

# 2010 Global Reporting Initiative Report



*The miracles of science™*

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## Introduction to the 2010 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 2010 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, 2009. 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 2009 Annual Review  
DuPont 2009 Form 10-K  
DuPont 2010 Annual Meeting Proxy Statement  
DuPont 2009 Data Book  
DuPont 2010 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 2010 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



“At DuPont, we are responding to specific megatrends – driven by global population growth -- and determining how we, as a company, can make a difference. These megatrends include increasing food production, decreasing dependence on fossil fuels, protecting lives and the environment, and meeting emerging market demand for value-added, science based solutions. Because these challenges are complex and beyond the capacity of any one organization to solve, we are bringing the power of DuPont science together with partners around the world.

Twenty years ago, DuPont was one of the first companies to publicly establish environmental goals. Our focus at that time was on our emissions to the environment. Since then we have continued to strengthen and broaden our goals, as our vision of sustainability evolved. In 2006, we expanded our sustainability commitments beyond our footprint reduction to include market-driven targets for both revenue and research and development investment.

Our sustainability commitment shapes and informs our product offerings. Recently, we engaged customers around the world to determine their value for sustainable products, understand their market drivers, and assess the longevity of environmental trends and the potential for green job creation.

More than 89 percent of those surveyed reported that customer demand is a key driver for developing products with an enhanced environmental profile, that overwhelmingly there is value for environmental benefits in products now, and that value will only continue to increase in the coming years.

We are especially proud of our progress toward the goal of doubling our R&D for products that have quantifiable benefits for our customers or the final consumer. We continue to shift more of our R&D focus towards environmentally smart products with an emphasis on agricultural productivity, energy, renewably sourced materials, and safety.

All our accomplishments in sustainability are possible because of the daily commitment of every DuPont employee around the world. Sustainable growth is our mission. In pursuit of that mission we will continue to strive to be the world’s most dynamic science company, creating sustainable solutions essential to a better, safer, healthier life for people everywhere.”

**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 208-year old company, 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 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 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, 2009 was approximately 58,000 people.

During the fourth quarter of 2009, the company consolidated its 23 businesses and six reportable segments into 13 businesses, aggregated into 7 reportable segments based on similar economic characteristics, the nature of the products and production processes, end-use markets, channels of distribution and regulatory environment. The company's 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 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 dedicated to clean air, clean and renewable fuels, and clean water.

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, semi-con and aerospace. DuPont Performance Materials is among the most global of DuPont's businesses, with rapid expansion in emerging markets.

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 Sustainable Solutions

### *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, will expire 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 2009 Data Book and 2009 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 2010 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 eight members are executive officers and employees.

For subsidiaries and joint ventures, please refer to Item 7 in the DuPont 2009 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 39 and 40 of the 2009 DuPont Data Book.

Geographic Region	Major Global Sites
United States	122 in 36 states
Asia Pacific	50 sites in 11 countries
Europe and Middle East	44 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 3, 2010, 905,448,325 shares of DuPont Common Stock were outstanding. Please refer to page 5 of the DuPont 2010 Annual Meeting Proxy Statement.

## 2.7 Markets Served

Geographic Region	2009 Net Sales (U.S. in Millions)	% of Total
United States	\$9,814	38
Developed EMEA*	5,302	20
Emerging EMEA*	1,863	7
Developed Asia	2,209	9
Emerging Asia	2,980	11
Latin America	3,182	12
Canada	759	3
Total	\$26,109	

\* 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

*Performance Coatings:* Automotive OEM · Collision repair · Industrial coatings · Transportation

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

*Safety & Protection:* Construction · Industrial safety · Emergency response · Military · Transportation · Industrial biotechnology · Food · Oil and gas · Health care

## 2.8 Scale of the reporting organization

At the end of 2009, the number of employees was approximately 58,000 and the net operating sales were \$26,109 million. For net sales per geographic region, please refer to 2.7 above.

Total Capitalization:

Total Assets	\$38,185 million
Total Debt	\$11,034 million
Stockholders' Equity	\$ 7,215 million

The quantity of products and services is not reported.

Security ownership of beneficial owners and management can be found in the DuPont 2009 Form 10-K.

## **2.9 Significant changes during the reporting period**

The year 2009 was one of considerable economic change, transitioning from predominantly depressed conditions and inventory destocking in most markets during the first half of the year to resumption of growth for most businesses and markets in the latter half. Of particular importance to the company are motor vehicle and construction related markets which, while gradually improving, remained depressed for most of the year. Reflecting these conditions, the company's full year sales volume dropped 12 percent versus 2008, and selling prices remained under pressure, principally for chemical and certain polymer products. The global recessionary economic conditions along with productivity and cost reduction programs contributed to a 7 percent reduction in the company's combined costs for raw materials, energy and transportation.

For additional information, please refer to the DuPont 2009 Form 10-K, Part II, Item 7.

## **2.10 Awards received in the reporting period**

- The World Resources Institute (WRI) awarded the Courage to Lead Award to DuPont Chair Charles O. Holliday, Jr. for advancing sustainability practices in industry
- DuPont named the 2009 recipient of the Corporate Innovation Award by the American Institute of Chemical Engineers (AIChE)
- DuPont named to the Carbon Disclosure Leadership Index
- DuPont named to the North American Dow Jones Sustainability Index
- DuPont Fellow George Lahm received the 2009 Kenneth A. Spencer Award for Outstanding Achievement in Food and Agricultural Chemistry by the American Chemistry Council
- DuPont selected as one of the top 50 companies for executive women by the *National Association for Female Executives* (NAFE) magazine
- The Société de Chimie Industrielle–American Section awarded the 2009 International Palladium Medal to DuPont Chairman Charles O. Holliday, Jr. for his distinguished contributions to the chemical industry
- DuPont named among the best places to work in the biotechnology industry by *The Scientist* magazine
- DuPont products from its Building Innovations portfolio received the coveted Green Approved Product Seal for National Green Building Certification by the National Association of Home Builders (NAHB) Research Center
- DuPont named the 2009 recipient of the Corporate Innovation Award by the American Institute of Chemical Engineers (AIChE) for its role in delivering innovation that has made a substantial difference in the marketplace and global community
- *Working Mother Magazine* announced DuPont one of the top 100 best places to work for working mothers

- DuPont China received “The Most Responsible Company in China’s 30-year of Economic Reform” award at China’s International Forum on corporate social responsibility

## **3.0 Report Parameters**

### **3.1 Reporting Period**

The information provided is based on the 2009 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 2008.

