



# Supplier Code of Conduct



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## Introduction

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At DuPont, we view our suppliers as partners in our success as a company. A successful approach to sustainability requires us to also embed our commitment to sustainability into our supply chain. An essential tool to help us do that is the Supplier Code of Conduct, which applies to our suppliers all around the globe. Like the DuPont Code of Conduct for employees, it's built around our Core Values.

DuPont's [Core Values](#) of Safety and health, Respect for people, Highest ethical behavior, and Protecting the planet, are the cornerstone of who we are and what we stand for as a company. They reflect the longstanding commitments of our heritage companies, demonstrate our steadfast commitment to our people and the planet, and exemplify the way we work. These values are timeless and foundational to everything we do and help build the basis for the critical initiatives and commitments we have to sustainability, community impact, diversity and inclusion, and other ways in which we operate. They also provide a framework of expectations for our suppliers.

**Our values  
inform every  
decision we  
make, every  
step we take, as  
we drive toward  
our purpose to  
empower the  
world with the  
essential  
innovations to  
thrive, by  
discovering and  
delivering  
results that  
matter.**

This Supplier Code of Conduct document is intended to outline key areas and demonstrate our expectations. Learn more about our position on Transparency in Supply Chains, Product Safety, Human Rights, Bioethics and Biodiversity, and more by reading our [Position Statements](#).

## Safety and health



We're committed to protecting the safety and health of our employees, our contractors, our customers, and the people in the communities where we operate. Similarly, we expect our suppliers to provide a safe and healthy workplace for their employees in compliance with all regulations and applicable laws, and to integrate quality into their business processes.

We believe that all injuries and occupational illnesses are preventable. We have a commitment to zero injuries in the workplace. Learn more about DuPont's [commitment to environmental, health and safety excellence](#).

Suppliers should include these aspects in their safety and health program.

**Health, Safety, Environmental and Quality Regulations:** Suppliers must comply with all applicable health, safety, environmental and quality regulations. All required permits, licenses, and registrations must be obtained, followed, and kept current.

**Occupational Health and Safety:** Suppliers are expected to protect their employees from hazards, including chemical, biological, electrical, and physical. At a minimum, adequate lighting, temperature, sanitation, ventilation, and potable drinking water are included in a safe and healthy workplace. Where provided, living quarters must meet internationally recognized standards for hygiene, health, and safety.

**Process Safety:** Appropriate communication and training on hazards, procedures, and use of proper protective equipment is essential for the safety and health of all employees. In accordance with applicable standards, Suppliers must have effective safety programs in place for managing and maintaining all of their processes.

**Quality and Product Safety:** Suppliers will consistently provide DuPont with high-quality products and services that meet all applicable quality and safety standards for their intended use. Suppliers will need to demonstrate that they have effective quality management systems. Suppliers within the food value chain need to have robust food safety systems in place. Material safety data sheets must be made available for all hazardous substances. Any concerns about product safety must immediately be reported to DuPont.

# Respect for People



As a purpose-driven company, we empower the world with essential innovations to thrive. We also strive to empower all people to thrive. This extends to how we treat our employees and all our partners- with professionalism, dignity, and respect, fostering an environment where people can contribute, innovate, and excel. We expect our suppliers and contractors with whom we do business to uphold the same standards.

As signatories to the UN Global Compact since 2001, we are committed to the protection and advancement of human rights wherever we operate. As part of our policy, we will not tolerate the use of child or forced labor, slavery, or human trafficking in any of our global operations and facilities, including those operated by Suppliers. Should we learn of violations to these principles which are not corrected, we shall discontinue the business relationship. Learn more about our position on [Human Rights](#).

**Prevention of Child and Forced Labor & Fair Treatment:** We will not tolerate the exploitation of children, their engagement in unacceptably hazardous work, or the trafficking, physical punishment, harassment, abuse, or involuntary servitude of any worker. Suppliers shall not inflict or threaten to inflict corporal punishment or any other forms of physical, sexual, psychological or verbal abuse or harassment on any employees. Practices such as payment of fees for employment, withholding of passports, wages or personal property, forced overtime, etc. are not acceptable. Read our position on [Child and Forced Labor](#).

**Diversity, Equity & Inclusion:** We are committed to the elimination of inequality, racism, and all forms of discrimination. Addressing equity and equality requires a sustained effort, and we have partnered with organizations to address racism and eliminate bias and barriers to equality. Engaging in greater inclusivity within our company is not enough; we carefully consider how our business efforts can make a positive and lasting impact in our industries and our communities.

It is the policy of DuPont that our businesses include and support high-performing, small and diverse suppliers in their supply chains as a component of our global commitment. Ensuring our supply base reflects our customers, employees, and the communities where we live and work is a key business strategy. Learn more about [Supplier Diversity](#).

*“At DuPont, partnering with small and diverse businesses in the communities in which we live and work is more than check-the-box corporate responsibility: Diversity and inclusion are central to our culture. We understand that the more diverse voices and ideas there are, the more opportunities there are for creativity and innovation. We value our strategic relationships with suppliers and their significant role in assisting us in delivering on our purpose to empower the world with the essential innovations to thrive. I am proud of our long history of collaborating with suppliers that represent our global employee and customer base and look forward to continuing to expand our diverse supplier network.”*

**Miguel Gonzalez | CPO, DuPont**



We expect our Suppliers to reject any form of discrimination, such as those related to race, religious beliefs, gender identity, or sexual orientation, and to be equally committed to providing equal opportunities and treatment to all employees. We strongly encourage our Suppliers to expand their efforts in this area by engaging with small businesses, minority-owned and women-owned businesses, and other diverse organizations.

