



DUPONT 2017  
**GLOBAL  
REPORTING  
INITIATIVE  
REPORT**



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## INTRODUCTION



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

### About DuPont

DuPont was founded in 1802 and was incorporated in Delaware in 1915. Today, DuPont is creating higher growth and higher value by extending the company's leadership in agriculture and nutrition, strengthening and growing capabilities in advanced materials and leveraging cross-company skills to develop a world-leading bio-based industrial business. Through these strategic priorities, DuPont helps customers find solutions to capitalize on areas of growing global demand — enabling more, safer, nutritious food; creating high-performance, cost-effective and energy efficient materials for a wide range of industries; and increasingly delivering renewably sourced bio-based materials and fuels. Total worldwide employment as of December 31, 2016 was approximately 46,000 people. The company has operations in about 90 countries worldwide and 61% of consolidated net sales are made to customers outside the United States.

### About this Report

#### 102-50 to 102-56

This Report provides information on our economic, environmental and social performance for 2016. We issue our GRI report on an annual basis. Our prior year GRI reports, along with our Sustainability Progress Highlights, CDP climate and water submissions, and other documents to assist interested stakeholders are available at [sustainability.dupont.com](http://sustainability.dupont.com).

This GRI report is produced in accordance with the GRI Standards framework at the "Core" level. It includes a content index in Appendix A, beginning on page 50. Throughout the report, GRI Standards Disclosure Numbers are identified directly above the relevant text. In some cases, responses are incorporated by reference and linked directly from the content index.

External assurance was not obtained for this report. However, DuPont does contract an independent third party, WSP Environment and Energy, to provide a limited level of assurance on our energy and greenhouse gas emissions information. The most recent statement of verification is available in Appendix B. Our 2016 data meets the requirements for limited assurance consistent with the ISO 14064-3 standard.

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

### Contact Us

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

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

### SPECIAL NOTE

*On December 11, 2015, DuPont and The Dow Chemical Company (Dow) announced entry into an Agreement and Plan of Merger (the Merger Agreement), under which the companies will combine in an all-stock merger of equals. The merger transaction is expected to close and become effective (the Effective Time) on August 31, 2017, subject to customary closing conditions, including regulatory approvals and approvals by both DuPont and Dow shareholders. The combined company will be named DowDuPont.*

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

## EXECUTIVE STATEMENT

In 2016, we significantly strengthened DuPont's foundation for sustainable growth by focusing on two constants: innovating by connecting cutting-edge science to market needs, and staying true to our Core Values, which have informed how we engage with each other, our stakeholders, and the world for more than 200 years.

Our step change improvements in efficiency, productivity and operational focus register clearly in our improved financial results, assuring that we are poised and ready to drive sustainable value for our shareholders, customers, and society into the future. Looking ahead to the intended creation of strong, independent companies following our merger with Dow, the progress we have made over the past year positions us well to continue to meet and exceed our sustainability goals as we help solve the world's most pressing challenges.

### Sustainable Innovation

DuPont's intense focus on efficiency and productivity has meant that sustainability is embedded deep in our operations. Our global footprint is becoming more energy efficient and less wasteful as we put science and engineering to work in all our systems and supply chain, finding new ways to do more with less.

At the same time, we work closely with our customers to address fundamental global challenges. Our unparalleled innovation engine is delivering solutions that enable safer, more nutritious food; high-performance, cost-effective and energy efficient materials; better productivity on each acre of arable land; and, renewably sourced bio-based materials and fuels.

### Our Core Values in Action

The DuPont Core Values of safety and health, environmental stewardship, respect for people, and highest ethical behavior are directly tied to our sustainability record. Our positions and commitments reflect our business priorities but also are anchored by the principles that define our culture and will continue to do so.

From climate change to workplace diversity, we can draw a straight line between our values and our actions, and in the pages of this report you will see many illustrations of that deep connection. For example, guided by our commitment to safety and health and environmental stewardship, we extended a long history of constructive engagement on climate action by joining with other companies to encourage continued U.S. participation in the Paris Agreement on climate change.



**Edward D. Breen**

Chair of the Board and  
Chief Executive Officer

Also, knowing that respect for people translates to competitive advantage by fostering a diverse and inclusive workforce with equally diverse insight into customer needs, we recently signed on to the Fortune 500 CEO Action for Diversity and Inclusion™ pledge and joined more than 40 global business leaders as a Catalyst CEO Champion for Change.

### Progress Toward Our Goals

As we look to the future, our commitment to sustainability remains firm and vitally connected to our Core Values. Our diverse and global stakeholders also increasingly expect us to make visible, time bound commitments to sustainability, as well as embed it in the innovations we bring to the market. Our legacy of sustainability leadership and relentless innovation position us well to meet and exceed these expectations.

In the following pages you will see that we hold ourselves to rigorous standards in our daily operations and in the work we do to deliver life-enhancing and sustainable solutions for people around the world. Given the magnitude of the challenges we are helping our customers solve, success depends on our ability to connect world-class science, technology and engineering to market needs. The strategic transformation underway will move our science and engineering even closer to our customers and as a result, closer to solving the problems facing our planet.

A handwritten signature in black ink that reads "Edward D. Breen". The signature is fluid and cursive.

## ORGANIZATIONAL PROFILE

### 102-15: Key Impacts, Risks, and Opportunities

A description of the DuPont businesses and key risks and opportunities is available in our 2016 Form 10-K available at [investors.dupont.com](http://investors.dupont.com). In addition, we provide our process for engaging stakeholders and the results of our sustainability materiality analysis later in this report.

DuPont has a long-standing commitment to safety and sustainability. We were one of the first U.S. companies to begin reporting corporate environmental goals in 1992 and today we continue to report strong progress on our footprint reduction targets. In 2006, we broadened our vision of sustainability to include goals focused on bringing products to market that help our customers and others in our value chains be more sustainable.

Our 2015 sustainability goals were focused on improving our footprint as well as on increasing R&D investment in programs with direct, quantifiable environmental benefits; introducing new products that help make people safer; increasing revenue from products that help our customers and consumers reduce greenhouse gas emissions; and doubling revenue from products based on non-depletable resources. This approach has helped us reduce the impact of our value chain in areas like emissions, energy use, water use, waste, material use, ecosystems, and use of non-depletable resources. In 2013, in anticipation of the impending separation that resulted in the creation of a new company called The Chemours Company, we sunset our 2015 sustainability goals. At the time, we had achieved all but one of them two years early and were driving substantial progress against the final goal. In November 2015, we announced a new set of sustainability goals for 2020. An overview of the progress we have achieved toward these goals is available on page 5 of this report. Information concerning earlier goals can be found in prior year GRI Reports and Progress Highlights, available at [sustainability.dupont.com](http://sustainability.dupont.com).

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

More about our sustainability-focused governance processes as well as our stakeholder engagement efforts and process for determining the contents of this report is available beginning on page 9.

Information about GRI Standards Disclosure Numbers 102-15, 102-7 to 102-10, which relate primarily our products and services, markets served, ownership form, and description of significant changes during the reporting period can be found primarily in our investor documents available at [investors.dupont.com](http://investors.dupont.com). Specific page references are available in our GRI Content Index located in Appendix A.

## Commitments to External Initiatives

### 102-12: External Initiatives

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

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

**Responsible Care® Management System:** DuPont was one of the first companies to adopt the American Chemistry Council's Responsible Care® Codes of Management Practices. Since the late 1980s, DuPont has led efforts to expand Responsible Care® to encompass advances such as security, public reporting of metrics, and management systems certification<sup>1</sup>.

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

<sup>1</sup> Responsible Care® is a registered trademark of American Chemistry Council, Inc.

“ SINCE 2001, DUPONT HAS COMMITTED TO ALIGNING OUR OPERATIONS AND STRATEGIES WITH THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT, WHICH INCLUDES AREAS LIKE HUMAN RIGHTS, LABOR, ENVIRONMENT AND ANTI-CORRUPTION. ”



We believe the global scientific understanding of climate change is sufficient to compel prompt, effective actions to limit emissions of greenhouse gases.

**Climate Change:** We believe the global scientific understanding of climate change is sufficient to compel prompt, effective actions to limit emissions of greenhouse gases. To be successful at the necessary global scale these actions will require concerted engagement by the world's governments, along with technological innovations by businesses, and individual actions by all citizens. DuPont's belief in the importance of taking prompt, coordinated, and strong action to address climate change is why we were a founding member of the U.S. Climate Action Partnership (USCAP) and why DuPont has supported the Paris agreement on climate change. For example, in November 2016, DuPont signed the "[Business Backs Low-Carbon USA](#)" letter in support of the Paris Climate Agreement and, in 2017, [DuPont signed a letter](#), organized by C2ES, to U.S. Secretary of State Rex Tillerson and later to U.S. President Donald Trump. To learn more, please see our [corporate climate change position statement](#).

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

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

### 102-13: Memberships or Associations

In addition to the key efforts outlined above, DuPont participates in many associations and organizations at the regional, national, and international level. Examples of those most relevant to our sustainability initiatives are highlighted below:

- 4-H
- Africa Harvest Biotech Foundation International
- American Chemistry Council
- Business Roundtable
- CropLife America and CropLife International
- European Chemical Industry Council
- Field to Market
- Global Harvest Initiative
- National Association of Environmental, Health and Safety Managers (NAEM)
- National Association of Manufacturers
- Together for Sustainability
- U.S. Chamber of Commerce
- World Business Council for Sustainable Development
- World Economic Forum
- World Environment Center
- World Resources Institute

# DUPONT 2016 SUSTAINABILITY PERFORMANCE HIGHLIGHTS



At DuPont, we are creating sustainable, renewable, innovative, market-driven solutions for some of the world's greatest challenges. Between now and 2050, the world's population will climb to 9 billion, placing growing demands on our planet's scarce resources. This means the world needs plentiful, healthier food, renewably sourced materials, ample energy, and better infrastructure and transportation. We are poised to deliver. In 2016, we made progress in several areas, including toward our 2020 Sustainability Goals.

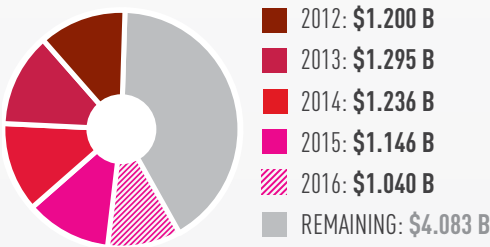
## DuPont 2020 Food Security Goals

### Innovating to Feed the World

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

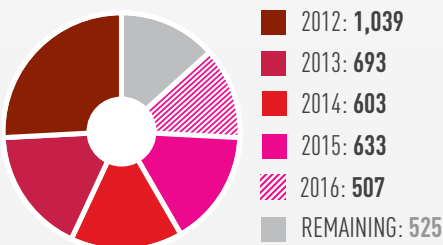
#### PROGRESS: R&D INNOVATION

2020 GOAL: **\$10 BILLION** R&D INVESTMENT TO HELP FEED THE WORLD



#### PROGRESS: NEW PRODUCT INNOVATION

2020 GOAL: **4,000** NEW PRODUCTS

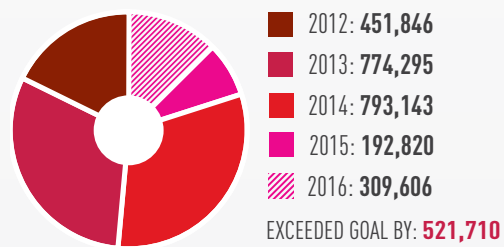


### Engaging and Educating Youth

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

#### PROGRESS: YOUTH ENGAGEMENT

2020 GOAL: **2 MILLION** YOUTH ENGAGEMENTS

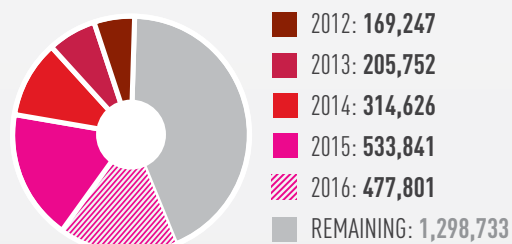


### Improving Rural Communities

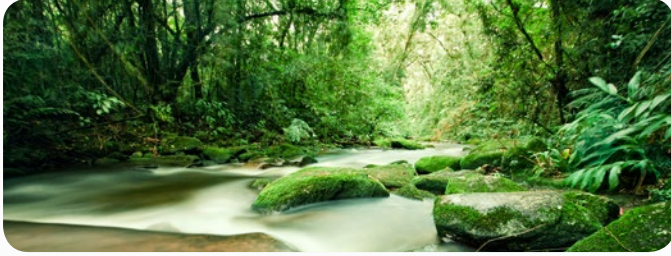
DuPont will work to improve the livelihoods of at least 3 million farmers and their rural communities through targeted collaborations and investments that strengthen agricultural systems and make food more available, nutritious and culturally appropriate.

#### PROGRESS: RURAL DEVELOPMENT

2020 GOAL: IMPROVE LIVELIHOOD OF **3 MILLION** SMALL HOLDER FARMERS AND THEIR RURAL COMMUNITIES



## DuPont 2020 Footprint and Innovation Goals



### Continue to Improve our Environmental Footprint

Our 2020 Sustainability Goals commit us to further improve our environmental footprint by reducing our GHG emissions intensity by 7% (2015 baseline) and our energy intensity by 10% (2010 baseline), developing business-specific waste goals, and establishing water risk mitigation plans for select sites. We also further integrated sustainability into our innovation process by announcing a Sustainable Innovation Goal, which challenges all products in our pipeline to contribute to a safer, healthier, more sustainable world. Progress toward our goals for energy and emissions is highlighted in the figures on this page. Stakeholders can also learn more by visiting [sustainability.dupont.com](http://sustainability.dupont.com)

## DuPont Supports UN Sustainable Development Goals

### DuPont 2020 Sustainability Goals Aligned with UN Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) provide a powerful framework for bringing focus and resources to the greatest challenges facing the world today on issues such as economic empowerment, human rights, health, and the natural environment. DuPont is actively engaging with many different stakeholders on the SDGs where it can provide strategic insight and collaboration. The figure at right highlights how the DuPont 2020 Sustainability Goals — comprised of Innovation, Food Security, and Footprint — align with and support attainment of the SDGs.