### **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:

- Global employee surveys
- Community Advisory Panels or interaction processes in place for almost every DuPont plant site around the world
- Biotechnology Advisory Panel
- Health Advisory Board
- Partnerships on global climate change 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 2010 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 2010 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. Richard Brown 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 12 members of the Board of Directors, 11 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, Presiding Director or other outside director may do so in writing in care of the Corporate Secretary. The Board's independent directors have approved procedures for handling correspondence received by the company and addressed to the Board, Presiding Director or other outside director. Concerns relating to accounting, internal controls or auditing 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 (<https://reportanissue.com/duPont/welcome>) through which to report issues.

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:

- Programs should include a strong link between pay and performance, measured at all levels by placing a significant portion of compensation "at risk" based on Company, business unit and individual performance.
- Programs should align executives with stockholders by creating a strong focus on stock ownership and be based on performance measures that drive long-term sustained stockholder value growth.



- Programs should reinforce business strategies and reflect the Company's core values by rewarding improved business growth, promoting desired competencies and recognizing contributions to business success that are consistent with those core values.
- Programs should ensure access to needed talent and protect against competitor recruitment of that talent by attracting, retaining, motivating, and rewarding senior executives through compensation opportunities that are market competitive and commensurate with the executive's responsibilities, experience and demonstrated performance.

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 [2010 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.

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.

The Committee will consider candidates for director suggested by stockholders, applying the factors for potential candidates described above and taking into account any relationship between the candidate and any customer, supplier or competitor of the Company or any other information that bears on potential conflicts of interest, legal considerations or a determination of the candidate's independence.

For further information, please refer to the [2010 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 [2010 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 [2010 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 is committed to aligning 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 is a member of 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.
- DuPont is a member of the Global Roundtable on Climate Change (GROCC) which brings together high-level, critical stakeholders from all regions of the world — including senior executives from the private sector and leaders of international governmental and non-governmental organizations — to discuss and explore areas of potential consensus regarding core scientific, technological, and economic issues critical to shaping sound public policies on climate change.

- DuPont is a member of the Climate Leaders which is an EPA industry-government partnership that works with companies to develop long-term comprehensive climate change strategies. Partners set a corporate-wide greenhouse gas (GHG) reduction goal and inventory their emissions to measure progress.
- DuPont continues to participate in the Carbon Disclosure Project which discloses our governance and practices for climate change.
- DuPont was a founding member of the Green Power Market Development Group (GPMDG) which is a collaboration of twelve leading corporations and the World Resources Institute dedicated to building corporate markets for green power.

### **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:

- American Chemistry Council (ACC)
- European Chemical Industry Council (CEFIC)
- World Business Council for Sustainable Development (WBCSD)
- United States Climate Action Partnership (USCAP)
- Business Roundtable (BRT)
- Field to Market, the Keystone Alliance for Sustainable Agriculture
- CropLife International
- Africa Harvest Biotech Foundation International
- EPA Green Power Partnership
- Pew Center on Global Climate Change
- Business Roundtable S.E.E. Change Initiative
- Global Environmental Management Initiative (GEMI)

## **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 twice per year 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 and regional 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.

As we entered 2009, the world's economies remained in the grip of the global recession and worldwide financial crisis. At DuPont, we responded by focusing on what we could control. We continued research and development investment during the recession at the same level as pre-recession. We introduced more than 1,400 new products in 2009—or about 60 percent more than in 2008—and filed 2,086 U.S. patent applications, the most ever in a single year for our company.

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

Global population growth is creating distinct needs throughout the world. These needs, which we call megatrends, are providing the opportunity to bring our science to the marketplace to create solutions in collaboration with our customers and key partners.

### **❖ Increase food production**

According to the United Nations, food production must nearly double to meet global demands in 2050. Doing that will require innovative solutions. DuPont is delivering advanced seed genetics to improve productivity, crop protection products to help protect crop yield and quality, innovative packaging that protects food quality, and testing systems to ensure food safety.

- **Right Product. Right Acre.<sup>SM</sup>** - Pioneer Hi-Bred uses the program to match growers' needs to Pioneer<sup>®</sup> products and services.
- **Increasing Food Quality and Quantity** – Our Rynaxypyr<sup>®</sup> insect control products have an excellent environmental profile and provide rapid, long-lasting protection of crops to help growers improve quality, productivity, and profitability.
- **The Soy of Life and Safer Foods** – We take a holistic approach to improve the health and safety of food. Solae, LLC takes one of nature's best resources—the soybean—to create healthy ingredients. The Qualicon BAX<sup>®</sup> System provides easy-to-use tests to detect harmful food pathogens.

### **❖ Decrease dependence on fossil fuels**

Experts predict energy consumption will increase 60 percent by 2030. With demand for natural resources increasing and their availability decreasing, the world needs to use energy smarter. We are helping make energy sustainable and affordable through photovoltaic materials, advanced biofuels, lightweight plastics and Renewably Sourced<sup>®</sup> materials from DuPont which reduce dependence on petroleum and the net production of greenhouse gases.

- **Solar Energy Savings** - We are a leading technology supplier to the photovoltaic industry. DuPont™ Solamet® photovoltaic metallization pastes, DuPont™ Tedlar® polyvinyl fluoride films and DuPont™ Elvax® EVA resins make solar cells more affordable to produce, more durable and weather resistant, and more efficient at converting sunlight to energy.
- **Renewably Sourced Automotive Interiors** - DuPont™ Sorona® polymer reduces dependence on fossil fuels because its key ingredient is made using agricultural feedstocks instead of petrochemicals. It can be used as a fiber in carpets and apparel, as well as in engineering plastics.

