national/international advocacy organizations

DuPont participates in many associations at the regional, national, and international level. In addition to 4.12, our other primary memberships include:

- World Economic Forum
- American Chemistry Council
- European Chemical Industry Council
- World Business Council for Sustainable Development
- Business Roundtable
- United States Climate Action Partnership
- World Resources Institute
- Pew Center on Global Climate Change
- CropLife America and CropLife International
- Global Harvest Initiative
- Africa Harvest Biotech Foundation International
- Field to Market, the Keystone Alliance for Sustainable Agriculture
- World Environment Center

#### 4.14 List of stakeholder groups

DuPont engages a number of stakeholder groups including the communities in which we operate, customers, suppliers, shareholders and the investment community, employees and retirees, as well as a number of non-profit environmental and advocacy organizations.

Some specific stakeholder groups include:

- DuPont established a **Health Advisory Board** to help us ask the right questions, to provide strategic advice and input to leadership on health and health-related issues, and to support DuPont's efforts in approaching health and health-related issues in a manner that is well informed, scientifically sound and ethical. The members of the Health Advisory Board are internationally regarded leaders in health and medicine, representing a variety of backgrounds and affiliations to promote complete and impartial perspectives.
- The DuPont External **Biotechnology Advisory Panel** was established in 2000 with independent representatives from around the world with diverse academic, vocational and cultural expertise and backgrounds. The Panel meets regularly with our Chair of the Board and senior executives. Their opinions have impacted our decisions in our research pipeline, regulatory strategy, new technology introductions and stewardship practices around the world.
- DuPont establishes **Community Advisory Panels** at many of our global operating sites to engage our neighbors in discussions about our activities and their concerns and needs. Members of the Panels do not work for the Company, but may be regarded as representatives of the neighborhood.

#### 4.15 Basis for identification and selection of stakeholders with whom to engage

Stakeholders are identified based on community engagement activities, key customers and suppliers of specific business units, investor relations' initiatives, and through specific processes to understand societal concerns such as the Biotechnology Advisory Panel and Health Advisory Board.

#### **4.16 Approaches to stakeholder engagement**

Given the diversity of the Company and the global locations in which we operate, approaches to and frequency of stakeholder engagements are determined at the corporate and regional level. Some examples include:

- Communities - Community Advisory Panels are established for nearly every global DuPont operating site. Each site determines the frequency of the interaction that makes the most sense for the community.
- External - Biotechnology Advisory Panel and Health Advisory Board meets annually plus additional consultations via phone or email.
- Other Stakeholders – Customers, suppliers, investors and shareholders, community leaders and organizations, key customers and trade associations, and retiree and employee groups are tailored to the needs and interests of each.

#### **4.17 Key topics and concerns that have been raised through stakeholder engagement and how the organization has responded**

Stakeholder engagement and use of the information are considered a key strategy of DuPont in meeting our mission of sustainable growth. Specific examples are:

- Based on the ongoing dialogue with the Health Advisory Board, the Biopersistent Leadership Principles were developed.
- Based on the ongoing dialogue with the Biotechnology Advisory Panel, a set of Bioethics Guiding Principles were developed.
- Partnership with the Environmental Defense to develop standards of care for nanotechnology.
- Corporate reports
- DuPont operating site reports
- Investor relations
- DuPont actively engages with multiple stakeholders in keeping with our animal testing policy. For example, DuPont has engaged in an ongoing dialogue since 2006 with the People for the Ethical Treatment of Animals (PETA), which involves ongoing discussions about non-animal test methods, animal husbandry approaches, and advocating for appropriate standards and regulations. This interaction has been very useful in helping us continuously evaluate and enhance our practices and to maintain the commitments outlined in our policy.

## **Our Mission: Sustainable Growth**

The creation of shareholder and societal value while we reduce our environmental footprint along the value chains in which we operate.

Our business is sustainable growth. Working in partnership with others, we are building sustainability into our products as well as into the way we make them. Sustainability is central to our total value proposition, impacting not only our business, but every customer and every consumer we touch, everywhere in the world.

## **The Needs of the World Drive Our Science**

Global population growth and associated growth in the middle class are creating distinct megatrends throughout the world. Megatrends provide DuPont the opportunity to bring our unmatched science to the marketplace, creating game-changing solutions in constant collaboration with customers and key partners. Each megatrend presents opportunities for DuPont collaborative science and solutions.

- **Increase food production** - We are uniquely positioned to increase global food production across the value chain by boosting crop yield through advanced seed genetics, agronomic practices and product innovations that help farmers maximize productivity and quality; advancing the nutritional content derived from crops such as soybeans, while increasing accessibility to these products; supplying innovative packaging to preserve food quality; and developing efficient quality-testing systems to ensure a safe food supply.
- **Decrease dependence on fossil fuels** - We have products that help improve energy efficiency in building construction and provide light weight solutions in the transportation industries, and a growing suite of solutions across alternative energy applications including novel biofuel technology and photovoltaic materials.
- **Protect people, assets and the environment** - We continue to develop new capabilities for products like our DuPont™ Kevlar® and Nomex® advanced fibers which are recognized globally for applications in protective apparel for law enforcement, first responders and the military.

## **Some of Our Key Actions in 2010**

- Leaders from DuPont Danisco Cellulosic Ethanol (DDCE), University of Tennessee and Genera Energy cut the ribbon on one of the world's first cellulosic ethanol demonstration facilities, located in Vonore, TN. The 74,000 square foot plant began producing cellulosic ethanol and will deliver low-cost, fully-integrated technology for commercial production of ethanol from agricultural residue and bioenergy crops, including corncoobs and switchgrass.
- DuPont announced that fibers made from DuPont™ Sorona® renewably sourced polymer were adopted as materials for the ceiling surface skin, sun visor and pillar garnish of Toyota's new

model, SAI<sup>®</sup>. DuPont<sup>™</sup> Sorona<sup>®</sup> fibers also were adopted as materials for optional floor mats sold under the Toyota brand.

- DuPont opened a photovoltaics applications lab at the European Technical Center in Meyrin, Switzerland. The lab will meet the needs of the fast-growing solar energy market. The lab expands capabilities at the leading European R&D hub for the Company.
- DuPont announced it will provide innovations in photovoltaic modules and high-performance marine coatings to PlanetSolar, the largest solar boat ever built. PlanetSolar is a 31 meter-long and 15 meter wide catamaran covered by 500 square meters of photovoltaic solar panels that will power an electric motor. In 2011, the boat will undertake the first world tour powered by solar energy, demonstrating that renewable energy and technology can be applied today to achieve sustainable transportation.
- DuPont announced plans to expand its cutting-edge plant genetics research to help farmers increase agricultural productivity. Pioneer Hi-Bred will expand its presence in central Iowa with additional lab facilities and jobs focused on advanced plant genetics.
- DuPont introduced DuPont<sup>™</sup> ReliatraN<sup>™</sup> SIDT, the first underground residential solid insulation distribution transformer that uses patented oil-free technology to provide a more sustainable solution for utility companies, developers and homeowners.
- DuPont Tate & Lyle Bio Products, LLC, a joint venture between DuPont and Tate & Lyle, announced an expansion to their Loudon, TN facility to increase production of bio-based 1,3 propenediol (Bio-PDO<sup>™</sup>) by 35 percent.
- DuPont and Honeywell announced a manufacturing joint venture to produce a new low global warming potential refrigerant for use in automotive air conditioning systems.
- DuPont opened a North American photo-voltaic applications lab at its Chestnut Run facility in Wilmington to support materials development for the fast-growing photovoltaic solar energy market.
- A cutting-edge collaboration among DuPont, Lawrence Berkeley National Laboratory, Bosch and 3M was awarded a grant for \$1.6 million by the Department of Energy's Advanced Research Projects Agency – Energy (ARPA-E) to develop a longer-lasting, less expensive way to store energy.
- To reduce the use of fossil fuels and the growing demand for hybrid and electric vehicles, DuPont introduced DuPont<sup>™</sup> Energain<sup>®</sup>, the first nanofiber-based polymeric battery separator that boosts the performance and safety of lithium ion batteries.
- DuPont announced plans to double production capacity for its market-leading DuPont<sup>™</sup> Solamet<sup>®</sup> photovoltaic metallization pastes. The increase is based on strong, continued growth in the solar energy industry and accelerated demand for new materials that enable higher efficiency photovoltaic cells.
- The innovative BAX<sup>®</sup> system from Qualicon was recognized by *The Wall Street Journal* for its pioneering pathogen detection technology. Out of nearly 600 entries, DuPont was one of just 49 winners in the 2010 Technology Innovation Awards. The Qualicon BAX<sup>®</sup> system was named runner-up in the Medicine-Biotech category.

- DuPont opened a new production facility to support growth in Central and Eastern Europe for its DuPont™ Butacite® G safety glass interlayers made entirely from recycled material. Seventy workers will be employed at the facility.



## Economic Performance Indicators

**EC1** Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments

2010 Economic Value Retained (US Dollars in Millions)		
Revenues	\$31,505	[Economic value generated]
Operating Costs	\$21,048	
Wages / Benefits	\$7,229	
Payments to Providers of Capital	\$2,091	
Payments to Governments	\$542	
Community Investments	\$33	
Economic Value Retained	\$562	[Economic value retained]
Operating costs do not include \$16 million net restructuring charges that were reported in 2010. Payments to providers of capital includes \$1,501 million in dividend payments.		

Taxes Paid (US Dollars in Millions)	
North America	\$266
Asia Pacific	\$124
Latin America	\$42
Europe	\$110

For further detail, please refer to the DuPont 2010 Form 10-K and Data Book.

## **EC2 Financial implications and other risks and opportunities for the organization's activities due to climate change**

DuPont assesses the potential financial implications of these opportunity drivers to varying degrees of specificity depending on the timeframe and likelihood of impact. In many cases the costs associated with actions taken to reduce and manage these risks are part of broader activities related to our efforts to strategically manage climate change, and it is therefore difficult to estimate the specific cost associated with individual risk and opportunity drivers.