## DuPont Facts and Figures for 2016

**1,600** NEW PRODUCTS COMMERCIALIZED

**27<sup>th</sup>** CONSECUTIVE YEAR DUPONT NAMED TO WORKING MOTHER'S 100 BEST COMPANIES

**8.7%** DECREASE IN ABSOLUTE GREENHOUSE GAS EMISSIONS SINCE 2010  
(DUPONT GOAL BASIS)

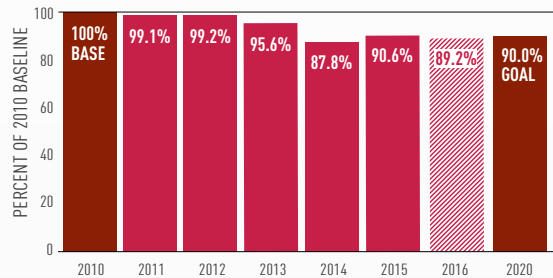
**\$3.1 BILLION** SPENT ACROSS ALL BUY SPACES WITH SMALL AND DIVERSE SUPPLIERS IN THE U.S.

**2.5 MILLION** NUMBER OF YOUTH ENGAGED IN FOOD AND AGRICULTURE SINCE 2012

**TEN TIMES** RECOGNIZED BY THE HUMAN RIGHTS CAMPAIGN (HRC) AS A BEST PLACE TO WORK FOR LGBT EQUALITY

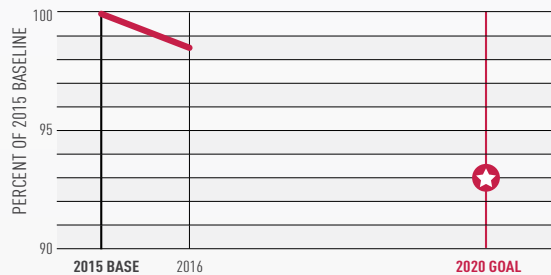
### PROGRESS: REDUCE OUR NON-RENEWABLE ENERGY USE

2020 GOAL: REDUCE ENERGY INTENSITY BY 10%



### PROGRESS: IMPROVE OUR GREENHOUSE GHG EMISSIONS INTENSITY

2020 GOAL: REDUCE GHG EMISSIONS INTENSITY 7%





**1. Last year was your first full year in the private sector after a career in public service. How has your perspective on sustainability evolved?**

In many ways, my understanding of sustainability is still grounded in my childhood. Growing up on a peanut farm in the southern United States, I learned the importance of balancing the needs of the land with those of my family. I understood early how tenuous that balance can be and the incredible work ethic required to preserve it.

My career in public service and now with DuPont has reinforced this lesson while adding a global perspective to the complexity of the systems like food and energy and materials production on which we all rely. For example, farmers have always faced challenges from variable weather patterns. Now, they must also contend with climate change, which can contribute to the severity of short-term weather extremes as well as wholesale climate shifts. Add to this the food demands of a rapidly growing global population and it is clear why sustainability is vital to the success of farming's future. After all, the challenge of sustainability is meeting the needs of our planet's people without compromising the integrity of our resources, a concept fundamentally at the heart of farming.

**2. What do you see as the private sector's role in addressing sustainability challenges?**

The world's sustainability challenges are best reflected in the [UN Sustainable Development Goals](#). (SDGs) , which cover areas like economic growth, hunger and poverty, and infrastructure development as well as climate change and resource degradation. There's a dynamic tension between some of these areas that requires unique solutions or entirely new ways of doing things. There's also a tremendous market opportunity. Some estimates place the economic opportunity in meeting the SDGs by 2030 at \$2.3 trillion for food and agriculture, \$4.3 trillion for energy and materials, and \$1.8 trillion for health and well-being<sup>2</sup>.



**Krysta Harden joined DuPont in February 2016 as the company's Vice President of Public Policy and second Chief Sustainability Officer.**

That's why innovation companies like DuPont are so vital — they have the scientific and engineering know-how, as well as the market knowledge, to bridge the divide between two sets of goals that might otherwise appear in competition and capture the opportunity. On the flip side, the risk of inaction is too great. Not working to improve our resource efficiency, combat climate change, and reduce poverty and inequality will continue to place strains on our already fragile systems and create an untenable environment for everyone, including business.

**3. What are some examples of DuPont innovations that you see supporting the SDGs?**

Quite a few. Before the SDGs were released in 2015, our innovation portfolio had been evolving to address a set of global challenges that we believed would shape long-term market opportunity. These challenges include feeding the world, decreasing our dependence on fossil fuels, and protecting people and the environment. As a result, many of our significant innovations are already positively impacting SDG targets.

One example of this innovation is our agreement with the International Maize & Wheat Improvement Center to jointly develop improved crops using CRISPR-Cas advanced plant breeding technology for characteristics that address the needs of smallholder farmers around the world. CRISPR-Cas is a targeted plant breeding method

<sup>2</sup> *Better Business, Better World*. Business & Sustainable Development Commission.

**SOME ESTIMATES PLACE THE ECONOMIC OPPORTUNITY IN MEETING THE SDGS BY 2030 AT \$2.3 TRILLION FOR FOOD AND AGRICULTURE, \$4.3 TRILLION FOR ENERGY AND MATERIALS, AND \$1.8 TRILLION FOR HEALTH AND WELL-BEING.**



that enables the development of healthy seeds by using the best native characteristics available within a crop. The first project is applying CRISPR-Cas to combat maize lethal necrosis disease in Sub-Saharan Africa. In Kenya alone, this rapidly spreading disease affects nearly a quarter of the total maize production, with annual losses representing approximately \$110 million. **This supports several of the SDGs related to poverty (1), hunger (2), and health and well-being (3).**



DuPont is also innovating along the food value chain to reduce global food waste. For example, DuPont Industrial Biosciences has developed a range of DuPont™ Danisco® enzymes that help reduce food waste from baked goods. Approximately 30 percent of bakery products go uneaten, often because they are considered to have gone bad or stale. DuPont's enzymes can extend product freshness. The longer an item stays on the shelf, the more likely it is to be eaten, the more efficiently we are consuming the food intended for our tables. **This directly supports Goal 12** to ensure sustainable consumption and production and reduce food waste.



We also have a deep expertise in providing specialty materials to the solar industry. More than half the world's 700 million solar panels have DuPont materials in them, and DuPont materials have been time-tested in more than 11 trillion panel-hours of outdoor solar field installations globally since 1975. DuPont™ Solamet® products, comprised of our leading PV performance metallization pastes, continue to help make solar more efficient and therefore competitive with conventional forms of fossil-based electricity, a key element of **SDG Goal 7 to ensure energy for all.**

#### 4. Beyond innovation, what is DuPont doing to engage with the SDGs?

One example close to my heart is our commitment to global food security. For many years, DuPont has driven progress toward a robust set of Food Security Goals, including efforts to improve rural farmer livelihoods and educate the next generation of young farmers, as well as develop innovative new products that help farmers become more productive on their land.

We're also facilitating meaningful measurement of the SDGs through the Global Food Security Index (GFSI) — an initiative developed by The Economist Intelligence Unit (EIU) and sponsored by DuPont. The GFSI assesses the availability, affordability, and the quality and safety of food systems in 113 countries, using 18 different factors. For the first time this year, the GFSI is integrating the SDGs into its methodology to provide a deeper understanding into the inputs and drivers of each relevant goal.



Finally, downstream in the food value chain, we're working on initiatives like [The Virtuous Cycle project](#). Based in South Africa, this project brings together a consortium of international companies to accomplish three pillars: provide school children from poor backgrounds with packaged, nutritious meals; transform multilayered food bags into material for desks and other furniture, and; raise awareness among students and teachers on how recycling can turn waste into everyday objects. The project is closely aligned with **SDG 2 (Zero Hunger) and SDG 12 (Responsible Consumption and Production).**

## PROCESS FOR DETERMINING REPORT CONTENT

### 102-46: Defining report content and topic boundaries.

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

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

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

In 2012, we conducted our first analysis with each DuPont business unit. With input from external stakeholders, we developed a list of approximately 20 sustainability issues and then engaged with each DuPont business unit in structured workshops to discuss and prioritize the topics for that business. The results from each business were then synthesized by the corporate sustainability team and plotted on a single matrix, which is presented under 102-47 on the next page.

While external stakeholders were not explicitly engaged to plot or rank issues on the corporate matrix due to the complexity and diversity of DuPont businesses, their input was gathered in several ways. To integrate feedback from external stakeholders into our original assessment — and document changing stakeholder expectations on an ongoing basis — we:

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

Each year we conduct an annual Sustainable Growth Review process led by our Chief Sustainability Officer. During these reviews, we work with the business units to review and refresh their business' sustainability matrix. This process also enables the corporate sustainability team to discuss any shifts or new trends with each of the businesses. Those sustainability issues that are identified as of highest importance to business success and shareholders are also communicated to the relevant corporate committee — such as our Climate & Energy Issue Group — to ensure that appropriate efforts are in place to address and monitor these important issues. The most recent Sustainable Growth Review was conducted in 2015.

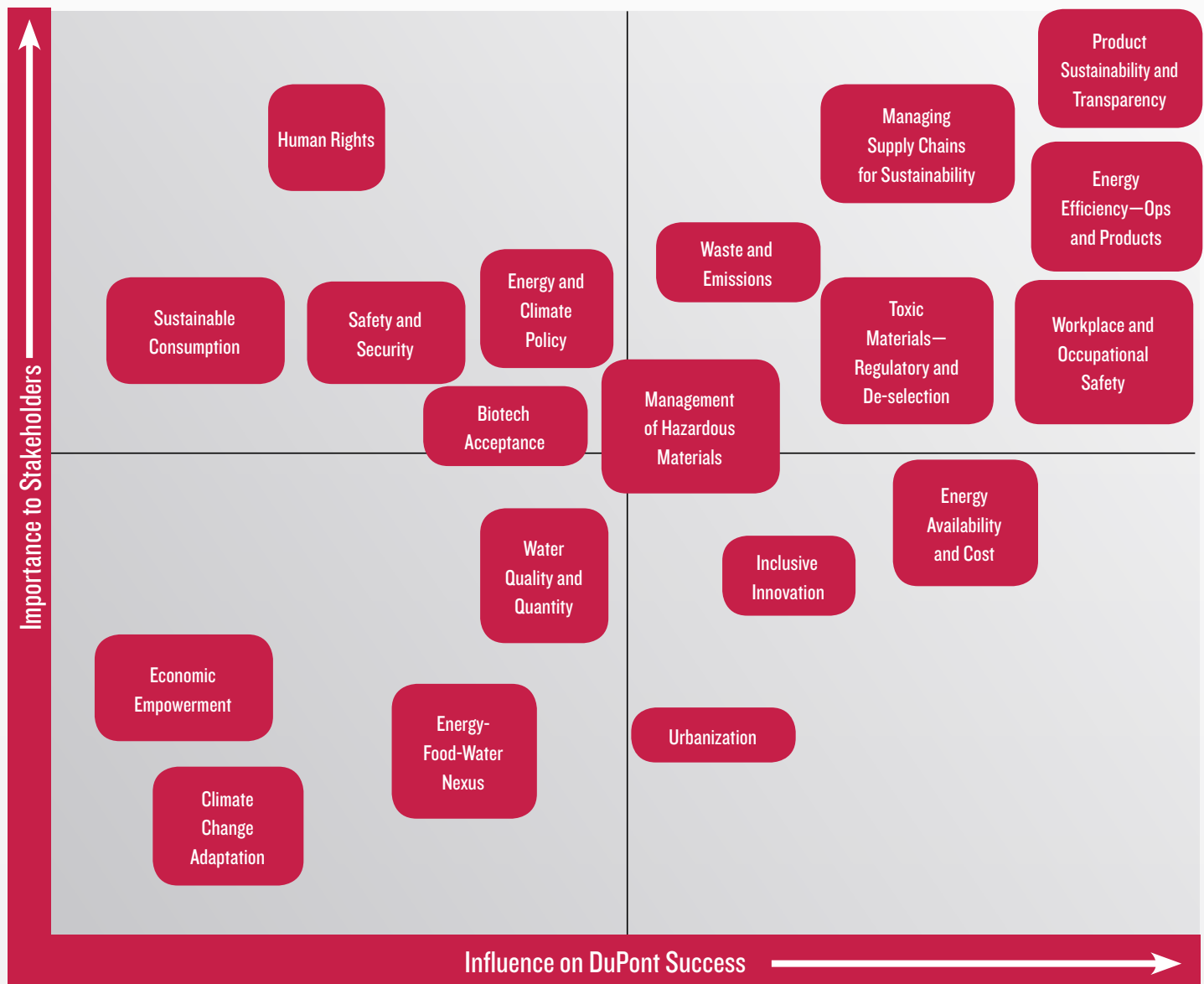
Finally, many of the issues presented on our matrix represent critical trends influencing the sustainability of our business and may not have direct links to GRI topics or indicators. We have identified the issues as "critical trends" and their discussion in this report is primarily contextual to help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

**102-48 and 102-49: Restatements of information; changes in reporting.**

There are no significant restatements of information or changes to the scope or topic boundaries to report for 2016. However, we did make minor revisions to historical performance data reported for our energy goal based on an updated calculation methodology. For details, please see page 24. Stakeholders interested in information from prior years may download previous reports at [sustainability.dupont.com](http://sustainability.dupont.com).