#### ❖ **Protect people, assets and the environment**

In an uncertain 21st century, there is great interest in safety and security for people and our planet. From fabrics and construction materials to consultancy and training, we protect people, property and businesses around the world, every day. DuPont Sustainable Solutions helps businesses and government agencies achieve a safer, more environmentally responsible and operationally superior workplace. In 2009, DuPont provided health, safety and industrial training to more than three million people in over 30 languages.

- **Smart Fiber Performs on Demand** - Air temperatures in a fire can easily soar hundreds of degrees, quickly threatening a firefighter's life. DuPont™ Nomex® On Demand™ thermal liner is the first smart fiber that knows when to expand, trapping more air and providing firefighters with greater insulation to protect against searing heat.

#### ❖ **Growth in emerging markets**

We are putting our innovation to work locally in emerging regions such as China, India, Brazil and the Middle East. Market-driven science will continue to be the cornerstone of what sets DuPont apart.

- **China Rail** – DuPont™ Hytel® elastomer, Nomex® fibers, Kapton® film SentryGlas® laminate applications, and Imron® finishes help support China's production capacity for China Railway, mainly with the CRH3 High Speed Trains.

### **Some of Our Key Actions in 2009**

- DuPont received registration from the U.S. Environmental Protection Agency for Refined Oil of *Nepeta cataria*, an insect repellent ingredient derived from the catmint plant, a sustainable resource.
- DuPont and Athenix announced a research collaboration to improve insect control in corn and soybeans.
- DuPont testing the ability of high-yielding experimental corn hybrids to withstand violent wind storms that cause subsequent yield loss.
- Plant-derived DuPont™ Zytel® 610 nylon resin debut on DENSO Corporation's new automotive radiator end-tank and marks the first use of DuPont renewably sourced plastic in mechanical components exposed to a hot, chemically aggressive environment.
- DuPont opens a photovoltaic technical center at its global R&D Center in Shanghai, China.
- DuPont introduced Tyvek® Vivia, a recyclable solution for wide-format printing that enhances the quality of print graphics.



- DuPont announced the addition of four new seed research centers in developing countries and expanding operations at three existing facilities to develop seed to meet local needs for food productivity.
- DuPont and SVC Smart Fuel Cell AG received a follow-up order from the U.S. Army for the development of the M-25 fuel cell-a smart, lightweight, portable power supply that can extent soldier mission times.
- DuPont received registration approvals in Japan and Brazil for insect control products powered by DuPont Rynaxypyr<sup>®</sup>, a breakthrough insecticide.

## 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

2009 Economic Value Retained (US Dollars in Millions)		
Revenues	\$26,109	[Economic value generated]
Operating Costs	\$16,719	
Wages / Benefits	\$6,554	
Payments to Providers of Capital	\$1,900	
Payments to Governments	\$195	
Community Investments	\$26	
Economic Value Retained	\$715	[Economic value retained]
Operating costs do not include \$210 million of restructuring charges that were reported in 2009. Payments to providers of capital include \$1,492 million in dividend payments.		

Taxes Paid (US Dollars in Millions)	
North America	\$47
Asia Pacific	\$45
Latin America	\$8
Europe	\$95

For further detail, please refer to the [DuPont 2009 Form 10-K and Data Book](#).

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

DuPont believes that climate change is an important global issue that will present risks and opportunities to business and society at large. Since the early 1990s when DuPont began taking action to reduce greenhouse gas emissions, the company has achieved major global reductions in emissions. Voluntary emission reductions implemented by DuPont and other companies are valuable but alone will not be sufficient to effectively address a problem of this scale. DuPont is actively engaged in the effort to develop constructive public policies to reduce greenhouse gas emissions and encourage lower carbon forms of energy.

The company assesses the potential risks that climate change could present, and looks for opportunities to make its overall portfolio less energy and emissions intensive. DuPont weighs energy use when investments or divestitures are considered. The company continuously evaluates opportunities for existing and new product and service offerings in light of the anticipated demands of a low-carbon economy. For a more complete discussion of climate change risks and opportunities, please refer to the [DuPont submission to the Carbon Disclosure Project \(CDP\)](#).

The cost of complying with a US cap and trade program is difficult to quantify with precision, given the ongoing uncertainty about scope, coverage, and timing of a federal climate program. Likewise, at the international policy level and for the product-level regulations and standards there remain a number of significant uncertainties that make it difficult to estimate the financial implications at this time. To date in the EU ETS DuPont has been allocated emission allowances and has not had to purchase additional allowances to achieve compliance.

The business community has a critical role to play in developing and bringing to market the technologies and solutions that will make possible the transition to a low-carbon economy. This transition will provide new markets for innovative companies to prosper. We see many opportunities to take our commitment to sustainability and apply this to developing the products and technologies that our customers will demand in a low carbon economy.

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 are also dedicating a significant fraction of our R&D budget to development of next generation products and processes to reduce fossil fuel consumption, reduce the use of non-renewable feedstocks, and otherwise enable lowering of greenhouse gas emissions. DuPont has a corporate goal to, by 2015, double our investment in R&D programs with direct, quantifiable environmental benefits for our customers and consumers along our value chains. Our baseline is \$320 million, so we will be investing at least \$640 million by 2015. Progress as of the end of 2009: \$660 million invested.

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

The DuPont benefit programs are intended to be competitive with our peer employers and consistent with general industry trends. We have various obligations to our employees and retirees and maintain retirement-related programs in many countries that have a long-term impact. 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. Approximately 80 percent of our benefit obligations for pensions and essentially all of our other long-term employee benefit obligations are attributable to the benefit plans in the U.S. Funding for each pension plan is governed by the rules of the sovereign country in which it operates.