As DuPont analyzes factors shaping the markets that we serve in the years ahead, we have identified three megatrends: Improving food productivity, reducing dependence on fossil fuels and protecting people and the environment. As we look at our existing product portfolio and consider new product development we use these megatrends as one tool to help frame our thinking about expectations for growth and future market demand. Of our \$1.7 billion R&D investment in 2010, 85% was associated with developing solutions in those three areas with 11% specifically focused on the area of reducing dependence on fossil fuels based on the estimates that by 2035 global demand for energy will increase by 36%. DuPont is uniquely positioned to address the rising demand for secure, environmentally sustainable and affordable energy sources. With a growing population, we will need to use our existing resources more responsibly and find new and cleaner energy sources. DuPont is applying deep expertise in microbiology, fermentation, polymer science and electrochemistry to help make cars lighter, fuels cleaner, and sustainable energy sources, such as the sun, easier to harness — all contributing to a lower carbon future.

To create more of a business focus on product opportunities related to climate change and environmental markets more broadly, DuPont included market-facing goals in our October 2006 launch of our 2015 Sustainability Goals. The market-facing goals are aimed at capturing value in a carbon-constrained world by tying our business growth more directly to the development of products that have environmental benefits and help our customers increase their energy efficiency and/or reduce their greenhouse gas footprint. DuPont reports on progress toward this goal and our other Sustainability Goals in annual progress reports posted on [www.sustainability.dupont.com](http://www.sustainability.dupont.com).

We anticipate that limiting carbon emissions will drive demand for DuPont products and services that serve a low-carbon economy. Many of DuPont's existing products provide improved safety, efficiency, and environmental benefit in our homes, offices, and automobiles. Increased climate change mitigation efforts (resulting from voluntary or mandatory greenhouse gas emission reductions) could drive expanded demand in some of DuPont's major markets, such as automotive materials, building materials, seed products and services, and biofuels.

Given the diversity of products and services that DuPont produces for sale in a wide range of global markets, financial opportunities as they specifically relate to climate change are not formally assessed for the Company overall. Individual businesses whose portfolios include products that could be particularly impacted by climate policies or a transition to a low-carbon economy take into consideration relevant issues (e.g. potential for increased product demand resulting from policies or other incentives; regulatory action on nitrogen fertilizer use in the agricultural sector; anticipated growth in certain markets such as alternative fuels; etc). Expectations for new or expanded markets driven by demand for products that enable climate change mitigation or adaptation and the strategic implications for certain DuPont businesses are discussed during some of the Sustainable Growth Reviews. These reviews are led by Sustainable Growth Center leadership and conducted with individual DuPont businesses.

For some of the new and emerging markets that DuPont serves (e.g. renewable / alternative energy) there are industry estimates of anticipated growth, but estimates vary widely and actual market growth will depend in large part on the speed of technological innovation as well as the implementation of policies

that will accelerate research, development, demonstration, and deployment of key technologies. Photovoltaics is one example of a growing market space that DuPont is watching closely; DuPont sales into the photovoltaics market exceeded \$1 billion in 2010.

### **EC3 Coverage of the organization's defined benefit plan obligations.**

The Company has various obligations to its employees and retirees. The Company maintains retirement-related programs in many countries that have a long-term impact on the Company's earnings and cash flows. These plans are typically defined benefit pension plans, as well as medical, dental and life insurance benefits for pensioners and survivors and disability and life insurance protection for employees (other long-term employee benefits). Approximately 80 percent of the Company's worldwide benefit obligation for pensions and essentially all of the Company's worldwide other long-term employee benefit obligations are attributable to the U.S. benefit plans. Pension coverage for employees of the Company's non-U.S. consolidated subsidiaries is provided, to the extent deemed appropriate, through separate plans. The Company regularly explores alternative solutions to meet its global pension obligations in the most cost effective manner possible as demographics, life expectancy and country-specific pension funding rules change. Where permitted by applicable law, the Company reserves the right to change, modify or discontinue its plans that provide pension, medical, dental, life insurance and disability benefits.

For plans other than the principal U.S. pension plan, pension expense is typically determined using the fair value of assets. The fair value of assets in all pension plans was \$18.4 billion at December 31, 2010, and the related projected benefit obligations were \$23.9 billion. In addition, obligations under the Company's unfunded other long-term employee benefit plans were \$4.0 billion at December 31, 2010.

For further details, please refer to Item 7 (pages 23 and 40) and page F-35 and F-39 in the DuPont 2010 Form 10-K.

### **EC4 Significant financial assistance received from government.**

In 2010, we received the following government grants:

- A cutting-edge collaboration among DuPont, Lawrence Berkeley National Laboratory, Bosch and 3M was awarded a grant for \$1.6 million by the Department of Energy's Advanced Research Projects Agency – Energy (ARPA-E) to develop a longer-lasting, less expensive way to store energy.

### **EC5 Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.**

DuPont offers competitive compensation packages that are complemented by a comprehensive benefits program. This is a benchmarked process. As part of our human rights policy, we pay wages that meet or exceed the legally required wages or, where no wage law exists, the local industry standard.

### **EC9 Understanding and describing significant indirect economic impacts, including the extent of impacts.**

DuPont does not aggregate the indirect economic impact of our collaborations and contributions. We do have specific programs, in addition to our Community Fund (please refer to EC8), that provide support to our communities.

DuPont launched its commitment to science research and science education in 1918, becoming the first corporation to award scholarships and fellowships to chemists at 48 colleges and universities in the United States. Today, the Center for Collaborative Research & Education continues to facilitate DuPont partnerships with universities and government laboratories worldwide; collaborates with DuPont Strategic Business Units globally to deploy incomplete technologies and develop new revenue sources from intellectual property; and invests in science education programs to ensure science literacy, workforce preparation and business and community sustainability.

DuPont invests in science education and scientific research through a variety of programs that range from kindergarten classrooms to college and university laboratories. For example, our Elementary Science Initiative ensures science literacy in communities where we operate. Our Higher Education Initiatives contribute to workforce preparation and link DuPont scientists and engineers with colleagues in academic communities.

Please refer to the 2011 Sustainability Progress Report located at [www.sustainability.dupont.com](http://www.sustainability.dupont.com). The Report provides our progress towards achieving our eleven sustainability goals that focus on reducing our footprint and energy needs as well as researching and developing products.



In 1987, the Bruntland commission gave us its now classic definition of sustainable development: “Development that meets the needs of the present without compromising the ability of future generations to meet their own needs.” We launched our sustainability work soon after the Bruntland report issued and sustainability continues to be a driving force in our growth strategy.

Energy efficiency is a major focus for DuPont. In May, we brought the site energy champions together to celebrate achieving our 2010 energy goal. Through the hard work of hundreds of DuPont employees around the world, we surpassed our hold total energy flat goal — using 6% less energy than we did in 1990. We also launched a new energy goal — by 2020 we will reduce non-renewable energy use by 10% per adjusted dollar revenue compared to a 2010 baseline. We are committed to continue to seek energy efficiency and renewable energy projects that meet our criteria of having business and environmental benefits.

In 2010, DuPont enjoyed a rebound from the economic downturn in 2009. Since DuPont measures and reports in absolute numbers, the rebound is reflected in a 2009 to 2010 increase in many of the areas that we track for our footprint reduction goals. With many manufacturing sites idled for part of 2009, our overall energy, and water usage, as well as our greenhouse gas emissions, were significantly lower than 2010 when we were operating at full capacity. We are developing the projects necessary to assure that we meet or exceed each of our footprint reduction goals by 2015.

While reducing our footprint is important, our focus is on the activities in the market place and driving accomplishment of our market facing goals. We continue to increase our investment in R&D that will bring products to the market that facilitates our customers or consumers reducing their impacts. As these research programs move toward commercialization, we see DuPont having an expanded role to provide sustainable solutions to our customers around the world. Making the direct link between our customers and the markets we serve is the key to truly integrating sustainability as a growth strategy.

I am excited about the acquisition of Danisco, a company that, like DuPont, has a deep commitment to sustainable growth. It provides us a great opportunity to leverage the science and innovation of both companies to speed the delivery of more sustainable products to a broader set of customers and markets. As a combined organization, we can only strengthen our leadership in sustainability.

Linda J. Fisher  
*Vice President of DuPont Safety,  
Health, & Environment  
and Chief Sustainability Officer*

## Environmental Performance Indicators

### EN3 Direct energy consumption by primary energy source

The total amount of fuel consumed by DuPont in 2010 was approximately 23 million Megawatt hours (MWh) or 84 million gigajoules.

For a breakdown by fuel type:

Fuel Type	MWh	Gigajoules
Bituminous coal	1886000	6789600
Biogas	76300	274680
Distillate fuel oil No 2	742500	2673000
Kerosene	310	1116
Landfill gas	392900	1414440
Liquefied petroleum gas	192100	691560
Natural gas	16892000	60811200
Residual fuel oil	940500	3385800
Refinery gas	55400	199440
Municipal Waste	1860	6696
Other: Hydrogen	4470	16092
Other: Off-gas & Waste gas	1871000	6735600
Other: Toluene	121400	437040
Other: Waste liquids	23500	84600
Other: Various miscellaneous	26900	96840

### EN4 Indirect energy consumption by primary source

Energy Type	MWh	Gigajoules
Heat	19400	69840
Steam	4474000	16106400
Electricity	5936000	21369600
Cooling	0	0

### EN5 Energy saved due to conservation and efficiency improvements

#### Behavioral Change:

Corporate Headquarters Energy Conservation Program - efforts to conserve energy and off-set rising energy prices for the Wilmington area DuPont buildings and facilities. These voluntary activities resulted in primarily Scope 2 emission reductions and are ongoing. This summary of actions was sent to all

Wilmington area employees and energy efficiency "reminder cards" were distributed and posted in area offices.