**102-47 List of material topics**

## DuPont Sustainability Materiality Analysis—Summary



### 103-1: Explanation of material topic and its boundary.

Item on DuPont Matrix	DuPont Sustainability Matrix Content Table				
Impact/Issue Area	Description	GRI Standards Topic (if applicable)	Topic Boundary within DuPont	Topic Boundary outside DuPont	Page
Product Sustainability and Transparency	Understanding impacts of products on environmental and human health throughout product life cycle; consumer demands for more transparent products.	Env: Products and Services, Product: Customer Health and Safety; Product Service Labeling; Product Compliance	Yes	Customers and Consumers	47
Managing Supply Chains for Sustainability	End-to-end collaboration and managing sustainability issues across supply chain.	Econ: Procurement Practices; Supplier Environmental Assessment; Supplier Labor Assessment; Supplier Human Rights	Yes	Customers and Suppliers	43
Energy Efficiency—Operations and Products	Operational energy and energy efficient products.	Energy	Yes	—	23
Workplace and Occupational Safety	Process safety management and workplace safety.	Employment; Occupational Health and Safety	Yes	—	36
Waste and Emissions	Waste and environmental emissions resulting from manufacturing processes, waste to landfill, packaging, single use items, food waste.	Emissions; Effluents and Waste; Compliance	Yes	—	28
Toxic Materials	Expansion of REACH-type regulations, companies making voluntary commitments to eliminate certain chemicals. De-selection lists, employee safety/occupational health.	Same as “Waste and Emissions”; Materials	Yes	—	28
Management of Hazardous Materials	Use, transportation, and end-of-life of hazardous substances—raw materials, products, waste, etc.	Same as “Waste and Emissions”; Transportation	Yes	—	28
Energy and Climate Policy	Policy at the local, national, regional, or international levels that aims to drive changes in the type/use of energy (e.g. Renewable Portfolio Standard or other policies to incent increased use of renewable energy) and/or reduce greenhouse gas emissions (e.g. carbon tax, cap and trade).	Public Policy; Emissions	Yes	Markets in which we operate	12
Inclusive Innovation	Collaboration across value chain on innovation to meet societal needs, engage consumers with product design. Emerging trend to drive business to innovate/adapt technology and high-quality, high-performance products so that they are accessible to low-income populations globally.	Economic Performance, Market Presence; Supplier Impacts on Society	Yes	Markets in which we operate	12
Human Rights and Workforce	Increasing expectations on companies managing around issues like child and forced labor, freedom of association, human trafficking, slavery, etc.	Investment; Diversity; Non-discrimination; FOA/Collective Bargaining; Child Labor; Forced or Compulsory Labor; Security Practices; Indigenous People	Yes	Suppliers	41
Safety and Security	Growing focus on personal, institutional, and national safety and security.	Critical Trend	Yes	Markets in which we operate	12
Biotech Acceptance	Role of industrial biotech and agricultural biotechnology in helping to expand food, energy, and industrial production and meet demands of growing global population. Concerns from some stakeholders about prevalence of biotech/GMO.	Marketing Communications	Yes	Customers and Consumers	12
Urbanization	Rapid urbanization and movement from rural to primarily urban environments.	Critical Trend	No	Markets in which we operate	12
Water Quality and Quantity	Growing resource scarcity of water and degraded water quality.	Water	Yes	Communities in which we operate	26
Sustainable Consumption	Enabling more sustainable use of resources, including overall less consumption of goods and resources.	Critical Trend	Yes	Markets in which we operate	12
Energy-Food-Water Nexus	Interconnection and tension between three critical resources.	Critical Trend	No	Markets in which we operate	12
Climate Change Adaptation	Business trends and risks associated with adapting to a changing climate.	Standard Disclosure	Yes	—	19
Economic Empowerment	Business role in enabling economic growth and equality.	Equal Remuneration; Indirect Economic Impact, Communities	Yes	Markets in which we operate	19

## STAKEHOLDER ENGAGEMENT

### 102-40 and 102-42 to 102-43: Stakeholder groups; identifying and selecting stakeholders, and; approaches to stakeholder engagement.

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

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

Specific to sustainability, we believe constructive stakeholder engagement can provide companies with insight into societal expectations for a company and highlight risks and opportunities not uncovered through traditional engagement processes. Our corporate sustainability team regularly engages with NGOs, government representatives, trade associations, civil society organizations, employees, suppliers, and customers to help inform the company's sustainability strategy, goals, and reporting efforts. In some cases, these stakeholders proactively engage with DuPont. In others, we select stakeholders for engagement based on their reputation, credibility, and constructiveness. In doing so, we hope to target stakeholders who can help DuPont understand sustainability issues and opportunities relevant to our company, and develop appropriate strategies in response to them.

### 102-44: Key topics and concerns that have been raised through stakeholder engagement.

In 2016, we engaged with stakeholders on several ongoing and emerging sustainability issues. Examples include:

- Based on growing expectations for supply chain responsibility, DuPont is building on its [Supplier Code of Conduct](#) by implementing a supplier sustainability program. In 2016, we increased the number of priority suppliers engaged in this program and became the second U.S. company to join Together for Sustainability, a chemical industry initiative to promote sustainability in supply chains. Details can be found in the Supply Chain Sustainability section of this report on page 43.
- In 2015, the United Nations released a set of Sustainable Development Goals (SDGs). While these goals are primarily aimed at governments around the world, DuPont — along with other companies — is engaged in the discussion on how to achieve them. On pages 5 and 6, we provide an overview of some of the initiatives in progress at DuPont that support attainment of the SDGs.
- DuPont continues to be engaged in many forums around the world to encourage concerted global action on climate change. To support the Paris agreement on climate change, we signed onto a business statement authored by WBCSD supporting the Pope's encyclical about climate change as well as the Corporate Renewable Energy Buyer's Principles in 2015. In November 2015, DuPont signed the "[Business Backs Low-Carbon USA](#)" letter in support of the Paris Climate Agreement and, in 2017, [DuPont signed a letter](#), organized by C2ES, to U.S. Secretary of State Rex Tillerson and later to U.S. President Donald Trump encouraging continued U.S. participation in the agreement.
- For a number of years, DuPont has supported the enactment of a comprehensive modernization of the Toxic Substance Control Act (TSCA). In 2016, DuPont joined others in congratulating Congress on passing TSCA reform that meets the needs of the 21<sup>st</sup> century and reassures the public about the safety of chemicals used in everyday products.

- We continue to support preservation of the federal Renewable Fuel Standard that requires increased use of low-carbon renewable fuels in motor gasoline and supported the creation, preservation, or extension of renewable energy and energy efficiency tax credits across multiple states and at the Federal level. DuPont supported — largely through one of our trade associations, the Solar Energy Industries Association (SEIA) — improvement/extension of the solar ITC in late 2015. DuPont also supports extension of the cellulosic ethanol tax credit.
- In our 2016 Proxy Statement, DuPont received a stockholder proposal on supply chain deforestation impact that requested information on how DuPont manages feedstocks sourced from potentially sensitive areas. While the proposal was not approved by stockholders at the DuPont 2016 annual meeting, we began providing an expanded discussion of our feedstock management practices in the Supply Chain Sustainability section of this Report beginning on page 43.
- We continue to engage in the public discourse on product transparency and biotechnology acceptance. Along with other members of The Council for Biotechnology Information, we support [GMOAnswers.com](http://GMOAnswers.com), which provides a public venue for individuals and organizations to gain access to information and reports about Genetically Modified Organisms.
- We also provide information on environmental proceedings primarily in our Form 10-K available at [investors.dupont.com](http://investors.dupont.com).

### **103-2: Management approach and its components (grievance mechanisms).**

The management approach for individual topics appears at the beginning of each topic section. This section covers stakeholder grievance mechanisms, which were aggregated into a single disclosure in the new GRI Standards. In general, the mechanisms available to our stakeholders to convey grievances are the same as the channels described at the beginning of this section and in 102-33 and 102-34.

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

We also provide employees globally with access to the [DuPont Ethics and Compliance Hotline](#) and companion internet site.

The DuPont Ethics and Compliance Hotline is a multi-lingual, toll free phone number to call to report suspected violations of the DuPont Code of Conduct. The Hotline is available 24 hours a day, 7 days a week in more than 25 languages. The callers can choose to remain anonymous. If employees call the Hotline, a trained specialist, who is employed by an outside firm, will listen to concerns and take notes to prepare a report that will be forwarded to the appropriate DuPont management for review.

### **413-1: Operations with local community engagement, impact assessments, and development programs.**

DuPont establishes Community Advisory Panels (CAP) at many of our global operating sites to engage our local stakeholders.

Members of these panels do not work for DuPont, but may be regarded as representatives of the community surrounding the site. Most major operating sites have a CAP in place.

Representative subjects that may be discussed by the advisory panel in collaboration with the operating site include safety, environmental policy, transportation to and from the operating site, complaints management, communication, and other topics deemed appropriate by the panel.

## CORPORATE GOVERNANCE

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

Materials provided include:

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

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

We also provide on our investor website all documents we file with the U.S. Securities and Exchange Commission. This includes our annual 10-K report and Proxy Statement. Our 2017 Proxy details additional information related to corporate governance and management compensation.

## Governance of Sustainability at DuPont

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

### 102-18: Governance Structure

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

The Board maintains five committees:

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

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

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

### 102-19: Delegating Authority

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



**102-20: Executive-level responsibility for economic, environmental and social topics.**

DuPont was one of the first publicly traded companies to appoint a Chief Sustainability Officer. The current Chief Sustainability Officer, Krysta Harden, reports to Jim Collins, an Executive Vice President. The Chief Sustainability Officer engages regularly with the Board. For example, a cross-functional set of senior business leaders sits on the corporate Climate & Energy Steering Team (Steering Team) where key global environmental topics — including climate change risks and opportunities — are discussed. The Steering Team is co-chaired by the DuPont Chief Sustainability Officer. Significant climate and energy related issues raised by the Steering Team, which most recently met in 2015, are reported to the EPSC. The EPSC, which met three times in 2016, reports regularly to the Board of Directors on relevant findings, recommendations, and any other matters the committee deems appropriate.

**102-21: Consulting stakeholders on economic, environmental, and social topics.**

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

These include:

- Stockholders and other parties interested in communicating directly with the Board, Chair, Lead Director or other outside director may do so by writing in care of the Corporate Secretary, DuPont, 974 Centre Road, Wilmington, DE 19805.
- Interested parties may use the “*Contact Us*” feature at [investors.dupont.com](http://investors.dupont.com).
- An anonymous toll-free hotline (1-800-476-3016) and [website](#) through which stakeholders may raise concerns relating to accounting, internal controls, auditing or ethical matters. Such matters are immediately brought to the attention of the Company’s internal audit function and handled in accordance with procedures established by the Audit Committee.
- For employees, the company maintains an employee ethics hotline for the reporting of suspected misconduct consistent with applicable laws and other concerns. Employees can also provide input through periodic employee surveys. Any allegations or breaches of the DuPont Code of Conduct are investigated promptly and disciplinary actions around confirmed violations are taken.
- Sustainability-specific questions may also be directed to the DuPont Sustainable Growth Center at the address provided on page 1 of this report.

**102-22: Composition of the highest governance body and its committees, and; 102-23: Chair of the highest governance body.**

Edward D. Breen was appointed interim Chair and CEO effective October 16, 2015 and as Chair and CEO effective November 9, 2015. Except for Mr. Breen, each of the persons who served as director during 2016 is or was, independent within the independence requirements of the New York Stock Exchange listing standards and in accordance with the Guidelines for Determining the independence of DuPont Directors set forth in the Board’s Corporate Governance Guidelines. Detailed information regarding the experience of each Director — including their competencies related to economic, environmental, and social issues — is available in our 2017 Proxy Statement at [investors.dupont.com](http://investors.dupont.com). We also publish information on the governance structure, including committees of the DuPont Board of Directors, committee charters and composition, and tenure requirements on this website.

**102-24: Nominating and selecting the highest governance body.**

The Corporate Governance Committee determines the qualifications, qualities, skills and other expertise required to be a director. Among other responsibilities, it establishes the process for identifying and evaluating director nominees and recommends to the Board nominees for election to the Board of Directors. Directors are selected for their integrity and character; sound, independent judgment; breadth of experience, insight and knowledge; and business acumen. Leadership skills, scientific or technology expertise, familiarity with issues affecting global businesses — including those relating to economic, environmental, and social topics — in diverse industries, prior government service, and diversity are among the relevant criteria, which will vary over time depending on the needs of the Board. The Corporate Governance Committee considers candidates for potential nomination to recommend for approval by the full Board. For additional information regarding diversity, see our Corporate Governance Guidelines, under “Qualifications” and the Director Nomination Process at Appendix A as well as page 14 of our 2017 Proxy Statement under “*Board’s Consideration of Diversity*”. Both the Guidelines and our 2017 Proxy are available at [investors.dupont.com](http://investors.dupont.com).

**102-26: Role of highest governance body in setting purpose, values, and strategy.**

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

**102-27: Collective knowledge of highest governance body.**

As discussed under 102-18, our governance processes are designed to keep all Board members informed about significant economic, environmental, and social issues. The two Board Committees with primary responsibility for sustainability-related topics are the Environmental Policy & Safety Committee and the Human Resources and Compensation Committee. Each of these committees receives regular reports from relevant company functions or groups and, in turn, reports to the full Board of Directors on issues, findings, recommendations, and other matters deemed appropriate.

For example, to manage climate and energy issues, the DuPont Climate & Energy Issue Group was formed. It includes a broad representation from functions and those businesses facing significant risks or opportunities related to climate change. This team, which most recently engaged in 2016, is responsible for engaging key businesses, regions, and functions. For key decisions, the Climate & Energy Issue Group provides recommendations to the Climate & Energy Steering Team (Steering Team) which is made up of senior leaders from businesses and key functions and is co-chaired by Vice President of Public Policy and Chief Sustainability Officer. Several business presidents also sit on the Steering Team. This team, which met most recently in 2015, has been in place for 9 years and continues to evolve as the policy and market context changes, as well as in response to broader corporate action. Significant climate and energy related issues raised by the Steering Team may be reported to the Environmental Policy & Safety Committee.

**102-28: Evaluating the highest governance body's performance.**

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

More information on this process is available at [investors.dupont.com](http://investors.dupont.com).

**102-29 and 102-30: Identifying and managing economic, environmental, and social impacts, and; effectiveness of risk management processes.**

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

In our Stakeholder Engagement section on page 12, we describe some of the ways in which DuPont engages with various stakeholders, including investors, customers, employees, governments, NGOs and members of civil society, and communities. The results of these engagements are regularly incorporated into our planning, risk management, and strategy setting and, where appropriate, communicated to the Board or Board subcommittee through the processes described elsewhere in this section. In addition, 102-21 describes the methods by which stakeholders may contact the Board.

**102-31: Review of economic, environmental, and social topics.**

The meeting policies for each Board subcommittee can be found in their respective charters and the number of meetings each sub-committee held during a year is published in our annual Proxy statement. These resources are available at [investors.dupont.com](http://investors.dupont.com). For example, the EPSC met three times in 2016 while the Human Resources and Compensation Committee met 6 times. Each committee reports regularly to the full Board.