Benefits under defined benefit pension plans are based primarily on years of service and employees' pay near retirement. Pension benefits are paid primarily from trust funds established to comply with applicable laws and regulations. The actuarial assumptions and procedures utilized are reviewed periodically by the plans' actuaries to provide reasonable assurance that there will be adequate funds for the payments of benefits. U.S. pension benefits that exceed federal limitations are covered by separate unfunded plans and these benefits are paid to pensioners and survivors from operating cash flows.

In determining annual expense for the principal U.S. pension plans, we use a market-related value of assets rather than its fair value. The market-related value of assets is calculated by averaging market returns over 36 months. In 2009, the market-related value of assets for the principal U.S. pension plan was \$14 billion.

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 \$17.1 billion at December 31, 2009, and the related projected benefit obligations were \$22.8 billion.

For further details, please refer to Item 7 (pages 23, 24, and 40) and page F-35 in the DuPont 2009 Form 10-K.

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

In 2009, we received the following government grants:

- U.S. Department of Energy grant for a \$9 million solar research program-part of the company's overall effort in providing more mainstream solar photovoltaic products for commercial and residential applications.
- U.S. Department Energy grant for a \$2.25 million two-year project to develop a solid-state lighting source using low-cost organic light emitting diode (OLED) solution-processing manufacturing techniques. The project will leverage DuPont's experience in OLED development for displays, while tailoring the technology to the unique requirements for solid-state lighting, an advanced technology that can significantly reduce energy consumption compared with incandescent and fluorescent lamps.

#### **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.

#### **EC8 Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.**

DuPont has contributed approximately \$26 million in 2009 to support a broad array of community programs. Below highlights some examples of our collaborations and investments that benefit communities.

### **United Way Days of Caring in the United States and Canada**

Another way that distinguishes our commitment to our communities is through employee involvement in United Way Days of Caring. Annually, thousands of DuPonters are given paid time off to perform volunteer services for local non-profit agencies in our communities. Community services provided range from vegetable planting for food banks, painting the offices of the Boys and Girls Club or homes for low income families.

### **DuPont Community Fund**

The DuPont Community Fund was established to improve the quality of life and enhance the vitality of communities in which we operate. For DuPont, recognizing the inter-dependence of social progress, economic success and environmental excellence is the first step to achieving community sustainability. The DuPont Community Fund provides support to numerous programs and organizations annually that address one or more of the three key components in community sustainability.

### **Research Collaboration to Fight Malnutrition in Africa**

Poverty, drought and climate change are issues impacting agricultural productivity - requiring technology advances and innovations for farmers. DuPont is partnering with Africa Harvest Biotech Foundation International to develop a more nutritious sorghum to help feed the 300 million people in rural Africa that rely on it for daily nourishment. The Sorghum project also trains African scientists on the technology used and the regulatory requirements through a visiting scientist program at Pioneer Hi-Bred headquarters in Iowa.

### **Cleaner Environment and an Integrated Community**

Grupo Renacimiento La Higuera I.A.P., a group of local college students partnered with DuPont to improve the quality of life in La Higuera, a community north of Mexico City characterized by lack of family integration and education, overcrowding, and polluted public areas.

A program was developed for workshops on family and community values, vegetable growing, and the environment. La Higuera is improving through recovery of green areas and a culture of ecology and community. So far, 6,500 participants are engaged, student absence is down 30% and 40 tons of recycled materials have been collected.

### **Mississauga's First Habitat for Humanity**

DuPont supports a number of Habitat for Humanity projects. In Canada, products and services were provided to Mississauga's first Humanity home.

### **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 2010 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.



The DuPont 2015 Sustainability Goals go beyond the traditional footprint reduction goals we began setting twenty years ago and include market-facing goals that tie our business growth and innovation strategy to the delivery of more sustainable solutions for customers.

We're proud of the progress made in reducing greenhouse gas emissions, energy and water usage, and air carcinogens across the board. Both our 2010 and our 2015 footprint goals focus on absolute reductions, which requires us to not only reduce from our baseline but to offset all of our growth.

In 2009, we have made great strides in reducing our footprint; our energy and climate goals were exceeded last year. Although this was a result of effort on our part, these accomplishments were made in an economy that was very weak. We expect as the economy regains its footing and our production levels rebound, we'll see an interim rise before a further reduction in both areas.

We actively participated in the policy discussion and development on two key environmental issues in 2009. First, a number of governments around the world were focused on the development of stronger chemical management policies. Here in the United States we worked with policy makers, non-government organizations and other constituencies to develop amendments to the Toxics Substances Control Act (TSCA) to ensure a strengthened, science-based regulatory system that protect public health and safety. Earlier this year, I testified before the U.S. Senate on the important issue of modernizing the US national chemical policy, specifically TSCA.

Second, climate change and regulation of greenhouse gas emissions continue to be challenging issues as governments struggle with how to cost-effectively reduce emissions in a difficult economy. DuPont believes well-crafted legislation within a global framework can spur innovation in new technologies, help create jobs, increase investment and provide a foundation for vibrant, low-carbon economies. We also believe that market opportunities will open up across a wide array of industries and the company is well-positioned to provide solutions globally that lead in the performance and reduction on carbon footprint along the entire supply chain. We will continue to engage governments on this critical issue.

DuPont is continuing to reduce our own footprint, tackle new challenges in the marketplace, champion key environmental legislation, and invest our research and development dollars in development of sustainable products that protect people and the environment. If we are successful, we can grow the company and help the world meet its needs while reducing overall environmental impact.

**Linda J. Fisher**  
Vice President & Chief Sustainability Officer

## Environmental Performance Indicators

### EN3 Direct energy consumption by primary energy source

The total amount of fuel consumed by DuPont in 2009 was approximately 19.3 million Megawatt hours (MWh) or 69.3 million gigajoules.