- Peak Savings – Decrease electrical consumption when you receive site notices of a high-priced electricity day or time period. During peak periods, electricity prices can increase many times greater than the normal price.
- Reduce HVAC loads – close blinds on sunny side of building in summer.
- Reduce lighting loads – turn off lights whenever you leave your office or work area .
- Turn off equipment when not in use (e.g., computers, printers, etc.) · Power Down on Weekends and Holidays! All the way down!
- Report Problems with exterior doors, temperature control, other energy inefficiencies. Investment required was minimal, involving people's time to coordinate program and printing and distribution of reminder cards.

### **Energy efficiency - processes:**

- Installation of more efficient natural gas burners in the ethylene furnaces at DuPont's Sabine facility in Texas. This project has annual run rate savings of \$3.17 million. Annual energy savings are 540,000 million BTU and the annual CO<sub>2</sub> reduction is 62,640 M lb/yr. The capital investment required was \$3.5 million. This project was selected as a recipient of the American Chemistry Council's 2011 Energy Efficiency Awards. This voluntary activity was completed in 2010 and resulted in Scope 1 emission reductions which will be ongoing.
- New gas fired package boilers replaced two coal fired boilers at DuPont's Kinston facility in North Carolina. This voluntary activity was completed in 2010 and resulted in Scope 1 emission reductions which will be ongoing.
- Fuel shift from coal to natural gas for site steam supply at DuPont's Old Hickory facility in Tennessee. There was no significant investment required since the boilers were equipped to fire gas. This voluntary activity was completed in 2010 and resulted in Scope 1 emission reductions which will continue while these boilers are utilized.

### **EN6 Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.**

One of DuPont's corporate sustainability goals sets a challenge to, by 2015, grow our annual revenues by at least \$2 billion from products that create energy efficiency and/or significant greenhouse gas emissions reductions for our customers. We estimate these products will contribute at least 40 million metric tons of additional CO<sub>2</sub> equivalent reductions by our customers and consumers. This goal was launched in 2006, and as of 2010, we had reached nearly \$1.6 billion in annual revenue, and our products allowed for nearly 6.6 million metric tons of greenhouse gas emissions avoided. DuPont products and technologies are diverse and enable avoided GHG emissions for our customers in a number of different sectors and applications (e.g. renewable materials, buildings and construction, alternative energy, transportation, and agriculture). An internal team from sustainability and engineering (with expertise in life cycle analysis) is tasked with identifying those products with use-phase (Scope 3) GHG benefits for our customers and tracking annual revenue and associate GHG emissions avoided. The specific methodology, assumptions, emission factors, and GWPs vary from product to product, as individual analyses are done for each product by final end-use included in our reporting on this goal.

The following are examples of products that enable avoided GHG emissions by others in our value chain.

**Photovoltaics:** DuPont Photovoltaic Solutions represents the broadest portfolio in the solar energy industry, with more than 10 products critical to photovoltaic production. DuPont

materials and technology solutions are designed to help increase the efficiency and lifetime of crystalline silicon and thin film photovoltaic solar modules, while reducing total systems cost and enabling the photovoltaic industry to reach grid parity faster. The business has set a goal to exceed \$2 billion in sales by 2014. We continue to invest in both capacity expansions to support the explosive industry growth and the development of new innovative technologies to address different applications within the industry. Over 70% of all PV modules ever made use DuPont materials. For more information visit <http://www.dupont.com/photovoltaics>.

**Biofuels:** We are developing a portfolio of biofuels solutions to help meet global transportation energy needs. Biobutanol and cellulosic ethanol are two advanced biofuels technologies that will diversify the transportation energy sector and reduce reliance on petroleum. For more information, visit:

[http://www2.dupont.com/Sustainability/en\\_US/Marketplace/Transportation/biofuels.html](http://www2.dupont.com/Sustainability/en_US/Marketplace/Transportation/biofuels.html)

**Fuel Cells:** Our objective is to be the leading supplier of Proton Exchange Fuel Cell Membranes into fuel cell systems that power automobiles, electronics, and residences. DuPont invented, and continues to advance, Nafion® membranes and dispersions, which provide durability, performance, and lower cost. For more information, visit [http://www2.dupont.com/Fuel\\_Cells/en\\_US](http://www2.dupont.com/Fuel_Cells/en_US)

**Wind Energy:** By 2020, experts predict that wind will generate about 12% of world electricity needs, but the reliability of generating equipment is essential to the success of the rapidly growing wind power industry. DuPont protects wind turbines by encapsulating the key components of the generator that protect them from the extreme heat inherent in the generation of electricity. Products range from DuPont™ Kevlar® mechanical paper, which reduces weight and improves the structural rigidity of wind turbines to DuPont Electrical Insulation Systems. For more information, visit

[http://www2.dupont.com/Energy\\_Sources/en\\_GB/offering/wind/wind\\_home.html](http://www2.dupont.com/Energy_Sources/en_GB/offering/wind/wind_home.html)

**Vehicle Fuel Efficiency:** High performance DuPont engineering resins make possible replacement of metal parts and components, contributing to weight reduction, fuel savings and CO<sub>2</sub> emission reductions. In a life cycle analysis of the use of virgin glass reinforced nylon in place of secondary aluminum for an engine component of the Ford F250 truck, it was found that lighter weight in vehicle use far offset energy consumption in manufacturing. During a 10-year lifetime of 100,000 trucks included in the analysis, a 77 billion BTU net energy savings was achieved and 11 million pounds of CO<sub>2</sub> emissions were eliminated. DuPont materials help improve automotive efficiency and get more power to the wheel by reducing friction, especially in driveline systems.

**Innovative Seed Products:** Pioneer Hi-Bred is aggressively developing corn hybrids that exhibit enhanced efficiency in nitrogen use, that require reduced quantities of nitrogen, by up to 30 percent, while maintaining overall yield. Decreasing the amount of nitrogen needed presents the opportunity for farmers to reduce their input cost per bushel of corn produced, while reducing the environmental impact of nitrogen fertilizer production, application and use.

**Other Products:** We anticipate that there will be many DuPont products that could be part of the climate change adaptation response. Some examples are products like Tyvek® Weatherization systems, StormRoom® with Kevlar® and SentryGlas®.



## EN8 Total water withdrawals by source

Our 2015 Footprint Goal is to reduce water consumption by at least 30 percent at global sites that are located where the renewable freshwater supply is either scarce or stressed as determined by the United Nations analysis of river basins globally. For all other sites, we will hold water consumption flat on an absolute basis through the year 2015, offsetting any increased demand from production volume growth through conservation, reuse and recycle practices.

We have reduced our consumption by 16 percent at sites in water scarce or stressed locations and 9 percent at all sites.

Water Consumption (millions cubic meters)									
All Sites <sup>1</sup>	Total	Baseline	2004	2005	2006	2007	2008	2009	2010
		<i>Groundwater</i>	N/A	38.9	41.4	44.3	40.2	36.7	41.7
	<i>Potable Water</i>	N/A	33.1	29.1	29.7	31.5	29.1	25.7	31.8
	<i>Surface Water</i>	N/A	49.1	37.0	37.8	48.4	37.7	35.8	41.6
Sites in Water Stressed or Scarce Locations <sup>2</sup>	Total	19.8	18.5	17.9	18.1	19.0	18.1	16.9	16.7
	<i>Groundwater</i>	2.4	2.4	1.9	1.8	1.6	0.9	1.1	1.2
	<i>Potable Water</i>	7.8	6.5	6.8	7.1	8.6	8.6	7.1	7.3
	<i>Surface Water</i>	9.7	9.7	9.3	9.2	8.9	8.6	8.7	8.2

<sup>1</sup> 2004 baseline and subsequent years adjusted to reflect all divestitures and acquisitions

<sup>2</sup> Baseline includes 2004 consumption in first year at sites in design or construction when goal was announced. 2004 baseline and subsequent years adjusted to reflect all divestitures and acquisitions.

## EN9 Water sources significantly affected by withdrawal of water

DuPont has assessed consumption at our global sites using the definitions recognized by the United Nations Environment Programme (UNEP) and using the World Business Council for Sustainable Development (WBCSD) Global Water Tool. DuPont's withdrawals do not significantly affect any water sources because of the following.

- None of the withdrawals account for an average of 5% or more of the annual average volume of a given water body.
- None of the water bodies from which DuPont sires withdraw are recognized by professionals to be particularly sensitive due to their relative size, function, or status as a rare, threatened, or endangered system (or to their support of a particular endangered species of plant or animal).
- None of the DuPont sites withdraw from a Ramsar-listed wetland (Source: <http://ww.ramsar.org/pdf/sitelist.pdf>, dated: 4/7/11).

#### **EN10 Percentage and total volume of water recycled and reused.**

Although a number of sites reuse and/or recycle water, currently, recycle or reuse water usage data are not collected throughout the Company. DuPont has set publicly stated water conservation goals based on reducing water consumption at sites in locations having annual renewable water supply per capita identified as “scarce” by definitions recognized by the UNEP (determined from the WBCSD Water Tool), and holding water consumption flat on an absolute basis in other locations. DuPont does not impose on the sites requirements regarding the method for attaining these goals; rather, businesses and their sites develop their own plans for attainment. Therefore, DuPont does not require sites to report on internal use of water; but must report metrics on water withdrawals (by type) and water consumption (by type).

A number of manufacturing sites have accomplished substantial reductions in water consumption and/or withdrawals in recent years. An example is:

- Uentrop, Germany site has reduced its annual consumption of source water from the municipal drinking water system from approximately 850,000 m<sup>3</sup> to 350,000 m<sup>3</sup> by recycling treated wastewater as process and boiler feedwater makeup.

#### **EN12 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas**

We are not aware of significant impacts on biodiversity in 2010. Also, the water and runoff discharges from DuPont sites do not significantly affect any habitats because of the following.