**102-32: Highest governance body's role in sustainability reporting.**

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

## **102-33 and 102-34: Communicating critical concerns, and; Nature and total number of critical concerns.**

The processes by which sustainability-specific concerns are reported to and managed by the highest governance body are described primarily in 102-21 and 102-29 to 102-31.

For purposes of this report, we consider critical concerns primarily through the lens of risk management. The company's operations could be affected by various risks, many of which are beyond its control. The most significant risk factors that could affect our business are included in our annual 10-K report. In 2016, we described several risk factors related to the company's operation. For information, please reference Item 1A of our annual 10-K at [investors.dupont.com](http://investors.dupont.com)

## **102-11. Precautionary approach or principle.**

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

The [DuPont Code of Conduct](#) details the Company's commitment to its four core values: Safety & Health, Environmental Stewardship, Respect for People, and Highest Ethical Behavior. In 102-18, we describe the role and responsibilities of the EPSC and our stakeholder engagement section highlights the numerous ways we engage with stakeholders and work collaboratively to advance progress on environmental and health issues. Finally, our section on product stewardship provides details on the topics covered in our product assessment process, including those related to health and the environment.

## **Remuneration and Incentives**

### **102-35: Remuneration policies; 102-36: Process for determining remuneration, and; 102-37: Stakeholders involvement in remuneration.**

#### ***Executive Compensation***

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 regularly and revised as appropriate. The Committee's membership is determined by the Corporate Governance Committee of the Board and is composed entirely of independent directors. A description of our approach to executive compensation can be found in our 2017 Proxy statement available at [investors.dupont.com](http://investors.dupont.com).

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

#### ***Board Compensation***

Non-employee directors receive compensation for Board service, which is designed to fairly compensate them for their Board responsibilities and align their interests with the long-term interests of stockholders. The Human Resources and Compensation Committee, which consists solely of independent directors, has the primary responsibility to review and consider any revisions to directors' compensation. With the assistance of its independent compensation consultant, Frederic W. Cook & Co., Inc., the Human Resources and Compensation Committee closely monitors trends in director compensation in the marketplace. The process for setting director pay is described in our 2017 Proxy statement, available at [investors.dupont.com](http://investors.dupont.com).

#### ***Ethics and Integrity***

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

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

## 102-16: Values, principles, standards, and norms of behavior.

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

The DuPont Code of Conduct, available in 24 languages [here](#), reinforces our core values. The Code sets expectations for every employee about how to operate our businesses, work with customers, suppliers, and other business partners, serve our shareholders, and interact with our communities and with each other. The Code serves as a resource guide to help all employees make decisions that reflect our DuPont core values. Central to ethics at DuPont is ensuring that each of us purposefully upholds the company's standards. Any act that intentionally violates the law or regulation, and any effort to conceal non-compliance with this Code of Conduct, or with a company policy, constitutes an ethics violation.

## 102-17: Mechanisms for advice and concern about ethics.

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

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

Should the employee feel uncomfortable sharing concerns with these resources, he or she can call the DuPont Ethics and Compliance Hotline, or they may submit their concern using the link provided on the [Hotline website](#). The Hotline is a multilingual service to allow employees, and non-employees, to report concerns or seek advice. It is available 24 hours a day, 7 days a week, and callers can choose to remain anonymous. Trained specialists, employed by an outside firm to support the Hotline, listen to concerns and take notes to prepare a report which is forwarded to the appropriate DuPont management for review, or, in cases involving auditing, accounting or internal controls issues, to the Audit Committee of the DuPont Board of Directors.

## 205-1: Operations assessed for risks related to corruption.

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

## 205-2: Communication and training on anti-corruption policies and procedures.

The DuPont core value of Highest Ethical Behavior is described in the DuPont Code of Conduct. The Code of Conduct and related training are available in 24 languages on the [DuPont website](#) and the employee intranet. Employees receive training and frequent communications on the DuPont Code of Conduct in a number of ways. Training and communications include:

- Every year, all DuPont employees worldwide are required to complete the LegalEagle<sup>sm</sup> DuPont Code of Conduct course, a web-based training module, which contains elements of ethics, anti-corruption, and related topics.
- Periodically issued Business Ethics Bulletins and ETHICSConnections that highlight positive and negative behaviors and increase transparency regarding the seriousness of ethical misconduct.
- New employees receive training on DuPont Core Values and the DuPont Code of Conduct.
- Each DuPont function and business unit has an Ethics & Compliance Champion. These champions are the point of contact for improving and advancing ethics and compliance within each organization and help coordinate ethics and compliance training.
- To uphold this high-standard of ethics and compliance excellence, employees are also required to engage in a formal Business Ethics and Compliance Certification on an annual basis.

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

## 205-3: Confirmed incidents of corruption and actions taken.

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

## 206-1 and 419-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices; Non-compliance with laws and regulations in the social and economic area.

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

## ECONOMIC

### Management Approach

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

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

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

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

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

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

### Economic Performance

For general information on our 2016 economic performance, we encourage stakeholders to review our 2016 Form 10-K and other SEC filings, as well as our 2016 DuPont Data Book, all of which are available at [investors.dupont.com](http://investors.dupont.com).

For specific information and references related to direct economic value generated (201-1), coverage of the organization's defined benefit obligations (201-3), and financial assistance received from the government (201-4), please see the references provided in the Content Index in Appendix A.

#### **201-2: Financial implications and other risks and opportunities for the organization's activities due to climate change.**

The company's operations could be affected by various risks, many of which are beyond its control. The most significant risk factors that could affect our business are included in Item 1A of our annual 10-K report. In our 2016 10-K, available at [investors.dupont.com](http://investors.dupont.com), we identified legislation to address climate change by reducing greenhouse gas emissions and establishing a price on carbon as a potential risk that could increase energy costs and price volatility.

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

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

## Market Presence

### **202-1: Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.**

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

## Indirect Economic Impacts

### **203-1: Infrastructure investments and services supported.**

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

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

Finally, DuPont periodically invests in the construction of new facilities that impact the communities in which they are located by providing jobs and foster the development of local infrastructure systems to supply the facility with materials and feedstocks. For example, DuPont launched a \$225 million cellulosic ethanol plant in Nevada, Iowa in 2015 that is among the first commercial-scale cellulosic biorefineries in the world. The plant will convert corn stover (corn cobs, leaves and stalks) to 30 million gallons of fuel-grade ethanol annually. DuPont is devoted to working with producers to create value across the biomass supply chain. Our vision is to provide sustainable solutions to the evolving advanced biofuels market globally, while creating new opportunities for rural communities in America and around the world.

### **203-2: Significant indirect economic impacts.**

Our unique combination of science, proven research and development, broad global reach and deep market penetration means that we provide significant indirect economic impacts in many ways. As one of the world's premier science companies, our products help enable productivity, sustainability, food security, and efficiency in the value chains they support. For example, about \$2.6 billion of the Company's 2014 revenue was generated from sales of products that help direct and downstream customers improve energy efficiency and/or reduce GHG emissions. Examples of other benefits are included in the description of our three strategic focus areas at the beginning of this section.

In addition, DuPont gives back to the communities in which we live and work, as part of our commitment to improve quality of life, vitality and sustainability around the world. DuPont has backed this commitment with financial contributions and the active volunteer participation of our employees with our partner, the United Way. We focus on enabling programs and nonprofit organizations that enhance sustainability in the communities in which we operate around the world. The areas of focus for our philanthropic work are described in 203-1. Our global reach and diverse portfolio of businesses also means we invest significant resources in our supply chain. These investments support jobs and can help stimulate growth in the communities and regions in which we operate. To learn more, please visit the Supply Chain section of this report on page 43.

## DuPont 2020 Food Security Goals

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

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

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

### Innovating to Feed the World

DuPont committed \$10 billion to research and development, and the introduction of 4,000 new products by the end of 2020. The work centers on developing innovations that will produce more food, enhance nutritional value, improve agriculture sustainability, boost food safety, extend food freshness and reduce waste. Through 2016, we have invested approximately \$5.9 billion and introduced nearly 3,500 new products.

Figure 1: Progress — R&D Innovation

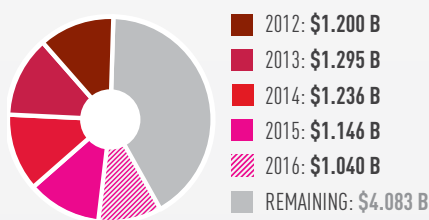
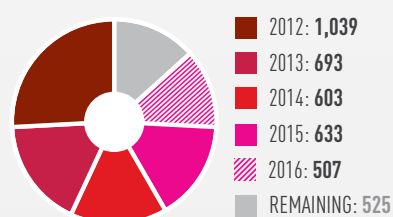


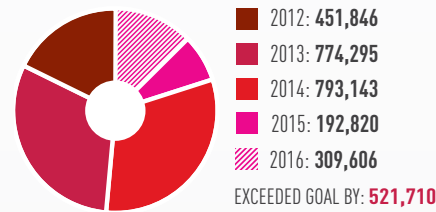
Figure 2: Progress — New Product Innovation



## Engaging and Educating Youth

By the end of 2020, DuPont will facilitate 2 million engagements with young people around the world to transfer the knowledge of sustainable food and agriculture and the impact it will have on a growing population. Despite formally achieving our goal of 2 million engagements in 2014, we continue our progress in this area and have now engaged more than 2.5 million youth.

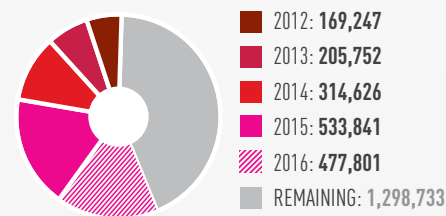
Figure 3: Progress — Youth Engagement



### Improving Rural Communities

DuPont will work to improve the livelihoods of at least 3 million farmers and their rural communities through targeted collaborations and investments that strengthen agricultural systems and make food more available, nutritious and culturally appropriate. This is in addition to the work already being done by DuPont to enhance the lives of hundreds of millions of farmers through our normal business practices. Through 2016, we have improved the livelihoods of approximately 1.7 million farmers and their rural communities.

Figure 4: Progress — Rural Development



To learn more about our Food Security efforts, please visit [foodsecurity.dupont.com](http://foodsecurity.dupont.com).

## ENVIRONMENT

### Management Approach

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

#### *I. Reducing our footprint*

Decades ago, we began to focus on the environmental impact of our operations and pro-actively respond to calls for environmental compliance. In 1989, when we announced our first set of corporate goals, our focus was on reducing the environmental footprint of our manufacturing operations. Subsequent sets of corporate sustainability goals have continued our drive toward a smaller footprint, and committed us to apply our science and innovation to deliver sustainable solutions. In 2006, for example, we began reporting on several publicly announced 2015 footprint goals (e.g. 15% absolute greenhouse gas reduction target) and, in 2013, achieved most of these goals two years ahead of schedule.

In 2015, we announced a new set of 2020 sustainability goals, which include the following footprint goals:

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

#### *II. Embedding sustainability in our innovation process*

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

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

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

#### *III. Transparency and engagement*

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

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



## Materials

### 301-1 to 301-3: Materials used by weight/volume and recycled input materials used.

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

Approximately 53% of our \$8.8 billion sourcing and logistics spend in 2016 went to the top purchased energy and raw materials, 34% went to other purchased energy and raw materials, and 13% went to packaging and logistics. Additional details, including a list of our top purchased energy and raw materials, are available in the annual DuPont Data Book, available at [investors.dupont.com](http://investors.dupont.com). Our renewable fuel use is provided in 302-1.

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

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

### 301-3: Reclaimed products and their packaging materials.

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

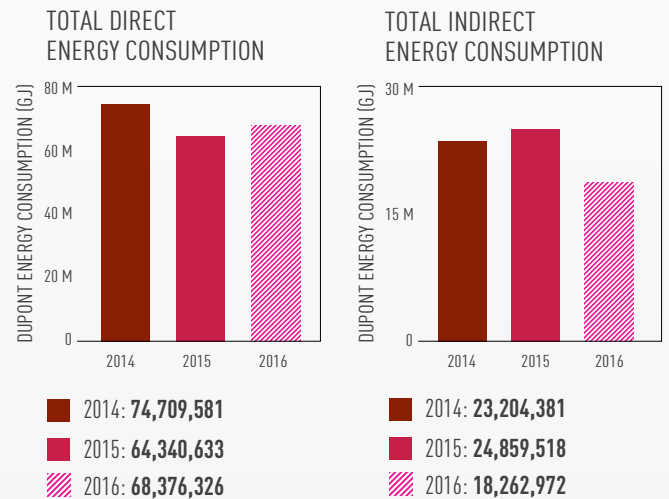
## Energy

### 302-1 and 302-2: Energy consumption within and outside of the organization.

The information in Figures 5 and 6 below presents 2016 DuPont energy performance metrics. Overall, from 2015 to 2016, our direct energy consumption increased by approximately 6% while our indirect energy consumption decreased by approximately 28% (Figure 5). A key driver for this respective increase and decrease was the re-start of a cogeneration operation that generates electricity and steam by combusting natural gas.

While our direct energy consumption increased, we did decrease our consumption of coal by approximately 50% due to fuel switching at some of our sites and the continued competitiveness of natural gas.

Figure 5: Energy Consumption (2014 – 2016)



### 302-3: Energy Intensity

DuPont has an energy intensity goal to reduce non-renewable energy use by 10% per price adjusted dollar revenue by 2020 compared to a baseline of 2010. We set an initial milestone of 3% reduction by 2015. Last year, we formally achieved this interim target with an energy intensity of 90.6% of baseline. As of the end of 2016, we have achieved an 10.8% reduction in our energy intensity (Figure 6).

Revenues are modified to 2010 equivalent values by eliminating annual price adjustments and currency effects, as reported in our annual 10-K reports, and modified historically to include acquisitions and exclude divestitures. A modification in how these figures were calculated for our energy goal shifted the accounting from a business-by-business approach to an aggregate corporate view that better reflected data reported in our annual 10-K reports. As a result, minor revisions were made to the historical energy goal performance metrics reported this year versus what has been reported in prior year GRI reports.