For a breakdown by fuel type:

Fuel Type	MWh	Gigajoules
Bituminous coal	2084000	7502000
Biogas	74000	266000
Distillate fuel oil No 2	371000	1336000
Kerosene	250	900
Landfill gas	339000	1220000
Liquefied petroleum gas	190000	684000
Natural gas	13671000	49216000
Residual fuel oil	950000	3420000
Other: Hydrogen	8300	30000
Other: Off-gas & Waste gas	1440000	5184000
Other: Toluene	103000	371000
Other: Waste liquids	5000	18000
Other: Various miscellaneous	21000	76000

### EN4 Indirect energy consumption by primary source

Energy Type	MWh	Gigajoules
Heat	8600	30960
Steam	3587000	12913200
Electricity	5371000	19335600
Cooling	28000	100800

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

All DuPont sites and businesses continue to focus on energy conservation activities under the company's Bold Energy Plan. DuPont routinely receives multiple awards for energy efficiency projects and activities nominated to the annual American Chemistry Council Responsible Care Energy Efficiency Award



Program. Examples of award-winning activities include: the Bold Energy Plan as a corporate energy efficiency program including use of a capital set-aside program to fund energy efficiency projects; the Sabine River Works coordinated site energy efficiency program with combined capital expenditures and improvements resulting in a 40% reduction in purchased steam as well as increased process yield for one production area.

We reduced energy consumption by 19% from 1990 to 2009 while increasing production by 21%. This equates to an annual emission reduction of 4.0 million metric tonnes CO<sub>2</sub> (from energy sources alone). Between 1996 and 2009, we reduced HFC-23 emissions by 85% equating to an annual emission reduction of 22,000,000 metric tonnes CO<sub>2</sub>.

Also, in 2009, we started planning for the construction of a LEED certified office complex called Project Renaissance in Wilmington, Delaware in the United States. The complex will accommodate approximately 600 workspaces. It will allow our businesses to easily adapt to ever-changing market demands and be attractive, energy-efficient and environmentally friendly.

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

We have a market-facing goal to increase 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 tons of additional CO<sub>2</sub> equivalent reductions by customers and consumers. As of 2009, our progress towards achieving this goal was \$731 million in revenue, equating to 278,000 CO<sub>2</sub> metric tons of greenhouse gas emission reductions.

#### **Renewable Sources of Energy**

We have products that improve energy efficiency in building construction and provide lightweight solutions in the transportation industries, and a growing suite of solutions across alternative energy applications including novel biofuel technology and photovoltaic materials. Some examples include:

- Accelerating Global Biofuels Production - One of the greatest challenges facing the energy industry today is the transportation fuels sector. Energy security, environmental constraints, and a lack of viable and sustainable solutions offer unique obstacles and exciting opportunities. At the forefront of renewably sourced fuel alternatives are two solutions from DuPont: biobutanol and cellulosic ethanol. These new alternatives to petroleum-based fuels will be renewable, locally sourced, cost-effective, and viable across all geographies with a greatly reduced environmental footprint. Biobutanol and cellulosic ethanol will provide improved options for expanding energy supplies and accelerate the move to renewable transportation fuels, which will help to lower overall greenhouse gas emissions.
  - DuPont recently opened a state-of-the-art cellulosic ethanol demonstration facility in Vonore, Tennessee. The 74,000-square-foot plant has started producing ethanol and will deliver low-cost, fully integrated technology for commercial production of ethanol from agricultural residue and bioenergy crops, including corn stover and switchgrass.
- Renewably Sourced<sup>®</sup> materials are substitutes for products that today are based solely on petroleum. We offer a wide variety of materials from Sorona<sup>®</sup> Polymers that are used in textile fabrics and fibers to Zemea<sup>®</sup> Propanediol used in cosmetics and personal care products. To learn more, please visit [DuPont Renewably Sourced Materials](#).
- Solamet<sup>®</sup> metallization paste that is used to increase solar cell efficiency and electrical output.

## 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.

Since 2004, we have reduced our consumption by 6 percent at sites in water scarce locations and 15 percent at all sites.

Water Consumption (millions cubic meters)							
All Sites	Total	2004	2005	2006	2007	2008	2009
			<b>121.1</b>	<b>107.4</b>	<b>111.8</b>	<b>120.1</b>	<b>103.5</b>
	Groundwater	38.9	41.4	44.3	40.2	36.7	41.7
	Potable Water	33.1	29.1	29.7	31.5	29.1	25.7
	Surface Water	49.1	37.0	37.8	48.4	37.7	35.8
Sites in Water Stressed or Scarce Locations	Total	18.6	18.5	18.2	18.9	18.0	17.5
	Groundwater	2.4	1.9	1.8	1.6	1.0	1.2
	Potable Water	6.5	7.2	7.1	8.6	8.5	7.0
	Surface Water	9.8	9.5	9.3	8.7	8.5	9.3

## 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. The water 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 sites 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://www.ramsar.org/pdf/sitelist.pdf>, dated: 5/22/10)

## 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. Two examples are:

- 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.
- Starke, Florida site has reduced its annual consumption of groundwater from approximately 4.5 million m<sup>3</sup> to 1.6 million m<sup>3</sup> by recycling clean effluent water for process use in lieu of fresh water and upgrading its water distribution system to eliminate unintentional losses and improve use efficiency.