- None of the discharges account for an average of 5% or more of the annual average volume of a given water body.
- None of the discharges, on the advice of professionals, are known to have or are highly likely to have significant impacts on the water body and associated habitats. All sites that discharge water do so under permits developed by national or state authorities that specifically consider the potential for water quality impacts including habitat damage. (Note: Some sites discharge their water to public or private multi-client treatment works rather than to water bodies.) DuPont performs environmental assessments (which are generally required by national or state agencies) when operations are sited.
- None of the discharges are to water bodies that are recognized by professionals to be particularly sensitive due to their relative size, function, or status as a rare, threatened, or endangered system (or to their support of a particular endangered species of plant or animal).
- None of the DuPont sites withdraw from a Ramsar-listed wetland. (Source: <http://www.ramsar.org/pdf/sitelist.pdf>, dated: 5/22/10).

#### **EN13 Habitats protected or restored.**

Currently, 17 DuPont sites around the globe have been certified by the Wildlife Habitat Council, a Maryland, U.S. based non-profit organization dedicated to increasing the quality and amount of wildlife habitat on corporate, private and public lands. The following five DuPont sites received international recognition at the Wildlife Habitat Council’s (WHC) 20th Annual Symposium in November 2008 for their contributions to wildlife habitat conservation.

- Cooper River Plant - Moncks Corner, South Carolina
- DeLisle Plant – Pass Christian, Mississippi
- Fort Madison Plant - Fort Madison, Iowa
- Parlin Plant – Parlin, New Jersey
- Washington Works Plant - Washington, West Virginia

In addition, DuPont developed a locally based initiative called Clear into the Future that works with the community within the Delaware Estuary watershed in the U.S. to preserve and enhance the beauty and integrity for generations to come ([www.clearintothefuture.com](http://www.clearintothefuture.com)). Grants have been provided to numerous organizations including the National Fish and Wildlife Foundation to sustain and promote fish, wildlife, and plant resources throughout the watershed and The Nature Conservancy to preserve and enhance important habitats in the state of Delaware.

**EN14 Strategies, current actions, and future plans for managing impacts on biodiversity.**

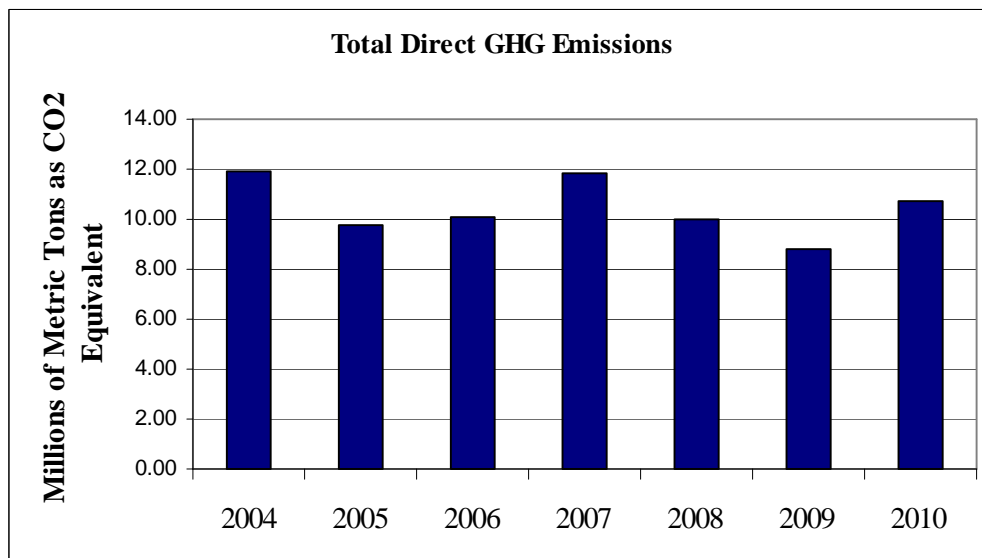
Environmental stewardship is a core value for DuPont. We will continue our efforts to conserve and protect natural resources in our communities in collaboration with partners such as the Wildlife Habitat Council and The Nature Conservancy. We are also working with stakeholders and organizations such as the World Business Council for Sustainable Development, Business for Social Responsibility and Field to Market to enhance our understanding of ecosystem services.

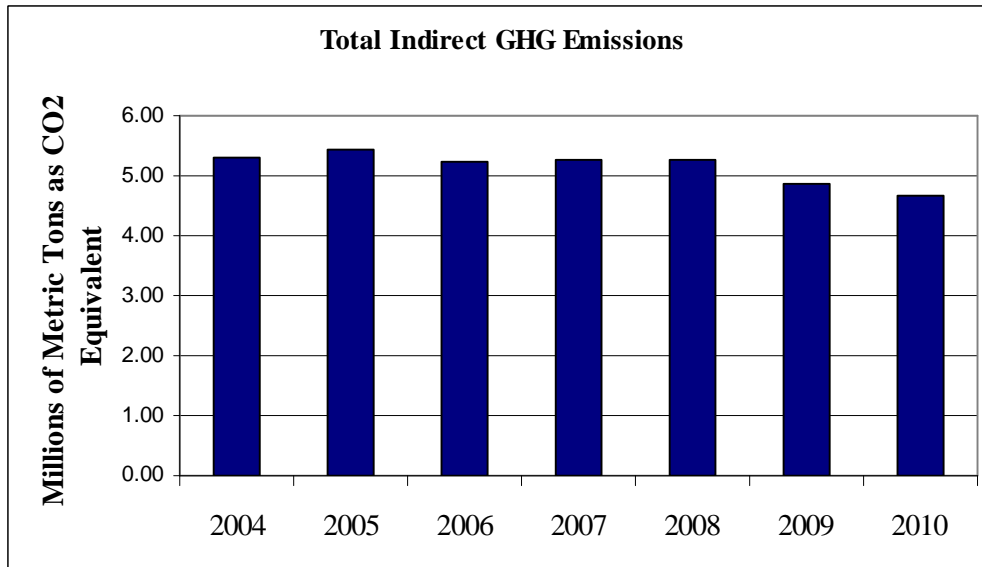
**EN16 Total direct and indirect greenhouse gas emissions by weight**

For the overall totals, from 1990 to 2003, we reduced emissions by 72 percent, which includes our Invista business and 60 percent excluding Invista. Invista assets were divested in 2004.

Direct greenhouse gas (GHG) emissions are emissions from sources that are owned or controlled by DuPont. Since 2004, expressed as carbon dioxide equivalents, we have reduced by approximately 10 percent.

Indirect GHG emissions are emissions from sources as a consequence of DuPont energy needs but are not owned or controlled by DuPont. Since 2004, expressed as carbon dioxide equivalents, we have reduced by approximately 13 percent.





## **EN18 Initiatives to reduce greenhouse gas emissions and reductions achieved**

### **Sustainability 2015 Footprint Goals**

Since the early 1990s when DuPont began taking action to reduce greenhouse gas emissions, the Company has achieved major global reductions in emissions. In 1994, DuPont established our first greenhouse gas emissions goal and committed to reduce 40% from our 1990 base. After meeting that goal, in 1999 DuPont established a new goal to reduce our greenhouse gas emissions by 65% from a 1990 base. By the end of 2003 we had reduced our greenhouse gas emissions by 72%. Our current goal is to reduce greenhouse gas emissions by 15% by 2015 from an updated base year of 2004. As of 2010, we have reduced by 10.5 percent since 2004.

### **Sustainability 2015 Market-Facing Goals**

In October 2006, DuPont announced our market-facing goals. These goals address all stages of product development, from R&D efforts through marketing and sales. We have a goal that by 2015, we will grow our annual revenues by at least \$2 billion from products that create energy efficiency and/or significantly reduce greenhouse gas emissions. We estimate these products will contribute at least 40 million tonnes of additional CO<sub>2</sub> equivalent reductions by our customers and consumers. As of 2010, the annual revenue from those products reached \$1.6 billion.

### **Sustainability 2010 Energy Goals**

Our corporate energy efficiency strategy is managed through our Bold Energy Plan. Our objective was to hold total energy flat with 1990 levels. As of 2010, we reduced energy use by 6 percent. We have an online database that tracks plant performance toward annual energy targets. Progress is measured by the energy savings achieved from individual improvement projects at each plant. The database currently tracks over 1,000 completed, in progress, and proposed projects, some of which require capital investment. Availability of capital for energy efficiency improvement projects is critical - setting public goals alone will not drive improvement unless you have adequate financial and personnel resources available to implement improvements. For example, in 2007, DuPont created an Energy Capital Fund from which we invested \$60 million in energy projects that will reduce CO<sub>2</sub> emissions and energy use by 6%, and deliver \$170 million in projected 10-year net present value. Plant Site Managers have responsibility for all aspects of site operations and set priorities for the workforce. Their performance is

judged by annual metrics (e.g. safety, environment, fixed costs, etc). Energy is a new metric being added to the Site Manager report card, providing additional incentive and individual accountability for our success in meeting annual energy savings targets. With over 100 plants with annual energy targets, Site Energy Champions are an essential part of implementing the Bold Energy Plan. Site Energy Champions have monthly conference calls and bi-annual corporate energy conferences where they can share best practices and identify opportunities to rapidly replicate successful projects.

### **Sustainable Growth Excellence Awards**

Each year since 1990, DuPont has held an award program to recognize the most significant employee accomplishments. The Sustainable Growth Excellence Awards seek to honor those teams and individuals who have made significant contributions (some related to energy efficiency and/or climate change) toward DuPont implementing our mission and the Sustainability Goals.

### **Climate Change**

DuPont has a number of initiatives underway - both internal and external - focused on addressing climate change in our own operations and through the markets that we serve. DuPont has an internal climate change leadership structure that includes teams focused on identifying and addressing the short- and long-term business related risks and opportunities associated with climate change and climate change policy. The Climate Change Steering Team, made up of senior leaders from businesses and key functions, provides overall leadership and guidance. The Steering Team is co-chaired by DuPont's Chief Sustainability Officer / Vice President for Safety, Health, and Environment and the Senior Vice President for Integrated Operations & Engineering. The Steering Team makes recommendations and/or brings issues to the Office of the Chief Executive for consideration. DuPont's Office of the Chief Executive includes the CEO and the senior-most executives in the Company.