Figure 6: DuPont 2020 Energy Goal Progress

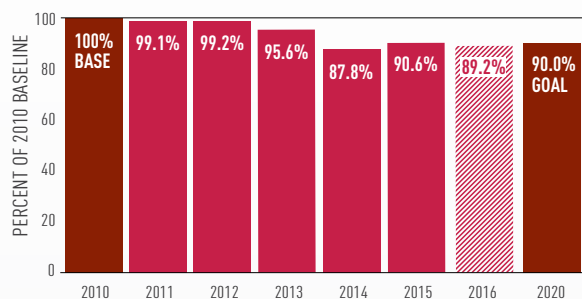


Table I: Direct Energy Consumption (2015 – 2016)

Non-Renewable Fuels	2015			2016		
	MMBTU	Mwh	GJ	MMBTU	Mwh	GJ
Coal	630,898	184,898	665,633	300,667	88,117	317,221
Distillate fuel Oil (#1 and #2) and Diesel Fuel	702,289	205,821	740,955	513,487	150,488	541,757
Liquefied Petroleum Gas (LPG) and Propane	85,106	24,942	89,792	89,554	26,246	94,484
Natural Gas	52,589,359	15,412,421	55,484,717	57,294,454	16,791,349	60,448,855
Petrol/Gasoline and Aviation Fuel	732,142	214,570	772,450	592,123	173,534	624,723
Residual Fuel (#4, #5, and #6)	851,944	249,680	898,849	302,362	88,614	319,009
Waste Gases and Liquids	4,234,500	1,241,010	4,467,634	4,331,503	1,269,438	4,569,978
Miscellaneous	53	16	56	10,164	2,979	10,723
Non-Renewable Fuels Subtotal	59,826,291	17,533,357	63,120,085	63,434,313	18,590,764	66,926,750
Biogenic Sources (Renewable Fuels)*	1,156,856	339,041	1,220,548	1,373,933	402,660	1,449,576
Grand Total	60,983,147	17,872,398	64,340,633	64,808,246	18,993,424	68,376,326

\*Includes Biodiesel, Biogas, Landfill Gas, Wood and Other Biomass.

Table 2: Indirect Energy Consumption (2015 – 2016)

Scope 2—Purchased Energy	2015		2016	
	Mwh	GJ	Mwh	GJ
Electricity	3,899,402	14,037,845	2,197,811	7,912,118
Chilled Water	242	870	—	—
Heat Transfer Fluid	7,967	28,681	7,510	27,035
Steam	3,155,904	11,361,256	2,867,727	10,323,818
Grand Total	7,063,515	25,428,653	5,073,048	18,262,972

### **302-4 and 305-5: Reduction of energy consumption and greenhouse gas emissions achieved through initiatives.**

DuPont's corporate energy efficiency and energy-related greenhouse gas emissions reduction strategy is managed through our Bold Energy Plan. We have a database that tracks plant performance toward annual energy targets. Since the inception of the Bold Energy Plan in 2008, DuPont has realized significant energy savings outcomes. In 2016, approximately 130 projects were under review or in active implementation. A wide range of energy efficiency projects have been implemented at DuPont facilities (e.g., process optimization, fuel switch) to reduce energy use and Scope 1 and 2 emissions. In 2016, the estimated potential or realized annual CO<sub>2</sub>e savings for all projects was approximately 146,000 metric tons.

DuPont accounts for emission savings from energy efficiency projects by determining the start date for each project and measuring annual savings from that point. As a result, the reporting year figures provided may include savings from projects initiated in the previous reporting year but resulted in emissions savings for the reporting year. The Bold Energy Plan was launched in January 2008 and is expected to continue indefinitely as DuPont's method of driving continuous improvement in energy efficiency at its global facilities. For additional details, please see our CDP Climate Change submissions available in the reporting section of [sustainability.dupont.com](http://sustainability.dupont.com).

### **302-5: Reduction of energy requirements of products and services.**

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

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

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

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

**Agricultural Decision Support Tools:** DuPont Pioneer recently launched Encirca<sup>SM</sup>, a new decision support tool for farmers.

Encirca<sup>SM</sup> provides the farmer with a platform for recording and organizing land and crop observations, delivers personalized information acre by acre that allows the farmer to make more informed decisions about nitrogen management, irrigation management, and other decisions and factors that impact the yield, profit, and sustainability of the farm. For example, Encirca<sup>SM</sup> can help farmers manage nitrogen application rate and timing in a way that may decrease the overall amount of nitrogen needed, an opportunity for farmers to reduce their input cost per bushel of corn produced, while reducing the environmental impact of nitrogen fertilizer production, application and use.

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

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

## Water

### 303-1 and 303-2: Water withdrawal by source and water sources significantly affected by withdrawal of water.

The information in Table 3 presents 2010–2016 DuPont water data. Since 2010, our total water consumption decreased by approximately 4% while our total water withdrawals increased by approximately 20%. Stakeholders interested in additional information related to our water performance may view our CDP Water surveys available in the reporting section of our website at [sustainability.dupont.com](http://sustainability.dupont.com)

As part of our new 2020 sustainability goals, we have committed that all DuPont sites in locations evaluated as high or extremely high water-risk will establish water risk mitigation plans and complete priority implementation objectives by 2020. In 2015 and 2016, the primary progress achieved against this new goal was its announcement in November 2015 and working to educate and support the businesses in 2016. To understand our water risks and impact, we use both the World Business Council for Sustainable Development (WBCSD) Global Water Tool and the World Resources Institute (WRI) Aqueduct Water Risk Modeling Tool. The WBCSD tool enabled identification of those operations in locations projected to be scarce or stressed water locations by 2025. The WRI tool provided information on a broader number of water risk parameters with projections to 2030.

Based on our assessments using these tools, we do not believe any DuPont withdrawals significantly affect any water sources for the following reasons:

- 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 are known to have or are highly likely to have significant impacts on the water body and associated habitats.
- 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 an endangered species of plant or animal).



### 303-3: Percentage of total volume of water recycled and reused.

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

**Table 3: Water Consumption and Withdrawals (megaliters)**

All values in megaliters	2010	2011	2012	2013	2014	2015	2016
Total Water Consumption	58,377	62,460	60,212	58,817	57,460	53,978	56,109
Groundwater Consumption	23,292	24,052	24,804	23,665	24,216	21,214	22,461
Municipal Water Consumption	20,312	19,663	18,087	19,139	18,689	17,370	17,921
Surface Water Consumption	14,773	18,746	17,321	16,014	14,556	15,393	15,728
Total Water Withdrawal	188,261	187,963	194,179	189,517	192,543	219,850	225,255
Groundwater Withdrawal	31,259	27,196	30,892	35,015	33,729	25,612	28,741
Municipal Water Withdrawal	20,312	19,663	18,087	19,139	18,689	17,370	17,921
Surface Water Withdrawal	136,690	141,104	145,201	135,363	140,125	176,867	178,594

## Biodiversity

### **304-1 to 304-4: Operational Sites Owned, Leased, Managed in, or Adjacent to, Protected Areas or High Biodiversity areas; Habitats protected or restored; Significant product impacts on areas of high biodiversity; Total number of IUCN red level or threatened species in areas near operations.**

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

DuPont engages in activities to protect and restore habits. For example, DuPont has sites around the world certified by the Wildlife Habitat Council. The sites include the corporate headquarters campus, research facilities and plant sites. The Wildlife Habitat Council is a U.S. based non-profit organization dedicated to increasing the quality and amount of wildlife habitat on corporate, private and public lands. Each certified site has a group of employee volunteers that lead programs promoting wildlife habitat enhancement and conservation education programs. Site Wildlife Habitat teams translate our sustainability objectives into tangible and measurable on-the-ground action. In 2016, 6 sites were certified by the Wildlife Habitat Council.

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

### **306-5: Water bodies affected by organization's discharge of water and runoff.**

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

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

## Emissions

### 305-1 and 305-2: Direct and indirect emissions.

The information in Table 4 below presents 2010-2016 DuPont greenhouse gas (GHG) emissions data. Stakeholders interested in viewing additional information related to our emissions performance may view our CDP Climate Change surveys available in the reporting section of [sustainability.dupont.com](http://sustainability.dupont.com).

Direct GHG emissions, also known as Scope 1 GHG emissions under the WRI/WBCSD Greenhouse Gas Protocol, are emissions from sources that are owned or controlled by DuPont. In 2016, the gross DuPont Scope 1 GHG emissions were approximately 3.814 million metric tons of CO<sub>2</sub>e. Indirect GHG emissions, also known as Scope 2 GHG emissions under the WRI/WBCSD Greenhouse Gas Protocol, are emissions from sources not owned or controlled by DuPont (e.g., purchased electricity, steam, heat and chilled water). In 2016, the gross DuPont Scope 2 GHG emissions were 2.532 million metric tons CO<sub>2</sub>e. Combined Scope 1 and Scope 2 emissions for 2016 were 6.346 million metric tons CO<sub>2</sub>e, approximately 4.4% higher than in 2015.

While we report our gross Scope 1 and Scope 2 emissions as required under various reporting schemes, we set our goals based on those emissions over which we truly have control, thereby excluding emissions due to energy generated for third parties, such as non-DuPont tenants or adjacent facilities. We also consider GHG offsets due to the purchase of renewable electricity. On this “goal” basis, our Scope 1 and Scope 2 emissions were 5.380 million metric tons in 2016, reflecting a 1.1% decrease versus 2015 and an 8.7% decrease since 2010. Our Scope 1 and Scope 2 emissions have been reviewed by a third party, WSP Environment and Energy, which has provided a limited assurance statement verifying these emissions. The most recent statement is in Appendix B.

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

	2010	2011	2012	2013	2014	2015	2016
Scope 1	2,918,481	4,269,316	4,272,739	4,382,573	4,188,154	3,518,851	3,814,000
Scope 2	3,043,797	2,613,602	2,586,323	2,587,167	2,608,368	2,559,368	2,532,924
Scope 1+2	5,962,278	6,882,918	6,859,062	6,969,740	6,796,523	6,078,219	6,346,924
Goal Basis	5,895,468	5,724,115	5,820,951	5,955,582	5,719,207	5,437,885	5,380,689

**Table 5: 2020 Greenhouse Gas Emissions Intensity Goal Progress**

	2010	2011	2012	2013	2014	2015	2016
Price Adjusted Revenue Basis (2015 Baseline), \$ Million	23,663	23,598	23,632	25,430	26,603	25,024	25,097
Scope 1	0.123	0.181	0.181	0.172	0.157	0.141	0.152
Scope 2	0.129	0.111	0.109	0.102	0.098	0.102	0.101
Scope 1+2	0.252	0.292	0.290	0.274	0.255	0.243	0.253
Goal Basis	0.249	0.243	0.246	0.234	0.215	0.217 2020 Goal Baseline	0.214

### 305-3: Other indirect greenhouse gas emissions (Scope 3).

In 2016, we collected and reported on 3 of the 15 Scope 3 categories — Fuel- and energy-related activities (not included in Scope 1 or 2), business travel, and employee commuting (Table 6 next page). The largest of these (fuel- and energy-related activities) has been reviewed by a third party, WSP Environment and Energy, which has provided a limited assurance statement verifying these emissions. The most recent statement is in Appendix B.

### 305-4: Greenhouse gas emissions intensity.

As part of our 2020 sustainability goals announced in 2015, we committed to further reducing our greenhouse gas emissions intensity by 7% from a 2015 baseline. This goal was developed using an early draft of the “SDA” tool developed by Science-based Targets.org, a joint initiative of CDP, World Resources Institute, WWF and the UN Global Compact. The SDA tool has not yet been finalized for the chemicals industry and, as a result, it is not presently possible for DuPont to have a science-based goal for emissions. Our goal is an intensity goal measured in metric tons CO<sub>2</sub>e per dollar of price-adjusted revenue. In 2015, we established a baseline of 0.217 kg CO<sub>2</sub>e/\$ for this new goal. In 2016, the first full year reporting was possible, we improved our emissions intensity by 1.3%. Since 2010, we have improved our emissions intensity by more than 8%.

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

**Table 6: DuPont 2016 Scope 3 Emissions (metric tons)**

Scope 3 Category	2015
Fuel-and-energy-related activities (excluding Scope 1 and 2)	1,948,013
Business Travel	58,328
Employee Commuting	59,000
Total	2,065,341

**305-6 and 305-7: Emissions of ozone-depleting substances, NOx, SOx, and other significant air emissions.**

The information below presents 2010–2016 DuPont NOx, SOx, Volatile Organic Compound (VOC), and air carcinogen emissions data.

**NOx Emissions (metric tons)**

From 1995 to 2003, DuPont reduced nitrogen oxides (NOx) by approximately 57%. This included the Invista business. After divesting Invista, from 2004 to 2008, we further reduced NOx emissions by 19%. The Table below provides data between 2010 and 2016. In 2016, we decreased our NOx emissions by approximately 10% versus 2015 and more than 30% versus 2010.

**Table 7: Nitrogen Oxide Emissions (metric tons)**

	2010	2011	2012	2013	2014	2015	2016
NOx	4,110	3,986	3,944	3,770	3,527	3,120	2,824

**Table 8: Sulfur Oxide Emissions (metric tons)**

	2010	2011	2012	2013	2014	2015	2016
SOx	2,502	2,035	2,079	2,098	1,988	690	553

**Table 9: Volatile Organic Compound Emissions (metric tons)**

	2010	2011	2012	2013	2014	2015	2016
VOCs	3,368	3,075	4,063	2,972	2,815	2,442	2,412

**SOx Emissions (metric tons)**

From 1995 to 2003, DuPont reduced sulfur oxides (SOx) by approximately 37%. This included the Invista business. After divesting Invista, from 2004 to 2008, we reduced SOx emissions by an additional 17%. In 2016, we reduced our SOx emissions by approximately 20% versus 2015 and by 78% versus 2010.

**Volatile organic compound (VOCs) emissions (metric tons)**

From 2004 to 2008, DuPont reduced VOCs emissions by 11%. In 2016, we reduced VOCs by approximately 1.3% versus 2015 and by 28.4% versus 2010.

**Air Carcinogen Emissions (metric tons)**

From 1990 to 2004, DuPont reduced global air carcinogen emissions by 92%. In 2006, we began a renewed Air Carcinogens goal (2004 baseline) to account for expanded coverage of an increased number of compounds and the divestiture of Invista. Since 2004, DuPont achieved an additional 66% reduction. Due to these significant historic reductions achieved both through management practices and corporate divestitures, air carcinogens no longer represent a significant class of emissions for the company.