#### **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 2009. 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.**

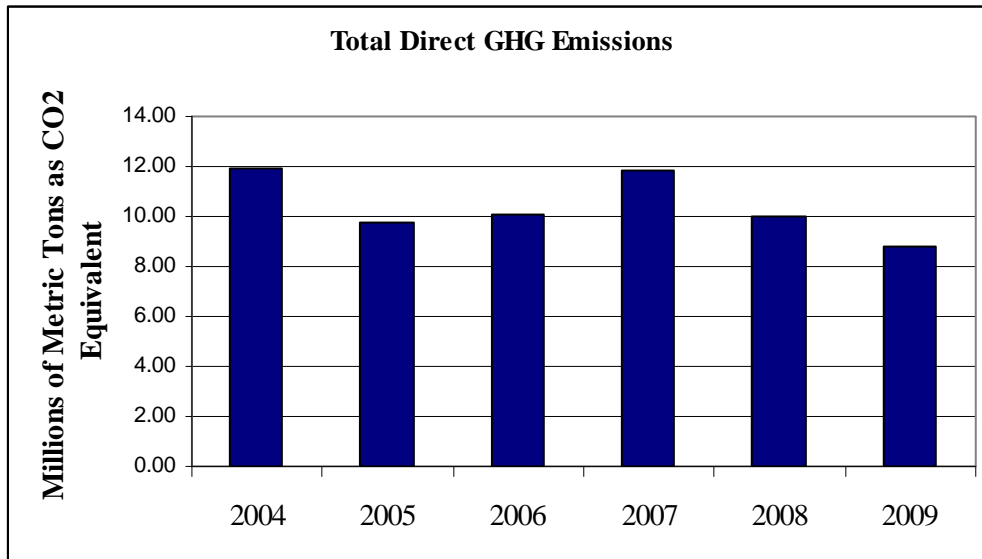
Environmental stewardship is a core value for DuPont. We will continue our efforts to conserve and protect natural resources in our communities in collaboration with partners such as the Wildlife Habitat Council and The Nature Conservancy. We are also working with stakeholders and organizations such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

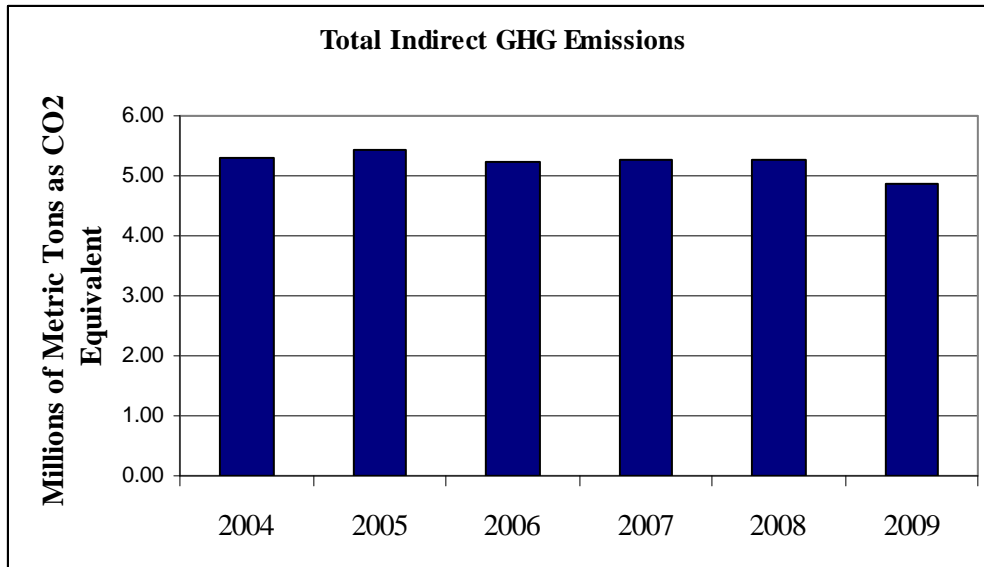
**EN16 Total direct and indirect greenhouse gas emissions by weight**

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 26 percent. From 2008 to 2009, our reduction was 12 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 8 percent. From 2008 to 2009, our reduction was 7 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 2009, we have reduced by 21 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 2009, the annual revenue from those products reached \$731 million.

### **Sustainability 2010 Energy Goals**

Our corporate energy efficiency strategy is managed through our Bold Energy Plan. Our objective is to hold total energy flat with 1990 levels. As of 2009, we have reduced energy use by 19 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 at an aggregated 60% IRR. 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.

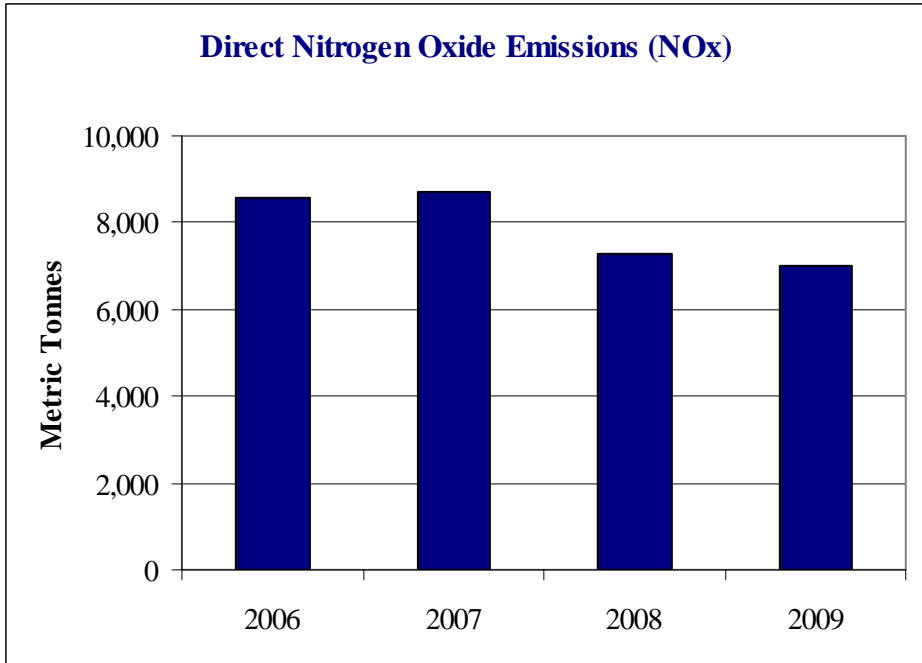
### **Climate Change**

To encourage environmentally effective and economically sustainable policy actions, DuPont is actively engaging with policymakers and other business and NGO stakeholders from around the world to develop constructive public policies to address global climate change. DuPont's belief in the importance of taking prompt, coordinated, and strong action to address climate change is why we actively participate in a number of stakeholder initiatives around the globe and why we are a founding member of the U.S. Climate Action Partnership (USCAP).