A Climate Change Issue Group meets quarterly in person and includes broad representation from functions and those businesses most directly impacted by climate change. The Issue Group provides recommendations on short- and long-term strategy to and responds to requests from the Steering Team. Other internal teams focus on more specific issue areas such as Carbon Technology Advisory Team, International Climate Policy, Intellectual Property and Climate Change and Emissions Trading Oversight. These teams are structured to engage key businesses, regions, and functions to provide an organization-wide perspective on the issue of climate change. Coordination among all of the teams allows for prioritization of issues and enables more efficient use of employee time and resources. This team structure has been in place for the past four years and continues to evolve as the policy and market context changes.

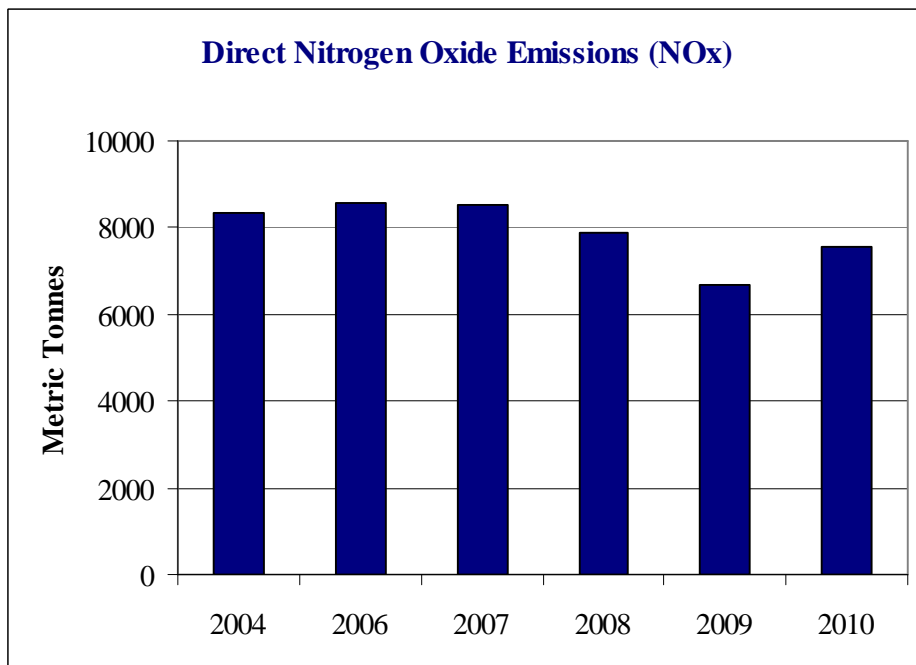
Annual Sustainability Reviews are conducted with the leadership of each of DuPont's 13 businesses. These Reviews are structured to review the environmental performance and compliance with existing regulations, assess the business' contribution to corporate sustainability goals, and to discuss business risks and opportunities associated with sustainability, climate change, and energy. It is our practice to identify risks, both current and prospective, and proactively manage through operational processes and line management. In addition to the efforts described above that are focused on climate change and sustainability, individual functions and businesses within DuPont engage in processes to identify broader operational risks and opportunities (some of which may be related to climate change). Financial implications are assessed when a risk or opportunity is mature enough to merit analysis. The specific method of assessing financial implications depends on the nature of the particular risk or opportunity.

DuPont is monitoring the evolving policy debate and is engaged in dialogue with policymakers in an effort to advance effective policies to address climate and energy issues. In the U.S., DuPont engages with lawmakers and their staff in Congress as well as with relevant offices in the Environmental Protection Agency, Department of Energy, and Department of Agriculture, offering input on elements

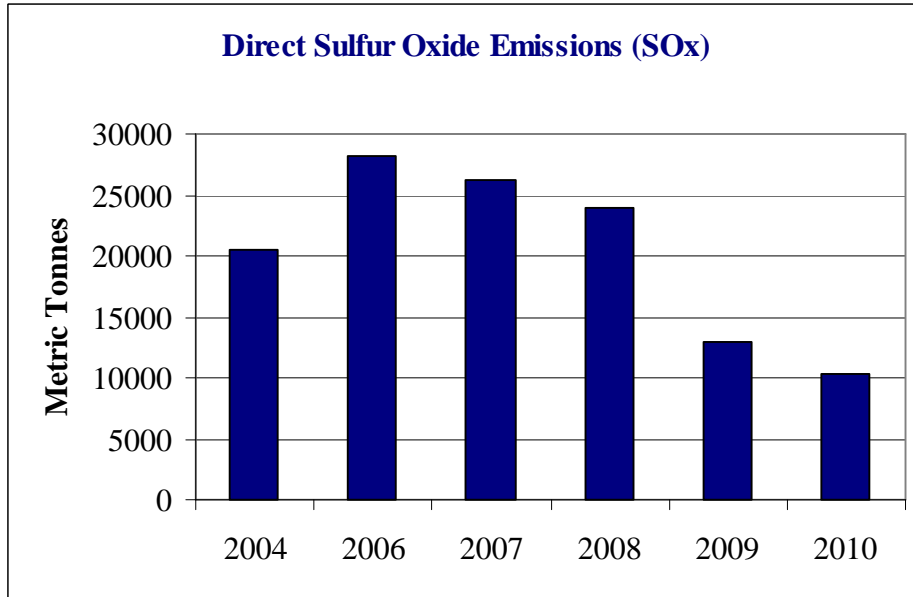
that we believe would contribute to an effective framework for action to address climate change mitigation and adaptation. DuPont was a founding member of the U.S. Climate Action Partnership (USCAP), and as part of the USCAP coalition worked closely with other major companies and NGOs to promote recommendations on a cap-and-trade program to address climate change that we believe would be both environmentally effective and economically sustainable. DuPont's engagement in the policy process varies by region and country depending on our Company presence in the area. In China, for example, DuPont was recently invited to engage in an energy and water footprint survey program sponsored by the Chinese government and executed by the Chinese Academy of Sciences. In the European Union, DuPont's policy engagement process is closely aligned with Cefic. DuPont also participates in multi-stakeholder dialogues regarding international climate policy frameworks through the World Business Council on Sustainable Development and other avenues.

**EN20 NOx, SOx, and other significant air emissions by type and weight**

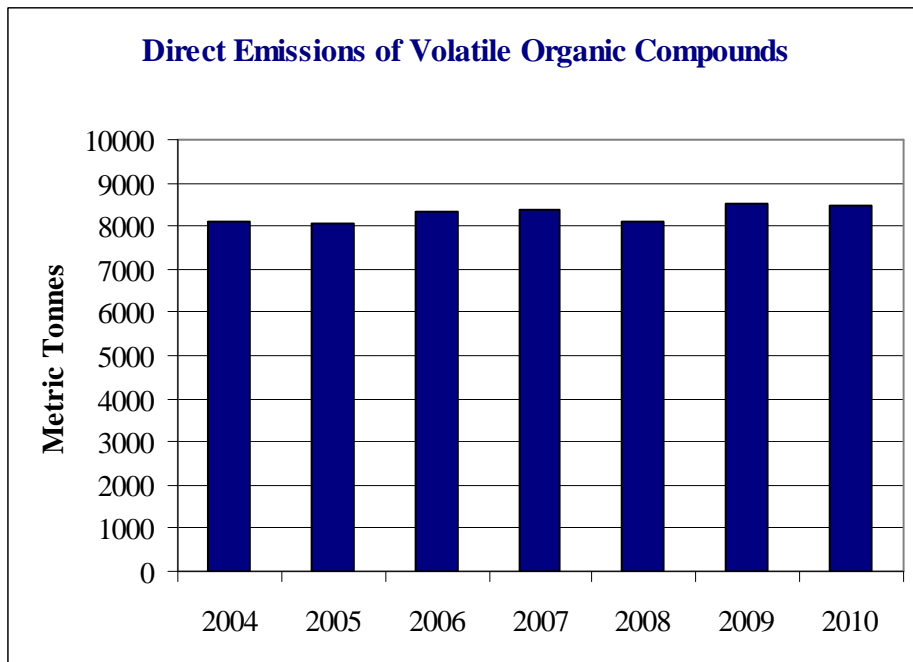
From 1995 to 2003, DuPont reduced nitrogen oxides (NOx) by approximately 57 percent, which included the Invista business. After divesting Invista, the NOx emissions were reduced by an additional 10 percent.

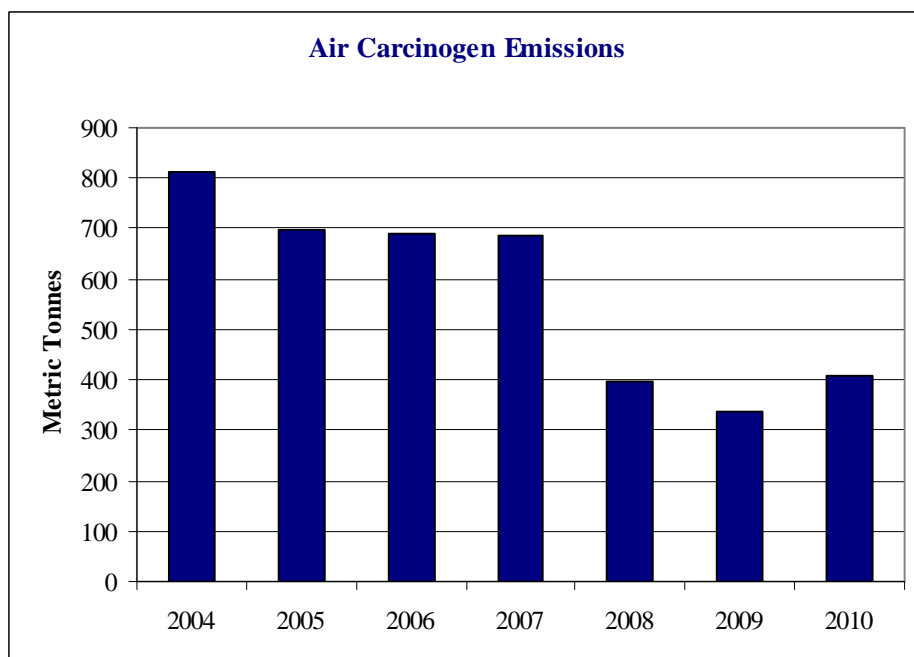


From 1995 to 2003, DuPont reduced sulfur oxides (SOx) by approximately 37 percent, which included the Invista business. After divesting Invista, the SOx emissions were reduced by an additional 50 percent.