## Effluents and Waste

### 306-1: Water discharge by quality and destination.

We do not track total water discharge, but the company began tracking Chemical Oxygen Demand (COD) in 2011. No goal has been set. COD figures reported include both discharges directly to surface water and discharges to off-site treatment systems. In 2016, COD discharges included:

- 18,037 metric tons to surface water, representing a 14% decrease versus 2015.
- 80,520 metric tons to off-site treatment, representing a 14.8% increase versus 2015.

### 306-2: Waste by type and disposal method.

The tables below present data on global waste, beneficial use of waste, and U. S. Toxic Release Inventory waste, release and transfer data for 2010-2016. In 2016, our total non-hazardous and hazardous waste disposal was approximately 263,995 metric tons.

We also expanded our collection and aggregation of waste at the corporate level in 2015, most notably by providing information related to our beneficial use of waste (Table 11) below. It should be noted that our definition of 'Beneficial Use — Reuse' includes co-products (generally products that create small additional revenue but are not the principal product of the operation) and side-products (a product recycled back into its own process). In 2016, our total beneficial use of waste was 465,640 metric tons, approximately 1.75x higher than our total disposal of hazardous and non-hazardous waste.

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

	2010	2011	2012	2013	2014	2015	2016
Incinerated Hazardous Waste	44,263	33,528	35,611	46,173	155,200	110,373	152,188
Incinerated Non-Hazardous Waste	—	—	—	—	13,521	27,609	24,027
Landfilled Hazardous Waste	—	7,793	6,630	6,698	6,719	5,863	4,958
Landfilled Non-Hazardous Waste	33,424	61,025	61,035	66,559	62,403	56,014	63,244
Waste — Hazardous — Other	—	—	—	—	—	12,035	8,323
Waste — Non-Hazardous — Other	—	—	—	—	—	9,475	11,371
Total Hazardous Waste Disposal						128,268	165,469
Total Non-Hazardous Waste Disposal						90,787	98,643

**Table 11: Beneficial Use of Waste (metric tons)**

	2015	2016
Beneficial Use — Reuse	205,886	197,539
Beneficial use — Recycling/Reclamation/Recovery	139,872	149,223
Beneficial Use — Composting	11,277	11,533
Beneficial Use — Land Application (non-landfill)	45,913	45,650
Beneficial Use — Energy Recovery	55,448	59,975
Beneficial Use — Other	942	1,719
Total Beneficial Use	459,338	465,640

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

	2010	2011	2012	2013	2014	2015	2016
Total Waste as Generated	163	261	177	227	227	237	139
Deepwell Disposal of Hazardous Waste	0.86	0.85	0.84	0.81	0.81	0.79	0.72
Releases to Air, Water, and Land	6.3	6.8	7.8	9.8	8.1	5.4	4.4
Offsite Transfers	30.1	32	35.7	42.4	37.9	33.1	33.6
Releases and Transfers	36.4	38.7	43.5	52.2	46	38.4	38.1



### 306-3: Total number and volume of significant spills.

The company operates global manufacturing, product handling and distribution facilities that are subject to a broad array of environmental laws and regulations. Such rules are subject to change by the implementing governmental agency, and the company monitors these changes closely. Company policy requires that all operations fully meet or exceed legal and regulatory requirements. In addition, the company implements voluntary programs to reduce air emissions, minimize the generation of hazardous waste, decrease the volume of water use and discharges, increase the efficiency of energy use and reduce the generation of persistent, bioaccumulative and toxic materials. For information related to significant spills and other environmental matters please refer to 2016 Form 10-K available at [investors.dupont.com](http://investors.dupont.com).

### Commitment to Responsible Care® and ISO 14001

#### 413-2: Operations with actual and potential negative social impacts on local communities.

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

1. Identify and evaluate potential hazards and risks associated with their products, processes, distribution and other operations, then establish goals and objectives to address any significant hazards and risks, taking concerns of employees, communities, customers, suppliers and other stakeholders into consideration.
2. Establish, document and communicate responsibilities to meet stated goals and objectives, including processes to identify and meet staff training needs.
3. Check their progress by engaging in a number of activities, including self-assessments—companies measure and evaluate their performance, including compliance with regulatory and legislative requirements, and take corrective and preventive action to make necessary adjustments to the management system.
4. Periodically review the adequacy and effectiveness of the management system and make any changes necessary to enhance performance. The results of this process are shared with the company's stakeholders.

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

In 2016 and 2017, DuPont achieved several important milestones in our ongoing commitment to maintaining a strong SHE Management System aligned with globally recognized standards for excellence. These included:

- Implementing the updated DuPont SHE Management System Standard. This standard is used by DuPont sites and businesses to manage safety, health, and environmental activities. The overall DuPont Commitment to SHE is signed by DuPont senior executives, is publicly available, and can be [found here](#).
- Completing the RCMS 3-year recertification audit at corporate Headquarters as well as RCMS third party audits at a sampling of sites to finalize the recertification process.
- Completing ISO 14001 certification of our remaining 13 manufacturing sites. Currently, 105 manufacturing sites and DuPont Headquarters are certified to the ISO 14001 standard under a corporate certificate. These sites and Headquarters receive periodic 3rd Party audits under the corporate certification to assess their environmental management systems. In addition, we have several sites that are independently certified. Combined with those sites under the corporate certification, this represents 100% of total current DuPont manufacturing sites. The remaining legacy sites are expected to be added to the corporate certificate in the near future.
- Updating our Corporate Environmental Management System (EMS) to be conformant to the 2015 version of the ISO 14001 standard. All manufacturing sites and Headquarters are currently in the process of implementing the new requirements to be certified to the new standard prior to the September 2018 deadline.

## Additional Information and References

We disclose information related to significant fines for noncompliance with environmental laws and regulations (307-1) and total environmental expenditures and investments by type primarily in our annual Form 10-K and available at [investors.dupont.com](https://investors.dupont.com). Please see our GRI content index for specific links and page references.

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

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

## SOCIAL

### Management Approach

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

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

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

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

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

**Equal Opportunity:** DuPont is an equal opportunity employer. It is our policy not to discriminate against any employee or applicant for employment because of age, race, religion, color, gender, disability, national or ethnic origin, ancestry, marital status, family status, sexual orientation, gender identity or expression, or veteran status with respect to any terms or condition of employment, including hiring, promotion, demotion, transfer, recruitment, termination, rates of pay, or other forms of compensation and selection for training.

**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 for their unique background, thinking, experience, knowledge, skills, needs and abilities.

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

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

### Our People and Employment

#### 120-7 and 102-8: Scale of organization and information on employees and other workers.

As of December 31<sup>st</sup>, 2016, the total DuPont global workforce was approximately 46,000, excluding contractors and seasonal workers. Of this total, 99.5% were full-time were and 0.5% are part-time. There are not a significant number of self-employed or seasonal workers in our workforce.

#### 401-1: New employee hires and employee turnover.

In 2016, DuPont hired approximately 2,300 employees and experienced a global turnover rate of 16%. For purposes of this report, turnover is defined as voluntary and involuntary attrition.

Table 13: DuPont Workforce (2016)

Region	Male (%)	Female (%)	Total
United States	72%	28%	20,837
Latin America	70%	30%	4,225
Canada	64%	36%	901
EMEA	70%	30%	11,180
Asia Pacific	71%	29%	9,157
Total	71%	29%	46,300

Table 14: New Hires by Gender and Age (2016)

Region	Percent New Hires
Male	71%
Female	29%
Age <30	47%
Age 30–50	45%
Age 50+	7%
Total	2,292

#### **401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees.**

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

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

For the United States Region:

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

- **Medical Coverage:** The Company pays 70% of the total cost for employees.
- **Dental Coverage:** The Company provides dental coverage free to employees (\$0 premium).
- **Vision Coverage:** The Company offers a vision plan at group rates to employees.
- **Flexible Spending accounts**
- **Employee Life Insurance:** The Company provides basic life insurance equal to 1x pay to employees. Supplemental employee life insurance up to 7x pay may be purchased by employees at full cost.
- **Dependent Life Insurance:** Available for employees to purchase at full cost.

- **Accidental Death Insurance:** The Company provides employees with accidental death insurance equal to 1x pay. Supplemental accidental death insurance for the employee, spouse, or children may be purchased by employees.
- **Vacation Buying:** Employees may purchase up to one week of vacation, in addition to their Company-paid time off.

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

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

- **Guidance Resources:** The Company provides help to manage work/life responsibilities with practical advice, useful materials and local referrals. One can obtain personalized and confidential consultation with experienced counselors on topics such as parenting, education planning, caring for older relatives, and career planning.

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

- **Pension Plan:** A traditional, defined benefit pension is available.
- **Retiree Medical and Dental Coverage:** All full-time and part-time employees who qualify to receive a pension benefit are covered. The Company contribution towards retiree medical and dental coverage is prorated based on the years of service used in calculating the pension benefit<sup>3</sup>.
- **Retiree Life Insurance:** All full-time and part-time employees who qualify to receive a pension benefit also receive retiree life insurance from the Company<sup>3</sup>.

<sup>3</sup> Employees must be age 50 or older as of November 30, 2018 to be eligible for Retiree Medical, Dental and Life Insurance coverage.

#### 401-3: Parental leaves.

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

For the United States Region benefits include:

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

## Labor Relations and Freedom of Association

### 102-41: Collective bargaining agreements.

As of December 2016, approximately 10% of the total exempt employee and 21% of the non-exempt employee workforce was covered by collective bargaining agreements in the United States.

The DuPont Code of Conduct outlines company global policy and commitments to external initiatives in the areas of human rights, respect for people, and freedom of association, among others. The DuPont Human Rights Policy and Principles on Child and Forced Labor are based on our core values of Safety & Health, Environmental Stewardship, Highest Ethical Behavior, and Respect for People. These policies operate in conjunction with and support our Code of Conduct, The DuPont Commitment — Safety, Health & Environment, our product stewardship programs, our regulatory compliance program, and our endorsement of the ten principles in the U.N. Global Compact. Compliance with these policies and applicable laws is every employee's responsibility.

### 402-1: Minimum notice periods regarding operational changes.

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

### 403-4: Health and safety topics covered in formal agreements with trade unions.

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

### 407-1: Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken.

As of December 2016, we were not aware of any risks.

## Occupational Health and Safety

As one of our core values, Safety and Health is integral to how we operate as a company. DuPont believes that all injuries, occupational illnesses, and safety and environmental incidents are preventable. The company is committed to zero for these incidents. We also promote off-the-job safety for employees. In 2015 and 2016, we made important progress in our continuous effort to improve the safety of our operations. These included:

- Updating the DuPont SHE Management System Standard in 2015. This standard is used by DuPont sites and businesses to manage safety, health, and environmental activities. The overall DuPont Commitment to SHE, which was updated during this process and signed by DuPont senior executives, is publicly available and can be [found here](#).
- Changing a previous committee to the Board of Directors (the Environmental Policy Committee) to the Environmental Policy and Safety Committee.
- Scheduling a series of visits by members of the Board of Directors to DuPont plants to tour the facilities and speak with plant leaders regarding safety practices, among other matters.
- Completing RCMS 3-year recertification audit at corporate HQ as well as conducting an integrated review for corporate recertification of RCMS and a surveillance audit for ISO 14001 in 2016. In addition, we are completing RCMS third party audits at a sampling of sites to finalize the recertification process.
- Continuing to provide information related to our safety and health management practices and performance in publicly accessible forums. For example, as an American Chemistry Council member, we provide information on worker safety, product safety, transportation safety, and process safety to Responsible Care®. This company level data, along with industry and manufacturing benchmarks, is [available here](#).
- Improving our year-over-year performance for key employee and contractor safety performance indicators such as injury and illness and lost workday case rates. More information on these indicators and how they compare with relevant benchmarks is provided under 403-2.

### 403-1: Workers representation in formal joint management-worker health and safety committees.

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

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

### 403-2: Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region and by gender.

As described in 403-1, the company has a goal of zero for all injuries and occupational illnesses, as well as safety and environmental incidents as part of our overall "Commitment to Zero."

According to the most recent U.S. Bureau of Labor Statistics data published in 2015, the average injury/illness rate (per 200,000 hours worked) is 4 for manufacturing and 2.3 for the chemical industry. By comparison, DuPont's injury/illness rate was 0.437 for employees and 0.445 for contractors in 2016. DuPont's rates also compare favorably to the Responsible Care® member company average injury/illness rate for employees, which was 0.70 in 2016. We presently do not provide aggregate data on absenteeism.

Table I5: Occupational Health and Safety Data

	2014	2015	2016
DuPont: Total Recordable Injuries and Illnesses Rate (per 200,000 hours worked)	0.511	0.457	0.437
DuPont: Lost Workday Case Rate (per 200,000 hours worked)	0.083	0.060	0.054
DuPont: Fatalities	4	2	1
Contractor: Total Recordable Injuries and Illnesses Rate (per 200,000 hours worked)	0.580	0.383	0.445
Contractor: Lost Workday Case Rate (per 200,000 hours worked)	0.061	0.036	0.068
Contractor: Fatalities	0	0	0

## Training and Education

### 404-1: Average hours of training per year per employee.

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

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

### 404-2: Programs for upgrading employee skills and transition assistance programs.

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

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

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

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

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



## Diversity and Inclusion

Building our diverse workforce and treating all employees, customers, business partners and communities with respect has been a DuPont core value since our company's founding over 200 years ago.

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

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

- Incorporate performance targets against our Core Values into our annual corporate objectives;
- Established a Global Diversity & Inclusion Champions Council in January 2013 with representatives from every region, business and function selected to join the council and advocate for the implementation of diversity and inclusion initiatives in their respective organizations;
- Hold Diversity & Inclusion Conferences for our employees that include external subject matter experts, facilitated workshops, and other activities intended to equip employees with tools and knowledge to serve as D&I ambassadors within their organizations and help foster an understanding of how diversity and inclusion drives value;
- Set a goal in 2014 to increase by 5% the size of our female and multicultural workforce by 2017 while complying with all applicable laws and regulations (women recently represented [75% of director-level hires](#));
- Encourage our sites and employee resource groups to organize a variety of events which celebrate diversity and inclusion and create opportunities for dialogue with senior leaders and peer groups;
- Include diversity and inclusion topics into regular employee training opportunities;
- Support and collaborate with Employee Resource Groups to advance diversity and inclusion objectives; and
- Regularly support D&I events in our communities, including the Pennsylvania Conference for Women, the Women's International Networking (WIN) Conference, Out & Equal, among others. We were also a founding partner of the Disability Equality Index.