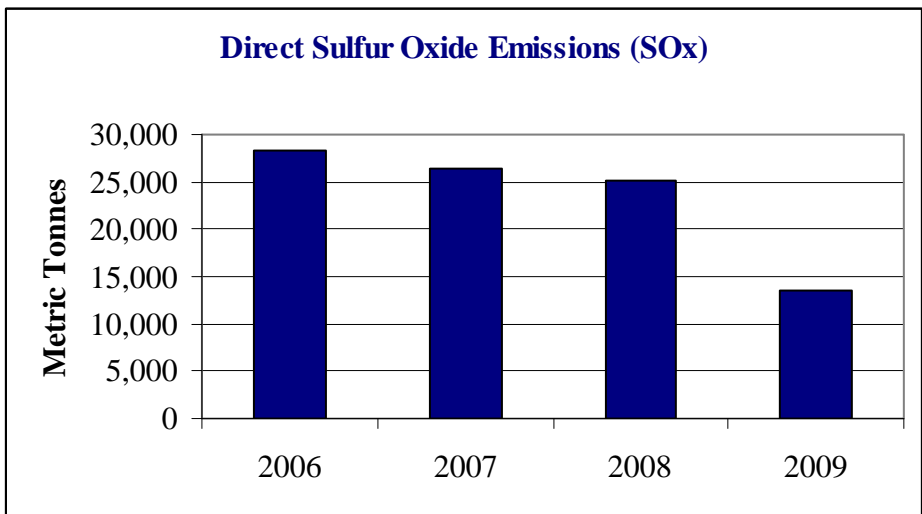
As a founding member of USCAP, DuPont has joined together with other major companies and NGOs to promote recommendations on a cap-and-trade program to address climate change that we believe would be both environmentally effective and economically sustainable. In addition to efforts to monitor relevant policy discussions in other countries, DuPont also participates in multi-stakeholder dialogues regarding international climate policy frameworks through the World Business Council on Sustainable Development (WBCSD) and other avenues.

### **EN20 NO<sub>x</sub>, SO<sub>x</sub>, and other significant air emissions by type and weight**

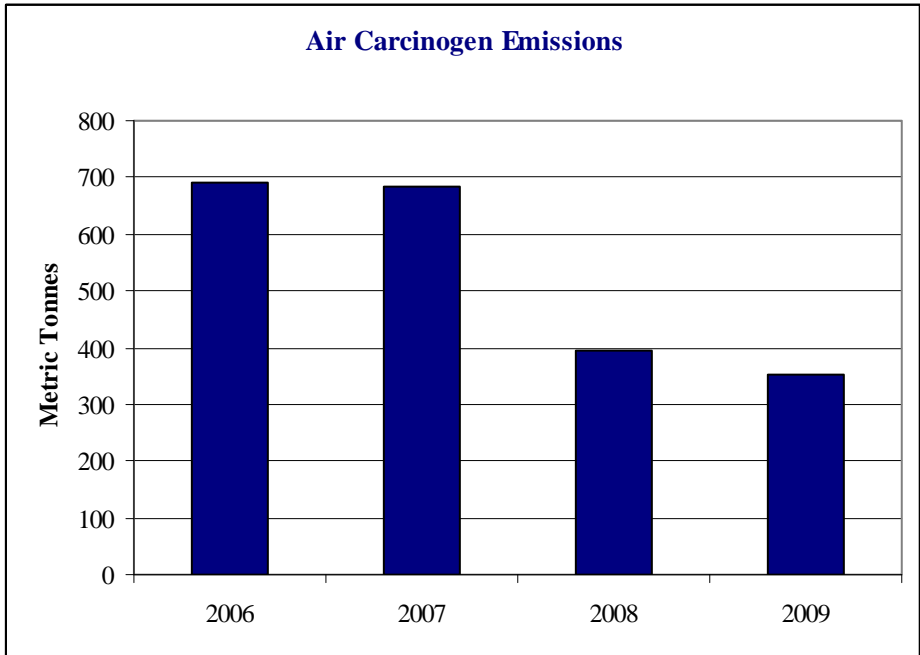
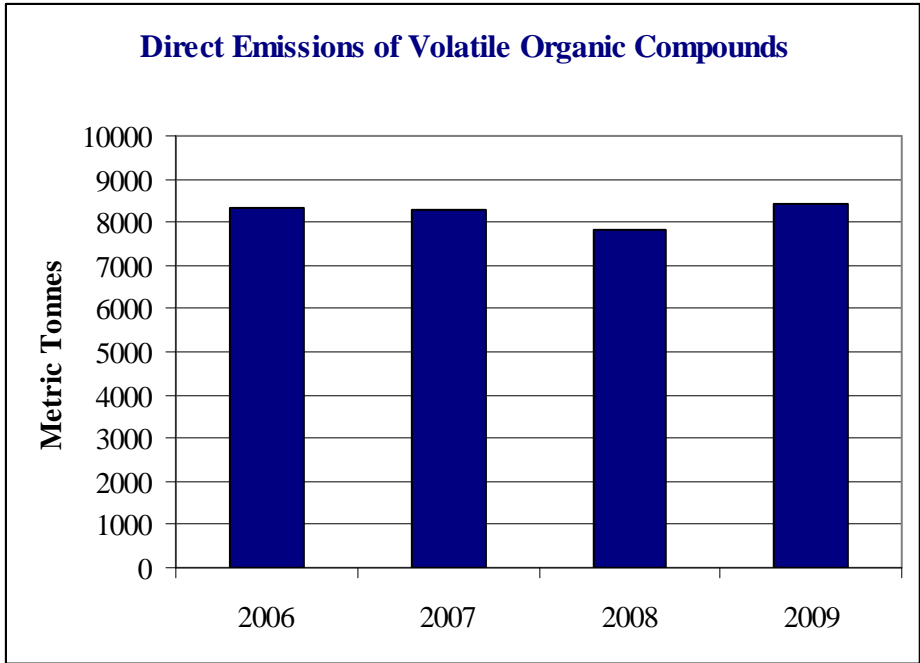
From 1995 to 2003, DuPont reduced nitrogen oxides (NO<sub>x</sub>) by approximately 57 percent, which included the Invista business. After divesting Invista, from 2004 to 2009, the NO<sub>x</sub> emissions were reduced by an additional 25 percent. From 2008 to 2009, the reduction was approximately 4 percent.