The volatile organic compounds (VOCs) emissions have been fairly steady, with an increase of 4 percent since 2004 while we have substantially reduced air carcinogens by 49 percent.





**EN22 Total weight of waste by type and disposal method**

Non-hazardous wastes are not aggregated at a corporate level. Below are the hazardous waste data. These data do not include the water weight.

From 1990, DuPont reduced global hazardous waste by approximately 62 percent.

<b>Global Hazardous Waste (Millions of Pounds)</b>											
	1990	1995	2000	2003	2004	2005	2006	2007	2008	2009	2010
<b>Europe</b>	95	25	40.7	72.9	53.9	54	44.8	38.9	41.5	32.5	34.7
<b>Latin America</b>	205	205	206	2.9	10	6.1	6.5	6.6	5.9	5.7	7.8
<b>Asia/Pacific</b>	6.8	1.1	6.3	4.5	3.3	3.7	4.1	6.5	7.6	7.3	7.3
<b>U.S. &amp; Canada</b>	1,929	1,539	916	962	1,045	847	993	938	699	774	796
<b>Total, All Regions</b>	2,236	1,770	1,169	1,042	1,112	911	1,048	990	754	819	845

Note: All years adjusted to reflect Invista divestiture. All values exclude the weight of water in the waste.



From 1991 to 2004, DuPont reduced total U.S. TRI waste as generated by 49 percent. From 2004 to 2010, we further reduced by 25 percent. Additionally, since 2004, we reduced Deepwell Disposal by 14 percent; Releases to Air, Water and Land by 11 percent; Offsite Transfers by 13 percent; and Total Releases and Transfers by 12 percent.

<b>U.S. Toxics Release Inventory Waste and Emissions (Millions of Pounds)</b>										
	<b>1987</b>	<b>1991</b>	<b>2000</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
<b>Total Waste as Generated</b>	--	890	598	452	456	447	579	386	315	341
<b>Deepwell Disposal of Hazardous Waste</b>	237	187	37.7	26.4	23.8	23.1	18.6	17.2	20.0	22.8
<b>Releases to Air, Water and Land</b>	71	57	38.4	34.2	35.0	33.7	31.4	28.0	28.2	30.5
<b>Offsite Transfers</b>	--	--	53.5	60.3	64.3	64.3	60.8	56.6	46.3	52.5
<b>Releases &amp; Transfers</b>	--	--	91.8	94.3	99.3	98.0	92.1	84.7	74.5	83.0

Note: Data as reported to the U.S. EPA. 286 new chemicals added in 1995. Total waste as generated first reported in 1991. 2004 data reflects Invista separation.

### **EN23 Total number and volume of significant spills**

The following table provides an overview of significant SHE incidents which are defined as a significant environmental, process, fire or transportation incident. Incidents that meet definitions for more than one type are counted as single Major SHE Incidents.

<b>Significant Environmental, Process, and Transportation Incidents</b>						
	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
Environmental	0	0	4	0	0	2
Transportation	0	0	1	0	0	0
Process	2	1	2	0	1	2
Fire	1	1	0	0	0	1
Major SHE Incidents	3	1	6	0	1	3

**EN25 Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.**

Please refer to EN12 above.

**EN26 Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.**

DuPont has programs such as Product Stewardship, Life Cycle Assessments, and our commitment for the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH). DuPont has also informed members of the U.S. Senate Committee on Environment and Public Works that the U.S. Congress should modernize the Toxic Substances Control Act (TSCA) to strengthen market and public confidence in the U.S. chemical management process. DuPont is working collaboratively with non-government organizations, federal legislators, regulators and trade associations, including the American Chemistry Council, on a modernization plan that assures the safe use of chemicals, provides transparency for the public and fosters ongoing innovation by industry.

As part of our comprehensive product stewardship management system, all new and existing products and services are required to have a product stewardship review rescheduled, conducted and documented prior to commercialization and on a periodic frequency (e.g. every 2, 3, or 4 years) commensurate with risk. Please refer to the Product Stewardship section for more details.

The DuPont 2015 Sustainability Goals are the expression of a life-cycle-thinking business concept integrating all of our operations, from research and development to manufacturing to marketing. Successful new products provide superior functionality and favorable sustainability attributes to customers and stakeholders, such as reduced energy consumption and greenhouse gas emissions.

DuPont practitioners use Life Cycle Assessments (LCAs) to identify areas of concern and improvement opportunities in the early development stages.

**EN30 Total environmental protection expenditures and investments by type**

As a result of its operations, the Company incurs costs for pollution abatement activities including waste collection and disposal, installation and maintenance of air pollution controls and wastewater treatment, emissions testing and monitoring, and obtaining permits. The Company also incurs costs related to environmental related research and development activities including environmental field and treatment studies as well as toxicity and degradation testing to evaluate the environmental impact of products and raw materials. Related to these activities, the Company incurred environmental operating costs of \$501 million, \$483 million and \$525 million in 2010, 2009 and 2008, respectively.

In 2010, DuPont spent approximately \$75 million on environmental capital projects either required by law or necessary to meet the Company's internal environmental goals.

DuPont accrues for remediation activities when it is probable that a liability has been incurred and a reasonable estimate of the liability can be made. The Company has recorded a liability of \$407 million on the Consolidated Balance Sheet as of December 31, 2010; these accrued liabilities exclude claims against third parties and are not discounted.

Recognizing that our people are our greatest resource, DuPont has earned international recognition for the series of race and gender awareness programs, and for our management of an ethnically and geographically diverse workforce.

Our Core Values are the underpinnings of our corporate culture and are expected of all of us without exception:

- Safety and Health
- Environmental Stewardship
- Highest Ethical Behavior
- Respect for People

It is our intention to create an environment where people can use all of their capabilities to support our business. Therefore, we encourage our employees to balance their work and personal responsibilities. We offer programs such as Family Leave, Flexible Work Practices, Adoption Assistance, and others.

## **Our Practices**

### **Code of Conduct:**

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

Any allegations or breaches of the Code of Conduct are investigated promptly and disciplinary actions around confirmed violations are taken. Compliance Officers, HR, Legal and Finance serve as resources and focal points for employees to answer questions on code of conduct. The Company maintains an employee ethics hotline for the reporting of suspected misconduct consistent with applicable laws. Breaches to our ethics code are written up and cascaded through the organization globally so that all employees can see the issues, the consequences of not being in compliance with our Business Conduct Policy, and the lessons learned from the breach.

We have conducted an annual Business Ethics and Compliance Survey with employees worldwide including employees who are in majority-owned businesses or for which DuPont has operating responsibility. We also have an internal system called LegalEagle which provides valuable training tools for employees.

### **Human Rights:**

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

**Equal Employment:**

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

**Respect is the Recognition of Value**

Respect for People is one of our core values. It means inspiring participation, ensuring fairness and dignity, and creating an atmosphere of openness, engagement, active listening and trust. It is about embracing and appreciating people of their unique background, thinking, experience, knowledge, skills, needs and abilities. In 2010, we launched a systemic process to advance respect for people as a core value, much as we have with other core values such as safety and ethics. We established "Respect for People Central," a global team that converged on a standard definition, vision, and behaviors consistent with a respectful work environment. In 2011, our goals include a global roll-out of training modules to build competency in the organization and visible communications and tools to inspire employees around the work.

**Career Training and Development**

Learning is a continual process in DuPont. A formal process known as Career Development Planning, helps our employees plan their development to meet both business and personal goals. DuPont recognizes the effectiveness of experiential learning and values "on-the-job" training as a primary means of development. We have collaborations with many leading universities, research institutions, companies, and industry & professional organizations to provide developmental experiences. Formal training is another important avenue for gaining new skills. Each business within the Company has ongoing training programs that are designed specifically to maximize the performance of its employees in meeting business objectives. 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.

## Labor Performance Indicators

### **LA1 Total workforce by employment type, employment contract, and region.**

The total global workforce is approximately 61,000 as of December 31, 2010. The US workforce (excluding Puerto Rico) is 99.5% full-time and 0.5% part-time. For a detailed breakdown per geographic region:

Geographic Region	Number of Employees
United States	32000
Latin America	6200
Canada	1300
Europe / Middle East / Africa	12000
Asia Pacific	9000
Total	61000

### **LA2 Total number and rate of employee turnover by age group, gender and region.**

The US workforce (excluding Puerto Rico) as of January 1, 2011 had a turnover rate of 5.5%. The 2010 Global Turnover was 6.3%. For regions:

- North America = 5.5%
- EMEA = 4.9%
- Asia Pacific = 10.3%
- LATAM = 8.5%

Regional data are not aggregated by gender or age group.

### **LA3 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.**

The benefits offered in each country are dependant on local market practices, which in turn are influenced by elements including state benefit offerings, income and social programs.

Even though the offering in each country is different, the benefits package would typically include the following for full-time and part-time employees:

- Income protection (disability protection): Contributions to individual income protection insurance, or participation in Company insurance plan.
- Medical: Contribution to individual medical insurance, or participation in Company medical insurance plan.
- Accident: Contribution to individual accident insurance, or participation in Company insurance plan.

- Retirement: Retirement savings plan contributions or participation in a Company defined benefit pension plan.
- Global work- life and wellness support programs:
  - Employee Assistance Program – The Company provides up to (6) free counseling sessions per year to all employees.
  - Emergency Travel Health Care Assistance – The Company provides a free resource to assist employees in finding quality emergency care and emergency medical transportation while traveling on business.