### 404-3: Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.

At DuPont, our Performance Partnership is the process for managing, coaching, developing, assessing and rewarding employee performance. It consists of ongoing formal and informal coaching. All exempt employees (100%) and some non-exempt employees globally participate in the Performance Partnership process, and wage roll/hourly employees' participation is based upon the decision of the local organization. The Performance Partnership process is designed to:

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

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



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

Our ERGs include the following:

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

### ***Recognition for and Commitments to a Diverse and Inclusive Workforce***

Building on a long legacy of promoting diversity and inclusion not only within our employee ranks but also in our communities, DuPont received recognition for its efforts in 2016 and — led by DuPont Chair & CEO Ed Breen — committed to further action.

**Catalyst CEO Champion for Change:** As a newly-named [Catalyst CEO Champion for Change](#), DuPont CEO Ed Breen recently joined with more than 40 other global business leaders in pledging to continue driving and reporting measurable results in the advancement of gender equality. Catalyst — a global thought leader and partner in accelerating the progress of women at work for more than 50 years — developed the Champions of Change effort.

Pledge signees committed to:

- Strengthening the diversity and inclusion metrics, policies and practices across their companies.
- Reviewing and improving the pipeline of women of diverse backgrounds for advancement and empowering them with a strong support system.
- Identifying and working to reduce any structural barriers or unconscious bias that may exist in our businesses and functions and doing more to continue to build an inclusive workplace culture at DuPont locations across the globe.

With founding member companies involved in the Catalyst CEO Champions for Change initiative representing more than 8.7 million employees, the positive ripple effect from this commitment by Ed and the other business leaders is expected to help to go a long way in building work environments where everyone has a fair chance to succeed.

**Executive Leadership Council Fortune 500 CEO Action for Diversity and Inclusion™:** On June 12, 2017, The Executive Leadership Council launched the [F500 \(Fortune 500\) CEO Action for Diversity and Inclusion™](#) pledge signed by more than 100 CEOs, including DuPont CEO Ed Breen. The pledge is largest CEO-driven business commitment to date in advancing diversity and inclusion in the workplace.

Through this show of support, Ed and his fellow corporate CEOs have committed to advancing diversity and inclusion in the workplace by:

- Continuing to make the workplace a trusting and safe place to have complex and sometimes difficult conversations about diversity and inclusion.
- Implementing and expanding unconscious bias education.
- Openly sharing best practices and learnings among companies on what is and is not working to improve diversity and inclusion.

By implementing these three actions, CEOs, in partnership with [The Executive Leadership Council \(ELC\)](#), will build a more diverse and inclusive workplace. This commitment is driven by a realization that addressing diversity and inclusion is not only a competitive issue, but also a societal issue that CEOs can play a critical role in addressing. The pledge is meant to be the first step in leveraging the collective power of the business community to advance such an important issue.

**US Business Leadership Network® Going for Gold Project:** In 2017, DuPont signed on to be part of the [USBLN Going for Gold Project](#). Joining this initiative will provide DuPont with access to subject matter experts and programs to strengthen our disability inclusion initiatives. The access to leading practices and tools will enable DuPont to enhance our existing programs in this important area.

**Top Score on Disability Equality Index:** [The Disability Equality Index \(DEI\)](#) is a joint initiative of the American Association of People with Disabilities (AAPD) and the US Business Leadership Network (USBLN). It was developed by a diverse group of experts to assess companies on their disability inclusion policies and practices. Companies submit responses on several categories, including: Culture & Leadership, Enterprise-Wide Access, Employment Practices, and Community Engagement & Support Services. In 2016 and 2017, DuPont received a "100," the highest possible score companies can receive on the index. Read an example of how DuPont is supporting members of its disabled workforce [here](#).

**Women's Leadership:** DuPont set a goal in 2014 to increase by 5% the size of our female and multicultural workforce by 2017. While the significant corporate action that has been underway since 2015 has required us to pause this goal, we did make progress on several programs designed to support a diverse and multicultural workforce. For example, a revamped version of the *DuPont Women's Leadership Program*, which aims to unleash women's success at DuPont, was recently launched. The program, in partnership with The Center for Creative Leadership, targets high-potential and ALDP Pool 2 (senior managers) and 3 (managers and professionals) female talent and sends them to an intense two-day workshop where they will discuss and learn by exploring leadership through challenge, assessment, relationships and support. In advance of the workshop, each woman undergoes a 360° assessment, which will provide developmental feedback on the leadership competencies that are critical for their success. Every participant will also take a 155-item personality self-assessment and identify a key leadership challenge to work on throughout the program. The goal is to increase the pipeline and improve the retention of women leaders and emerging leaders across DuPont.

**Accelerated Leadership Development Program:** One of the most significant female professional advancement initiatives DuPont has embarked on over the last two years is our focus on women's involvement in the Accelerated Leadership Development Program (ALDP). The ALDP has been in place for several years and routinely monitors high-potential employees (top five percent) from both functional and business line management to prepare these top performers for higher level roles in the company. The objective of ALDP is to build a "succession pipeline" for critical and strategic leadership roles in DuPont through a rigorous candidate selection process, as well as timed and planned critical job assignments and experiences. While the ALDP has had a strong representation of women in recent years, in 2014 DuPont leadership recognized that most of these women were in functions — not businesses. While functional leaders are important, the gap left the pipeline for women in line management lacking.

DuPont's commitment to diversity and inclusion is both a Core Value and business strategy for our company. The value of a diverse and inclusive workplace can be seen in every aspect of our business, including talent development and recruitment, customer orientation, corporate strategy, and even our innovation processes. In addition to the new commitments described above, DuPont continues to be recognized as a leading company for its diversity and inclusion commitments. In 2017, DiversityInc announced that DuPont has been recognized as one of the year's "Noteworthy Companies for Diversity," and "Top Companies for Global Diversity". We were also named to Working Mother's 100 Best Companies for the 27<sup>th</sup> year; to the National Association of Female Executives "Top Companies for Executive Women" for the 9<sup>th</sup> consecutive year (and 13<sup>th</sup> in total), and; earned a 100% on the [Human Rights Campaign's Corporate Equality Index](#), which placed DuPont on the Index for the 10<sup>th</sup> time.

#### 405-1: Diversity of governance body.

In Table 16 below, senior executives are defined as one level below the CEO or a direct report to the CEO. The group includes executive, regional, and functional leaders. We do not presently publicly report the ethnic composition of our workforce below the senior executive level. Please see page 33 for the breakdown of our workforce by gender and region. Additional biographical information about DuPont Senior Executives can be found [here](#).

#### 405-2: Ratio of basic salary and remuneration of women to men.

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

**Table 16: DuPont Board and Senior Executive Diversity (2016)**

	Age			Gender		Total	
	<30	30 – 50	>50	Female	Male		
Board of Directors	—	—	10	2	8	10	
Senior Executives*	—	—	—	9	19	28	
	Ethnic Group						Total
	White	African-American	Latino	Asian, Native Hawaiian, or Pacific Islander	Native American	Other	
Board of Directors	10	—	—	—	—	—	10
Senior Executives*	21	1	3	3	—	—	28

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

## Human Rights

### 412-3: Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.

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

Compliance with these policies and applicable laws is every employee's responsibility and we work to identify and do business with partners who aspire to conduct their business in a similar manner. The DuPont Supplier Code of Conduct sets out expectation for our suppliers in relation to our core values, including human rights. Additionally, language requiring adherence to human rights is in our contracts. More information can be found at the [DuPont Supplier Center](#) as well as in the Supply Chain section of this report, beginning on page 43.

Information related specifically to our Pioneer Hi-Bred business and efforts to prevent child labor, including through contractual mechanisms, can be under in 408-1.

DUPONT IS COMMITTED  
TO THE PROTECTION  
AND ADVANCEMENT  
OF HUMAN RIGHTS  
WHEREVER WE OPERATE.

### 412-2: Employee training on human rights policies or procedures.

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

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

### 408-1: Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.

As of December 2016, none were known to the company.

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

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

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

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

Please refer to the [DuPont Statement on California Transparency Supply Chains Act](#) for more information on our commitment. Additionally, on page 43, we discuss updates to our supplier engagement program.

**410-1: Percentage of security personnel trained in the organization’s human rights policies or procedures that are relevant to operations.**

DuPont security personnel are included in the training targets described under 412-2. In addition, DuPont offers secure and anonymous methods of communication to report ethics, compliance, and DuPont Code of Conduct issues. Examples include the DuPont Ethics and Compliance Hotline and companion internet site. The DuPont Ethics and Compliance Hotline is a multi-lingual, free phone number to call to report suspected violations of our Code of Conduct. The Hotline is available 24 hours a day, 7 days a week in more than 25 languages. The callers can choose to remain anonymous. For more information, please visit the [DuPont Ethics and Compliance Hotline site](#).

**411-1: Total number of incidents of violations involving rights of indigenous peoples and actions taken.**

As of December 2016, no incidents of violations involving rights of indigenous peoples were known to the company.

**412-1: Total number and percentage of operations that have been subject to human rights reviews or impact assessments.**

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

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

## SUPPLY CHAIN MANAGEMENT

### Our Supply Chain

#### 102-9: Supply chain

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

### DuPont Supplier Diversity Program

#### 204-1: Proportion of spending on local suppliers

In 2016, DuPont continued more than four decades of active engagement with small and diverse suppliers as a component of our global commitment to diversity and inclusion. We also know that a robust diverse supply base is a necessity to bring the greatest value to our businesses and customers.

Supplier Diversity is at the nexus of business strategy and corporate social responsibility. When we partner with qualified small and diverse suppliers, we are not only better reflecting the diversity and global nature of our company, but also contributing to economic growth in the communities where we live and work. Formalized in 1973, our supplier diversity program is an extension of our Core Values, particularly Respect for People, as well as a means to align our internal goals with customer expectations.

DuPont works with local, small, and diverse suppliers to help them understand the DuPont business model and other elements of our procurement strategy. Our program helps us to identify and include small and diverse businesses among our sources of supply and to assist in the development of these businesses into competitive suppliers.

Guided by 11 Key Performance Indicators (KPIs), our goals include increasing the total amount of spend with these suppliers, ensuring their inclusion in our competitive bid process, and sponsoring and attending outreach events. In addition to tracking our own performance, we also engage our top-spend suppliers to support supplier diversity. We reinforce this expectation in our Supplier Code of Conduct, which encourages suppliers to develop a diverse supply base themselves in support of the materials and services they provide to us. In fact, one of our KPIs is measuring “Tier II” spend — what our suppliers spend with diverse suppliers in the performance of their work with DuPont.

In 2016, we advanced many of these KPIs. For example, we:

- Spent a total of \$3.1 billion across all buy spaces with small and diverse suppliers in the U.S.
- Had more than 80 DuPont employees attend over 30 supplier diversity outreach events
- Conducted business with approximately 30,000 small and diverse suppliers in the U.S.
- Worked with our top 50 suppliers to identify more than \$373 million in Tier II spend with small and diverse suppliers

Recognition for our 2016 effort include, for the third year in a row, being named a Top Corporation by the Women’s Business Enterprise National Council for having a distinguished supplier diversity program. For the second year in a row, DuPont was named a 2016 Corporate 101 List of “*America’s Most Admired Corporations*” in supplier diversity by MBN USA Magazine. One other example is the recognition of four of our buyers by Minority Business News USA as Buyers of the Year for their ongoing commitment to driving supply chain diversity.

As we accelerate our supplier diversity journey from foundational to transformational, we continue to receive more external validation from our suppliers, customers and other Corporations requesting our attendance at events, participation on industry panels or even as a key note speaker at supplier diversity conferences. Future initiatives include continuing to incorporate best practices to further improve our process and expanding our program to a more global level. We want to continue our engagement with small, diverse and local suppliers wherever DuPont operates around the globe.

## DuPont Supplier Code of Conduct

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

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

## Commitment to Supply Chain Sustainability

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

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

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

Many of our businesses are also engaged with supply chain sustainability initiatives relevant to their unique markets and needs. For example, DuPont Nutrition & Health (N&H) engages with SEDEX, a sharing platform designed to help companies manage their performance around health and safety, labor rights, the environment, and business ethics. As part of this engagement, N&H participates in third-party SMETA audits focused on these areas, share the results with our customers, and work to implement certain requirements up and down our value chain.

## 2016 Supply Chain Sustainability Performance

### **308-1 and 414-1: Percentage of new suppliers that were screened using environment, labor, human rights, impacts on society criteria.**

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

In addition to the above, DuPont is in the process of implementing a broader supplier sustainability assessment program. This program adopts a risk-based approach and assesses strategic and core suppliers based on more than 20 criteria across four areas, including environment, fair labor practices, ethics, and supply chain sustainability. In 2016, we continued to make progress on the roll out of this program and have assessed approximately 250 suppliers, representing approximately 30% of our strategic and core supplier base.

### **308-2 and 414-2: Negative impacts on environment, labor, human rights, or society in the supply chain and actions taken.**

We are aware of stakeholder concerns related to the sourcing of certain feedstocks, most notably environmental and labor issues that may impact regions where palm oil is sourced. For our management practices related to this and other feedstocks please see the next section. We are not aware of significant impacts in our supply chain with respect to environment, labor, human rights, or societal issues that occurred in 2016.

## Responsible Feedstock Management

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

### ***Conservation of Natural Resources, Energy, and Biodiversity:***

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

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

With our diverse portfolio of businesses, global footprint, and extensive operations, DuPont operates a highly complex, integrated supply chain. For potentially sensitive feedstocks such as palm oil, sugar, soy, and wood pulp, DuPont business segments may process these feedstocks to produce intermediate goods for our customers. As described on page 43, we expect our suppliers to uphold our Core Values and have in place many mechanisms to ensure responsible management of our supply chain.