From 1995 to 2003, DuPont reduced sulfur oxides (SOx) by approximately 37 percent, which included the Invista business. After divesting Invista, from 2004 to 2009, the SOx emissions were reduced by an additional 57 percent. From 2008 to 2009, the reduction was approximately 46 percent.



The volatile organic compounds (VOCs) emissions have been fairly steady while we have substantially reduced air carcinogens.



**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 to 2004, DuPont reduced global hazardous waste by approximately 63 percent. From 2004 to 2009, we further reduced by 26 percent.



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

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 2009, we further reduced by 31 percent. Additionally, since 2004, we reduced Deepwell Disposal by 24 percent; Releases to Air, Water and Land by 17 percent; Offsite Transfers by 23 percent; and Total Releases and Transfers by 21 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>Total Waste as Generated</b>	--	890	598	452	456	447	578	386	313
<b>Deepwell Disposal of Hazardous Waste</b>	237	187	37.7	26.4	23.8	23.1	18.6	17.2	20.0
<b>Releases to Air, Water and Land</b>	71	57	38.4	34.2	35.0	33.7	31.4	28.0	28.2
<b>Offsite Transfers</b>			53.5	60.3	64.3	64.3	60.8	56.6	46.3
<b>Releases &amp; Transfers</b>			91.8	94.3	99.3	98.0	92.1	84.7	74.5

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**

No spills occurred in 2009 that warranted reporting in the DuPont 2009 Form 10-K. 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.

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

**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, DuPont incurs environmental operating 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, DuPont incurred environmental operating costs of \$483 million in 2009.

In 2009, DuPont spent approximately \$89 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 \$396 million on the Consolidated Balance Sheet as of December 31, 2009; these accrued liabilities exclude claims against third parties and are not discounted.

# Labor and Human Rights Summary

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 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.

We recently developed an ongoing effort to provide communication tools and solicit feedback from employees on how best to advance this core value. We are developing live interactive forums and independent study learnings.

## **Career Training and Development**

Learning is a continual process in DuPont. A formal process known as Targeted Development, 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. The DuPont University 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.

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 58,000 as of December 31, 2009. 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	29875
Latin America	6138
Central America	896
Europe / Middle East / Africa	13275
Asia Pacific	8183
Total	58367

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

The US workforce (excluding Puerto Rico) as of January 2, 2010 had a turnover rate of 8% of which 24.3 were female. Data are not aggregated by age group.

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

Benefits beyond those legally required that are available to full-service employees include:

- Family Leave - Time off 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. Benefits continue at the same level as they were prior to the leave, and there is an option to earn credit for part-time work with service.
- Guidance Resources – 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 information and college planning
  - Caring for adults, parents and older relatives.
  - Caring for yourself
  - Career planning
- Flexible Work Practices - Designed to help better balance the needs of both the business and the employee. We encourage the use of Flexible Work Practices because they can help employees juggle their personal obligations while managers try to seek a creative and productive means of meeting the business needs. With the help of an immediate supervisor, a variety of options can be assessed.

- Dependent Care Spending Accounts (DCSA) - Spending accounts enable one to pay for childcare with pretax dollars. One may select this benefit yearly by choosing the DCSA option during the annual BeneFlex change period.
- "Just in Time Care" – This is available at selected sites. This emergency/ backup service links employees to a variety of dependent care options such as in-home dependent care, drop-in center-based care for children and elders; work-site or near-site school holiday and snow day care; and center-based sick care.
- Adoption Assistance - This program is designed to assist employees with the expenses incurred when they legally adopt a child. Covered expenses include agency fees, legal fees, court costs, temporary foster care before placement of the child, medical expenses of the birth mother and medical expenses of the child.

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

As of March 2010, for the United States employees only, 28.8% of nonexempt workforce were 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
<b>Total Recordable Injuries and Illnesses*</b>					
DuPont	1.17	0.99	0.78	0.64	0.66
Chemical Industry Average	3.2	2.9	3.1	2.7	NA
Manufacturing Industry Average	6.3	6	5.6	5	NA
DuPont Contractor	0.9	0.7	0.8	0.7	0.7
<b>Lost Workday Cases*</b>					
DuPont	0.3	0.21	0.15	0.13	0.1
Chemical Industry Average	0.8	0.8	0.8	0.8	NA
Manufacturing Industry Average	1.5	1.4	1.3	1.2	NA
DuPont Contractor	0.12	0.09	0.12	0.07	0.06
<b>Off-Job Injuries</b>					
DuPont	294(11)	261(7)	221(9)	177(5)	210(7)
<b>Fatalities</b>					
DuPont	3	1	0	1	0
DuPont Contractor	1	0	2	1	1

\*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 and more.
- Contact information to several on-line resources such as the American Diabetic Association, American Heart Association, WebMD, and Mayo Health Oasis.
- 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 pre-placement (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. The DuPont University 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 over 11,500 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 also has a child labor prevention program, which includes an audit component and is currently being piloted in India. One of the components is the inclusion of a “No Child Labor” clause in our contracts with growers and other third parties.

### **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 as having significant risks for forced or compulsory labor. DuPont’s position on forced or compulsory labor are 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 USA 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) and are listed on the 2009 Carbon Disclosure Leadership Index.

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.

### **S06 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 2009, the total value provided to state and local candidates was \$68,725. 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 2008-2009 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 will go through recertification 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 2008-2009 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 will go through recertification 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 will go through recertification 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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