For the United States Region:

1. The following benefits are provided to full-time employees and part-time employees scheduled to work at least 20 hours/week:
  - a. Medical Coverage – The Company pays 70% of the total cost for full-time employees. Part-time employees receive a lower Company contribution which is prorated based on the part-time hours worked.
  - b. Dental Coverage – The Company provides dental coverage free to full-time employees (\$0 premium). Part-time employees receive a lower Company contribution toward the premium, which is prorated based on the part-time hours worked.
  - c. Vision Coverage – The same benefit, coverage, and cost apply to full-time and part-time employees.
  - d. Flexible Spending accounts
  - e. Employee Life Insurance – The Company provides basic life insurance equal to 1x pay to both full-time and part-time employees. Supplemental employee life insurance up to 7x pay may be purchased by full-time and part-time employees at full cost.
  - f. Dependent Life Insurance – Available for employees to purchase at full cost.
  - g. Accidental Death Insurance – Available for employees to purchase at full cost.
  - h. Vacation Buying – Both full-time and part-time employees may purchase up to one week of vacation, in addition to their Company-paid time off.
  - i. Long Term Care Insurance – Available for employees to purchase at full cost.
2. The following benefits are provided to both full-time and part-time employees, without regard to the number of hours worked:
  - a. Retirement Savings 401(k) Plan: The Company contributes 3% of pay into the employees' Retirement Savings Plans. The Company also provides a \$1-to-\$1 matching contribution of up to 6% of pay, for a total Company contribution of up to 9% of pay.
  - b. Disability (Short-Term and Long-Term) Coverage – The Company provides free disability coverage to all employees. The DuPont short-term disability coverage provides 100% pay continuation for an employee while they are absent from work due to an illness or injury for up to six months. The DuPont long-term disability coverage ensures that an employee who is totally and permanently disabled receives 60% of pay for life, when combined with social security disability benefits, a DuPont pension, and income benefits from other sources.
  - c. Occupational Injury, Illness or Disease Coverage – Termed the “Special Benefits Plan”, DuPont provides benefits which supplement Workers’ Compensation for up to six months, ensuring that the employee continues to receive their normal pay.
  - d. Paid Adoption Leave and Adoption Expense Assistance– DuPont provides employees with four weeks of paid time off following the adoption of a child and reimburses up to \$5,000 of the cost of each adoption.
  - e. Dependent Care Expense Coverage when Traveling for Work – DuPont pays child care expenses when the employee is required to travel overnight for work.

- f. Severance Benefits – The DuPont Career Transition Program provides between two and twelve months’ pay to employees whose DuPont employment is terminated due to lack of work.
  - g. Family Leave – The DuPont Family Leave policy exceeds federal FMLA standards, providing employees the opportunity to take up to six months off work to meet changing family responsibilities and respond to different life events, including maternity, paternity, adoption, or placement of a foster child, or to deal with the serious illness of a parent, spouse or child.
  - h. Guidance Resources – The Company provides help to manage work/life responsibilities with practical advice, useful materials and local referrals. One can obtain personalized and confidential consultation with experienced counselors on topics such as parenting, education planning, caring for older relatives, and career planning.
3. Employees hired prior to January 1, 2007 also receive the following benefits to full-time employees and part-time employees scheduled to work at least 20 hours/week:
- a. Pension Plan – A traditional, defined benefit pension is available.
  - b. Retiree Medical and Dental Coverage – All full-time and part-time employees who qualify to receive a pension benefit are covered. The Company contribution towards the retiree medical premium cost is prorated based on the years of service used in calculating the pension benefit.
  - c. Retiree Life Insurance – All full-time and part-time employees who qualify to receive a pension benefit also receive retiree life insurance from the Company.

**LA4 Percentage of employees covered by collective bargaining agreements.**

As of March 2011, for the United States employees only, 28.8% of nonexempt workforce was covered. Data are not available outside of the United States.

**LA5 Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.**

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

**LA7 Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region.**

Occupational Health and Safety Data						
	2005	2006	2007	2008	2009	2010
<b>Total Recordable Injuries and Illnesses*</b>						
DuPont	1.17	0.99	0.78	0.64	0.66	0.70
Chemical Industry Average	3.2	2.9	3.1	2.7	2.3	NA
Manufacturing Industry Average	6.3	6	5.6	5	4.3	NA
DuPont Contractor	0.9	0.7	0.8	0.7	0.7	0.7
<b>Lost Workday Cases*</b>						
DuPont	0.3	0.21	0.15	0.15	0.14	0.15
Chemical Industry Average	0.8	0.8	0.8	0.8	0.6	NA
Manufacturing Industry Average	1.5	1.4	1.3	1.2	1	NA
DuPont Contractor	0.12	0.09	0.12	0.07	0.06	0.09
<b>Off-Job Injuries</b>						
DuPont	294(11)	261(7)	221(9)	177(5)	210(7)	173(9)
<b>Fatalities</b>						
DuPont	3	1	0	1	0	2
DuPont Contractor	1	0	2	1	1	2

\*Recordable Injuries per 200,000 hours worked  
 Numbers in ( ) = fatalities  
 NA = not available

The data for absenteeism are not available.

**LA8 Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.**

The following assistance programs are provided:

- Employee Assistance and Worklife Program – Employee Assistance provides support to employees and their family members to address an array of personal life issues. Worklife programs address financial, legal, family, elder care issues work conflict and more.
- New employees receive medical evaluations to assure a good match between job demands and employee capabilities. Following the onset of a health issue, accommodation solutions to support



continued presence at work are developed. When employees are absent due to an illness or injury, Company medical professionals counsel the employee, assist them in effectively using medical care, coordinate with community health care providers, and perform return to work examinations to assure a safe and timely reengagement in work.

- Company Medical Department intranet sites with links to in-Company medical support available throughout the world.
- Contact information to several on-line resources such as the American Diabetic Association, American Heart Association, WebMD, and Mayo Health Oasis.
- Expatriate family support to employees and families preparing for an international assignment, support during their assignment, assistance during repatriation.
- Risk Control activities and practices: hazard communication, provide and train in the use of personal protective equipment (PPE), engineering controls, material selection (for the least toxic alternative), and administrative controls. Health examinations are performed to verify the protection afforded by the above practices.
- Travel medicine preparation for international business travel including immunizations, preventive medications, counseling on behaviors to remain healthy, indications for when to seek medical care, orientation as to arrangements to provide medical response by in-Company medical departments and external arrangements.
- Pandemic preparedness - Corporation level and locally applied practices to protect the health of employees and families from emerging infectious threats and to support business continuity. These plans were utilized to great advantage in March 2011 in Japan following the earthquakes, tsunami, and radiation releases (e.g. International SOS global medical assistance arrangements).
- Present group health education to employees in Core Values Contacts (on Safety and Health), health material for use in work-group Safety Meetings. Health fairs arranged on occasion. Improved health is considered a lever to reduce safety risk both on and off the job.
- Company health professionals educate employees and family members in the recommended use of scientifically-grounded and medically approved clinical preventive services.
  - Targeted plans such as for Human Immunodeficiency Virus (HIV). Our Company policy, which includes contact information for resources and first aid measures, is:
    - An individual with HIV/Aids disease shall be treated like an employee with any other illness.
    - HIV testing shall not be done at pre-placement (pre-employment) unless it is a national legislative requirement to so test OR if the employee will work as a Health Care Professional in which case testing shall only be done if it is legally permissible.
    - Potential employees who are HIV positive shall not be excluded from employment at preplacement (pre-employment) examinations if otherwise fit for the job.
    - For existing employees if able to work, assignments are provided in accord with normal site procedures and no special precautions are routinely indicated. If unable to work employees should be handled as for any other non-occupational disability.

- The site should work towards developing and implementing a workplace HIV/AIDS programme aimed at preventing new infections, providing care and support for employees who are infected or affected, and managing the impact of the epidemic in the organization.
- The nature and extent of a workplace programme is guided by the needs and capacity of each individual workplace. The workplace programme attempts to address the following in cooperation with the sectoral, local, provincial and national initiatives.
  - DuPont health promotion initiatives would include:
    - hold regular HIV/AIDS awareness programmes;
    - encourage voluntary testing;
    - conduct education, training and prevention on HIV/AIDS including condom use;
    - encourage health seeking behavior for Sexually Transmitted Diseases;
    - enforce the use of universal infection control measures;
    - create an environment that is conducive to openness, disclosure and acceptance amongst all staff;
    - establish a wellness programme for all employees including those affected by HIV/AIDS;
    - provide access to counseling and other forms of social support for people affected by HIV/AIDS;
    - maximize the performance of affected employees through reasonable accommodation, such as investigations into alternative sick leave allocation;
    - develop strategies to address direct and indirect costs associated with HIV/AIDS in the workplace, as outlined under local legislation;
    - regularly monitor, evaluate and review the programme.

**LA11 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.**

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

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

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

Other development opportunities include training sessions and seminars presented by industry or

professional organizations. DuPont also offers a program that provides financial assistance to employees pursuing courses at academic institutions.

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

#### **LA12 Percentage of employees receiving regular performance and career development reviews.**

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 globally participate in the Performance Partnership process, and wage roll/hourly employees participation is based upon the decision of the local organization.

The Performance Partnership process is designed to:

- Ensure clear objectives linked to business results
- Build strong alignment between manager and employee
- Integrate competencies into objective setting and development
- Conduct frequent and meaningful performance and development discussions
- Provide support and coaching for business and personal success
- Link Rewards to Performance
- At a minimum, all employees are expected to engage in 1) an annual Individual Performance Plan objective session where employees create and the manager approves objectives, competencies and current year development plan; 2) a mid-year review to verify alignment, provide support or upgrade plan; and 3) a year-end review to confirm progress on overall plan.

## Human Rights Performance Indicators

### **HR6 Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor**

DuPont is committed to the protection and advancement of human rights wherever we operate. The DuPont Human Rights Policy is based on our core values of Safety and Health, Environmental Stewardship, Ethical Behavior, and Respect for People. This policy operates in conjunction with and is supportive of our Business Conduct Guide, our Safety, Health and Environmental Commitment, our product stewardship programs, our regulatory compliance program, and our endorsement of the 10 Principles in the UN Global Compact.