## Palm Oil

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

- Providing early support for the Roundtable on Sustainable Palm Oil (RSPO) in 2004.
- Becoming the first in the industry to offer RSPO-certified sustainable emulsifiers from a Mass Balance (MB) source in 2009, and in 2011 continuing that leadership by bringing the first products from a Segregated (SG) supply chain to the market.
- Submitting an annual response to the WWF Palm Oil Scorecard.
- Setting a goal to achieve 100% palm-based raw materials from certified sustainable palm oil (RSPO) sources by 2015.  
**This goal has been achieved. As of January 2017, all DuPont palm oil and derivatives are purchased from certified, sustainable sources (CSPO) globally.**
- Achieving 100% physical RSPO certification at our Grindsted site, by far our largest consumer of palm oil, in 2015.
- Offering an extensive range of emulsifiers based on mass balance and segregated palm oil (and palm oil derivatives) as well as a variety of non-palm and, in some case, 'palm-free' versions of our palm-based emulsifiers.
- Engaging with globally reputable suppliers for our palm oil based raw materials.
- Taking new steps to (as of 2017) implement a program to increase the traceability of our palm-oil based raw materials.

## Soy

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

This policy states that DuPont only purchases soy from suppliers situated in areas near the Amazon biome that have signed a contractual agreement. This agreement prohibits these vendors from providing DuPont with soy beans grown on lands deforested after July 2006 in the Amazon Biome — in line with the Soy Moratorium (SoyM). In addition, DuPont has been engaged with NEPCo, a non-profit organization dedicated to sustainability capacity building, on a project related to deforestation, due diligence, and risk assessment. More information can be [found here](#).

## Sugar and Wood

Most of our sugar is sourced from countries where deforestation is not a concern, such as beet sugar from North America. Additionally, while we do not consume a significant amount of wood pulp, the majority is sourced by DuPont Nutrition and Health in Europe and North America. 100% of this wood pulp is sustainably certified according to the Forest Stewardship Council or similar standards. As of mid-2017 one of our largest manufacturing sites in Grindsted, Denmark, replaced coal with sustainably sourced wood chips. The requirements are based on UK legislation on biomass sustainability: *Timber Standard for Heat & Electricity: Wood fuel used under the Renewable Heat Incentive and Renewables Obligation*. The agreement is supplemented by criteria for CO<sub>2</sub> savings compared to fossil alternatives.



## PRODUCT STEWARDSHIP

### Management Approach

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

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

A key part of the Responsible Care® commitment is mandatory certification by an independent, accredited auditor. All of the more than 200 companies taking part in the Responsible Care® initiative at the American Chemistry Council undergo headquarters and facility audits to assure that they have a system in place to measure, manage and verify performance.

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

## Product Responsibility

### 416-1: Assessment of the health and safety impacts of product and service categories.

Our goal for new product stewardship reviews is 100% and our actual completed reviews in 2016 were 99.4%. As part of our comprehensive Product Stewardship & Regulatory Management system, the goal is to have all new and existing products and services covered by a product stewardship review, which includes health and safety impacts. Product stewardship reviews for all products and services are scheduled, conducted and documented prior to commercialization and repeated on a periodic frequency commensurate with risk. The product stewardship review process is one means to verify that effective risk assessment and risk management processes are implemented for each product or product line and to identify opportunities for continuous improvement. The process also requires businesses to conduct product stewardship reviews when significant changes to hazard, exposure, product use, regulatory, or other information is obtained.

### 416-2: Incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services.

Product Stewardship Reviews completed during the 2016 reporting period revealed compliance with regulations and voluntary codes concerning known safety or health impacts. All businesses receive an annual internal Product Stewardship & Regulatory Management System audit and an assessment of incidents is included in the performance measurement section of the audit program. External verification that our product stewardship program meets the American Chemistry Council's requirements was achieved in 2016. The next verification year is 2019.

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

#### 417-1: Requirements for product and service information and labeling.

The goal for information requirements covered in the Table below is part of our product stewardship review requirement. The product and service categories subject to such requirements is 100%. Actual completed reviews in 2016 were 99.4%.

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

Additional customer support may be obtained by contacting the coordinator at the contact information provided on Material Safety Data Sheets.

Table 17: Product and Service Information

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

#### 417-2: Incidents of non-compliance concerning product and service information and labeling.

All businesses receive an annual internal Product Stewardship & Regulatory Management System audit and an assessment of incidents is included in the performance measurement section of the audit program. External verification that our product stewardship program meets the American Chemistry Council's requirements was achieved in 2007 and was verified again in 2016. The next verification year is 2019.

There were no incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling identified during the 2016 reporting period.

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

## Marketing, Customer Privacy, and Other Information

### 102-2: Sale of banned or disputed products

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

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

### 417-3: Incidents of non-compliance concerning marketing communications.

Approximately 1,000 Product Stewardship Reviews were completed during the 2016 reporting period revealing compliance with regulations and voluntary codes.

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

### 418-1: Substantiated complaints and breaches of customer privacy and losses of customer data.

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

### 419-1: Non-compliance with laws and regulations in the social or economic area.

We are not aware of any fines or penalties for non-compliance with laws and regulations regarding our products and services in 2016.

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

## APPENDIX A

### GRI CONTENT INDEX — GENERAL STANDARD DISCLOSURES

GRI Disclosure Number	Page or External Location	Omission	External Assurance
GENERAL DISCLOSURES			
102-1	<a href="#">2015 DuPont Annual Report (Form 10-K)</a> , page 1		
102-2	<a href="#">2015 DuPont Data Book</a> , pages 12–23 and page 47 (Pr Stewardship)		
102-3	<a href="#">2015 DuPont Annual Report (Form 10-K)</a> , page 1		
102-4	DuPont Global Locations		
102-5	<a href="#">2015 DuPont Annual Report (Form 10-K)</a> , page 1		
102-6	<a href="#">2015 DuPont Annual Report (Form 10-K)</a> , page 1		
102-7	<a href="#">2015 DuPont Data Book</a> , pages 2–9 and page 32 of this report.		
102-8	33		
102-9	43		
102-10	<a href="#">2015 DuPont Annual Report (Form 10-K)</a> , page 2–17		
102-11	17		
102-12	3		
102-13	4		
102-14	2		
102-15	3		
102-16	18		
102-17	18		
102-18	14		
102-19	14		
102-20	15		
102-21	15		
102-22	15		
102-23	15		
102-24	15		
102-25	<a href="#">2015 Proxy Statement, Appendix A</a>		
102-26	16		
102-27	16		
102-28	16		
102-29	16		
102-30	16		
102-31	16		

## GRI CONTENT INDEX — GENERAL STANDARD DISCLOSURES (Continued)

GRI Disclosure Number	Page or External Location	Omission	External Assurance
102-32	16		
102-33	17		
102-34	17		
102-35	17		
102-36	17		
102-37	17		
102-38		We consider this information confidential and do not report.	
102-39		We consider this information confidential and do not report.	
102-40	12		
102-41	35		
102-42	12		
102-43	12		
102-44	12		
102-45	<a href="#">2015 DuPont Annual Report (Form 10-K)</a>		
102-46	9		
102-47	10		
102-48	10		
102-49	10		
102-50	1		
102-51	1		
102-52	1		
102-53	1		
102-54	1		
102-55	1		
102-56	1		
<b>MANAGEMENT APPROACH</b>			
103-1	11		
103-2	See “Management Approach” in each relevant section of this report.		
103-3	See “Management Approach” in each relevant section of this report.		

## GRI CONTENT INDEX — SPECIFIC STANDARD DISCLOSURES

Topic	GRI Disclosure Number	Page or External Location	Omissions	External Assurance
CATEGORY: ECONOMIC				
Economic Performance (OECD)	201-1	<a href="#">2015 DuPont Data Book</a> , pages 2–9		
	201-2	19		
	201-3	<a href="#">2015 DuPont Annual Report (Form 10-K)</a> , page 45		
	201-4	In the normal course of business, DuPont may seek research and development programs that use government cost share and are aligned with corporate strategies and policies.		
Market Presence	202-1	20		
	202-2		We do not presently report this information.	
Indirect Economic Impacts	203-1	20		
	203-2	20		
Procurement Practices	204-1	43		
Anti-Corruption (OECD/UNGC)	205-1	18		
	205-2	18		
	205-3	18		
Anti-competitive Behavior (OECD)	206-1	18		
CATEGORY: ENVIRONMENTAL (OECD/UNGC)				
Materials	301-1	23		
	301-2	23		
Energy	301-3	23		
	302-1	23		
	302-2	23		
	302-3	23		
	302-4	25		
Water	302-5	25		
	303-1	26		
	303-2	26		
Biodiversity	303-3	26		
	304-1	27		
	304-2	27		
	304-3	27		
	304-4	27		

## GRI CONTENT INDEX – SPECIFIC STANDARD DISCLOSURES (Continued)

Topic	GRI Disclosure Number	Page or External Location	Omissions	External Assurance
Emissions	305-1	28		Yes
	305-2	28		Yes
	305-3	28		Yes
	305-4	28		
	305-5	25		
	305-6	29		
	305-7	29		
Effluents and Waste	306-1	30		
	306-2	30		
	306-3	31		
	306-4		We do not presently report this information.	
	306-5	27		
Compliance	307-1	<a href="#">2015 DuPont Annual Report (Form 10-K)</a> , page 46		
Supplier Environmental Assessment	308-1	45		
	308-2	45		
CATEGORY: SOCIAL				
LABOR PRACTICES AND DECENT WORK (OECD/UNGC)				
Employment	401-1	33		
	401-2	34		
	401-3	35		
Labor/Management Relations (UNGC)	402-1	35		
Occupational Health and Safety (OECD)	403-1	36		
	403-2	36		
	403-3		We do not presently report this information.	
	403-4	35		
Training and Education (OECD)	404-1	37		
	404-2	37		
	404-3	38		
Diversity and Equal Opportunity	405-1	40		
Equal Remuneration for Women and Men	405-2	40		
Supplier Assessment for Labor Practices	414-1	45		
	414-2	45		

## GRI CONTENT INDEX — SPECIFIC STANDARD DISCLOSURES (Continued)

Topic	GRI Disclosure Number	Page or External Location	Omissions	External Assurance
<b>HUMAN RIGHTS (OECD/UNGC)</b>				
Human Rights Assessment	412-1	42		
	412-2	41		
	412-3	41		
Non-discrimination (OECD/UNGC)	406-1	As of December 2015, none were known to the company.		
Freedom of Association and Collective Bargaining (OECD/UNGC)	407-1	35		
Child Labor (OECD/UNGC)	408-1	41		
Forced or Compulsory Labor(OECD/UNGC)	409-1	As of December 2015, we were not aware of any risks.		
Security Practices	410-1	42		
Indigenous Rights	411-1	42		
Supplier Human Rights Assessment	414-1	45		
	414-2	45		
<b>SOCIETY</b>				
Local Communities (OECD/UNGC)	413-1	13		
	413-2	31		
Public Policy (OECD/UNGC)	415-1	<a href="#">DuPont Political Contributions Policy and Report</a>		
Compliance	419-1	49		
Supplier Assessment for Impacts on Society (OECD)	414-1	45		
	414-2	45		
<b>PRODUCT RESPONSIBILITY (OECD)</b>				
Customer Health and Safety (OECD)	416-1	47		
	416-2	47		
Marketing and Labeling	417-1	48		
	417-2	48		
	417-3	49		
Customer Privacy	418-1	49		
Compliance	419-1	49		

### Legend:

OECD: Linkage to OECD Guidelines for Multinational Enterprises

UNGC: Linkage to UN Global Compact “Ten Principles”



October 18, 2016

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

WSP has conducted an independent third party review of DuPont's 2015 greenhouse gas (GHG) inventory with the intention of providing limited assurance of its accuracy and completeness. The scope of the review includes all Scope 1 and Scope 2 emission sources, and Scope 3 emissions from Fuel and Energy Related Activities. The GHG inventory applies to all owned and leased facilities under DuPont's operational control.

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

**Table 1: Assurance Scope**

Assurance Parameter	Specification
<b>GHG Calculation and Reporting Protocols</b>	The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition); Corporate Value Chain (Scope 3) Accounting and Reporting Standard.
<b>Verification Standard</b>	ISO 14064-3
<b>Level of Assurance</b>	Limited
<b>Organizational Boundary</b>	Operational control
<b>Geography</b>	Global operations
<b>Inventory Period</b>	January 1, 2015 to December 31, 2015
<b>Emissions Covered</b>	
<b>Scope 1</b>	3,691,786 metric tons CO <sub>2</sub> e (all Scope 1 sources) <sup>1</sup>
<b>Scope 2 Location-based</b>	2,761,201 metric tons CO <sub>2</sub> e (all Scope 2 sources)
<b>Scope 2 Market-based</b>	2,851,713 metric tons CO <sub>2</sub> e (all Scope 2 sources)
<b>Scope 3</b>	Category 3 Fuel and Energy Related Activities (FERA): 1,842,146 metric tons CO <sub>2</sub> e
<b>Supporting Documents Reviewed</b>	2015 Scope 1 & 2 Inventory Calculation Spreadsheet 2015 Scope 3 FERA Calculation Spreadsheet Inventory Management Plan Energy Purchasing Data
<b>Date Review Complete</b>	October 18, 2016

<sup>1</sup> Process emissions sources totaling less than 1% of the Scope 1 and 2 inventory are excluded.

## Assurance Finding

Based on these review processes and procedures, WSP has no evidence that DuPont's 2015 GHG inventory is not materially correct, is not a fair representation of the GHG data and information, or has not been prepared in accordance with the Greenhouse Gas Protocol.

## Professional Conduct

WSP has conducted this limited assurance review in its capacity as an independent third party in accordance with the ISO 14065 International Standard, *Greenhouse gases — Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition*. ISO 14065 specifies the principles and requirements employed by WSP to make this GHG assertion. WSP has not contributed to the compilation of DuPont's 2015 GHG inventory and members of the Assurance Team are not working with DuPont's 2015 GHG inventory beyond what is required of this assignment.

Sincerely,



Daniel Sobrinski  
Project Director  
WSP



Brennen Walsh  
Lead Reviewer  
WSP

An aerial photograph of a vast agricultural landscape. The foreground is dominated by a large field of green crops, likely corn, with distinct rows. To the right, a smaller section of the field is filled with mature, golden-brown corn. In the distance, a small tractor or farm vehicle is visible, moving through the green field. The horizon is flat, with a few scattered trees and structures. The sky is a deep, vibrant blue, filled with soft, white clouds that catch the light, suggesting a late afternoon or early morning setting.

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