DuPont will not tolerate the use of illegal or forced child labor in any of its global operations and facilities. We will not tolerate the exploitation of children, their engagement in unacceptably hazardous work, and the physical punishment, abuse, or involuntary servitude of any worker. We expect our suppliers and contractors with whom we do business to uphold the same standards. For purposes of these Principles, we are using the United Nations definition of a “child” as anyone who is less than 16 years of age. DuPont supports temporary workplace internship and apprenticeship education programs for younger persons as well as customary seasonal employment so long as such persons are closely supervised and their morals, safety, health, and compulsory education are not compromised in any way.

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

DuPont is extending the effort in our cotton seed operations in India by establishing a Core Values Standards for Supply Chain Contractors. This standard includes steps to prevent child labor, specific direction on migrant labor, field sanitation and other worker rights. This standard also establishes a management structure that will govern the audits and management review of our operations against the standard. This standard is being applied to all of our Pioneer operations globally.

### **HR7 Operations identified as having significant risk for incidents of forced or compulsory labor, measures taken to contribute to the elimination of forced or compulsory labor**

We have not identified our operations has having significant risks for forced or compulsory labor. DuPont’s position on forced or compulsory labor is reflected in the response for HR6 and can be found in our Human Rights Principles.

We believe collaborations are needed to address the dynamic needs of the growing world. As the world's population grows, demand for natural resources is increasing, while availability is decreasing. The world is undergoing transformational change triggered by global population growth and the rising middle class in developing geographies.

DuPont is responding to meet the increasing demand for food, decreasing dependence on fossil fuels, protecting lives and the environment and meeting emerging markets' demand for science-based solutions. Today, thousands of DuPont people are collaborating with stakeholders and partners – including customers, governments and communities – to meet these complex challenges that will define the coming decades.

## **Global Leadership**

### **Climate Change**

DuPont is a leader on climate change. We are a member of many organizations including, as a founding member, the United States Climate Action Partnership (USCAP) which is an alliance of major businesses and leading climate and environmental groups that have come together to call on the federal government to enact legislation requiring significant reductions of greenhouse gas emissions.

### **UN Global Compact**

DuPont is a member of the UN Global Compact which is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labor, environment and anti-corruption.

### **Collaborating with our Communities**

DuPont has a global presence with each facility leader empowered to work with local community leaders to better understand and support local community sustainability initiatives in accordance with our stated corporate giving philosophy. Please refer to our DuPont Community and Outreach efforts.

In the U.S. and Canada, DuPont works closely with the United Way organization. Activities include corporate and employee giving and paid time off for volunteer activities at United Way agencies.

We also have a commitment globally to improve science education focused on both reform as well as classroom activities. The grants to universities extend to more than 200 colleges and universities worldwide, expanding DuPont access to leading-edge research and continuing our investment in the development of a highly skilled workforce and a scientifically literate citizenry. Higher Education Partnerships operate at both the undergraduate and the graduate level, with many initiatives focused on increased participation of underrepresented populations. Our K-12 initiatives have focused on bringing inquiry-based science programs to communities where we operate, to nurture young Americans' interest in science and mathematics professions through national and international competitions, to increase the numbers of underrepresented minorities prepared for careers in science and mathematics, and to safeguard the competence of our teachers of science and mathematics.

### **Government Affairs**

Our government affairs organization works to understand the corporate direction of DuPont and individual business priorities and then engages in federal, state, and international public policy processes

ranging from climate change to chemical management. We are focused on the following primary external activities:

**Advocacy:** Identifying, building and maintaining relationships that are critical to success in the public policy process.

**Public Policy:** Proactively engaging in federal, state and international public policy processes, which include legislative, executive branch and regulatory involvement, as appropriate.

**Business Collaboration:** Partnering with DuPont businesses and select functions to identify, pursue and secure opportunities in the government market spaces.

## Society Performance Indicators

### **S05** Public policy positions and participation in public policy development and lobbying

DuPont maintains many policy positions and participates in public policy development ranging from climate change to chemical management. Below are some efforts and for a complete listing, please refer to our position statements.

#### **Climate Change**

DuPont began taking action to address climate change over fifteen years ago. We have accomplished major global reductions in our own greenhouse gas emissions, and we continue to set ambitious goals for additional emission reductions. We publicly report our corporate emissions data and associated climate risks and opportunities through the Carbon Disclosure Project (CDP).

We believe the scientific understanding of climate change is sufficient to compel prompt, effective actions to limit emissions of greenhouse gases. We believe that to be successful these actions will require concerted engagement by the world's governments, along with technological innovations by businesses, and individual actions by all citizens. We believe any strategy to address climate change must be both environmentally effective and economically sustainable. Policy solutions must be good for the environment, for business, and for people around the world.

#### **Agricultural Biotechnology**

Biotechnology holds a great deal of promise to enhance our lives and planet. With a world population expected to reach nine billion by 2050, biotechnology offers new potential for sustainable living, healthy eating and battling diseases while reducing our footprint on the planet.

We believe the broad field of biotechnology presents important opportunities that should be explored and developed to identify those safe and commercially viable applications that bring significant benefits to society. These opportunities arise in areas including food, materials, energy generation, polymers, sensors and electronics. Benefits may include lower cost, higher quality products and reduced reliance on fossil fuels along with other environmental benefits.

#### **Biodiversity**

Protection of the world's biodiversity is an important societal need, as well as a critical requirement for developing new products. As part of our corporate commitment to sustainable growth, DuPont seeks to conserve and protect natural resource biodiversity; consider concerns of local communities in the selection, design, production, and introduction of our products; and publicly advocate positions consistent with this commitment.

#### **Bioethics**

We have developed Bioethics Guiding Principles that guide us operationally and are further confirmation of our commitment to stakeholders as we pursue the opportunities and resulting benefits Biotechnology can offer the world. The Principles reflect independent work by the University of Pennsylvania Bioethics Center, along with direct guidance from the DuPont external Biotechnology Advisory Panel and influence from other diverse, international groups with whom we interact. We are committed to continuous learning and improvement, to address emerging issues and to adjust as needed.

**SO6 Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country**

DuPont sponsors a Political Action Committee (PAC) called the DuPont Good Government Fund (DGGF). The DGGF is managed by the DuPont Government Affairs Advisory Council (GAAC) which has the responsibility to review and approve all DGGF political contributions. GAAC members represent a cross-section of business interests and include several members of the DuPont executive management leadership team.

The DGGF activities are authorized by federal law in the United States which allows DuPont to solicit funds from eligible employees for the purpose of providing financial support to political candidates. Both corporate and PAC contributions are made to candidates who have demonstrated a positive concern for issues that are important to the businesses and markets in which the Company operates, and are based on the following criteria, among others:

- The candidates demonstrated honesty, integrity, effectiveness, and commitment to good governance;
- The candidates' understanding and support for issues important to DuPont and its employees;
- The location of DuPont employees and/or facilities in the candidates' state or district;
- The candidates' position in leadership or in key committees, or the candidates' potential for leadership;
- The candidates' financial need and chance of being elected; and
- The alignment of the candidates' voting record with DuPont's values and positions.

In 2010, the total value provided was \$262,350. For a detailed listing, please refer to our Corporate Political Contributions.



# Product Stewardship Summary

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

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

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

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



## Product Responsibility Performance Indicators

**PR1 Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and service categories to such procedures**

As part of our comprehensive product stewardship management system, all new and existing products and services are required to have a product stewardship review scheduled, conducted and documented prior to commercialization and on a periodic frequency (e.g. every 2, 3 or 4 years) commensurate with risk. The product stewardship review process is one means to verify that effective risk assessment and risk management processes are implemented for each product or product line and to identify opportunities for continuous improvement. The process also requires businesses to conduct product stewardship reviews when significant changes to hazard, exposure, product use, regulatory, or other information is obtained.

	yes	no
Development of product concept	✓	
R & D	✓	
Certification	✓	
Manufacturing and production	✓	
Marketing and promotion	✓	
Storage distribution and supply	✓	
Use and service	✓	
Disposal, reuse, or recycling	✓	

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

No known product stewardship incidents were identified during the 2010 reporting period. All businesses receive an annual internal Product Stewardship Management System audit and an assessment of incidents is included in the performance measurement section of the audit program. External certification of our product stewardship program was achieved in 2007 and was recertified in 2010.

**PR3 Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements**

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

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

	yes	no
The sourcing of components of the product or service	✓	
Content, particularly with regard to substances that might produce an environmental or social impact	✓	
Safe use of the product or service	✓	
Disposal of the product and environmental/social impacts	✓	
Other (explain)	✓	

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

No known product stewardship incidents were identified during the 2010 reporting period. All businesses receive an annual internal Product Stewardship Management System audit and an assessment of incidents is included in the performance measurement section of the audit program. External certification of our product stewardship program was achieved in 2007 and was recertified in 2010.

**PR5 Practices related to customer satisfaction, including results of surveys measuring customer satisfaction**

All businesses receive an annual internal Product Stewardship Management System audit and an assessment of stakeholders is included in various sections of the audit. All businesses have a process in place to assess stakeholder perspectives and all businesses include customers as key stakeholders. The Product Stewardship Management System also requires businesses to periodically evaluate the effectiveness of its communications programs with their stakeholders. Businesses use the results from various customer communication programs (e.g. training, customer surveys, etc.) to measure and evaluate the effectiveness of those communications. Each business has unique examples of how they demonstrate meeting the requirements. All businesses receive an annual internal audit. External certification of our product stewardship program was achieved in 2007 and was recertified in 2010.

**PR6 Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship**

DuPont developed an environmental marketing claims online application to evaluate all environmental marketing claims made by the 13 business units in the Company, thus avoiding exaggerated or false claims. In addition, the DuPont legal team regularly reviews all marketing materials including web content, marketing claims, marketing communications, and trade show materials.

**PR7 Total number of incidents of non-compliance with regulations and codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes**

No incidents of non-compliance concerning marketing communications were identified during the reporting period.

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