**Freedom of Association & Working Hours, Wages and Benefits:** Suppliers are expected to allow freedom of association of their employees and recognize the right to collective bargaining as a means to resolve issues. Compensation will be in compliance with all laws; employees are expected to be paid a fair wage for work performed, have reasonable work hours, and receive proper remuneration for all overtime hours worked. Suppliers will comply with all applicable employment non-discrimination laws. In addition, DuPont expects our suppliers to operate in a manner that is consistent with the DuPont Equal Opportunity & Non-Discrimination position, which may be found in the [DuPont Code of Conduct](#) under the section titled "Equal Opportunity & Non-Discrimination."

## Highest ethical behavior



We conduct ourselves in accordance with the highest ethical standards and in compliance with all applicable laws, always striving to be a respected corporate citizen worldwide. We work diligently to be a respected corporate citizen worldwide, and we expect similar from our suppliers.

**Business Integrity & Fair Competition:** Suppliers will comply with all laws and regulations and act in accordance with all laws related to bribery, including the Foreign Corrupt Practices Act, UK Bribery Act, and any other applicable local laws. Suppliers must never engage in any form of bribery to secure business on behalf of DuPont or any other company. Suppliers must conduct business in accordance with all applicable anti-trust laws. Read our [Anti-Bribery/Anti-Corruption](#) position.

**Intellectual Property:** Protection of our intellectual property (IP) is critical to the future of our company. Suppliers will implement measures to protect all IP provided during the course of our business transactions. Information should be treated as confidential and only be provided to Supplier's employees on a "Need to Know" basis. Documents containing confidential information no longer needed by the Supplier to conduct business on behalf of DuPont should be either returned to DuPont or destroyed, as appropriate. Learn more about our [Confidential Information Protection Requirements for DuPont Suppliers](#).

**Cobalt & Conflict Minerals:** We are committed to the responsible sourcing of minerals worldwide. We support the observance of the OECD Due Diligence Guidance for Responsible Supply Chain of Minerals, which promotes respect for human rights by seeking practical solutions to curb the violence associated with trade in Conflict Minerals. Presently, Conflict Minerals include columbite-tantalite (cotan), cassiterite gold and wolframite, or their derivatives, including tin, tantalum, tungsten, and gold. Within the United States, the Secretary of State may later determine other

minerals or their derivatives may be financing conflict in the DRC or an adjoining country. Read our [Statement on Conflict Minerals](#).

**Gift Policy:** We do not encourage giving or receiving gifts. In rare cases when gifts or entertainment are provided, they need to be consistent with customary regional business practices, have a clear business purpose, cannot be perceived as a bribe or improper payment, are not offered to influence a business relationship improperly, do not violate applicable laws or ethical standards and would not embarrass the Supplier or DuPont if publicly disclosed. Additionally, we have a strict gift policy for employees in the global procurement function at DuPont. Within our organization, employees may not accept any gifts. We ask our suppliers to help us meet our commitment to the highest ethical behavior by not sending any gifts, even during traditional "gift-giving times," such as the holidays at the end of the year.

If you suspect any actions that are inconsistent with our business ethics policies, you can report your concern anonymously via phone or online. For detailed information on how to report a suspected issue, visit <https://www.dupont.com/policy-and-ethics.html>.

## Protecting the planet



We create science-enabled, sustainable solutions for our customers, always managing our businesses to protect the environment and preserve the earth's natural resources—for today and for the future. For generations, we've brought the world transformative ideas and products. Today, we continue the tradition with a renewed sense of urgency for the times in which we live. Through our science, our people and our communities, we pledge to constantly improve and innovate more sustainable ways of contributing. [Learn more about DuPont's 2030 Sustainability Goals](#)

**Responsible Care®:** We have voluntarily committed to the principles of [Responsible Care®](#) since its inception in 1988. These principles focus on improving the environmental, health, safety and security performance of facilities, processes and products throughout their life cycles. Suppliers are expected to embrace Responsible Care® or develop similar programs to support their own operations.

**Climate Protection:** As a scientific leader, we have an important role to play in global conservation. We expect our suppliers to use natural resources such as energy, water, and raw materials in an economical way. Suppliers should consider the use of renewable resources in their supply chains when possible and enact procedures to establish and track progress toward sustainability goals. We encourage our suppliers to a) reduce greenhouse gas emissions; b) responsibly manage water use - quantity and quality; c) improve energy and resource efficiency; and d) reduce waste. Learn more about our position on [Climate Change](#).

Learn more about our positions on [Biotechnology](#), [PFAS](#), and [REACH](#)

# Governance

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Ensuring these guiding principles are embedded in our supply chain is important to us. Suppliers are expected to adopt or establish a management system covering these standards. Monitoring of performance and setting of goals or targets is required for any program to be effective. In the spirit of continuous improvement, we are committed to working with and supporting our suppliers to meet the requirements of this Code.

**Legal and Customer Requirements:** Suppliers must comply with all applicable laws, regulations, contractual agreements, and generally recognized standards related to supplier's operations, products, and services.

**Commitment, Accountability and Risk Management:** Suppliers are expected to allocate appropriate resources to ensure the implementation and on-going compliance of this Code, including periodic self-evaluation to ensure conformance. Suppliers must identify and manage risks in all areas addressed.

**Non-Compliance:** We reserve the right to verify compliance with this Code through internal and external assessment mechanisms. If non-compliance is discovered, the supplier must take corrective action. If the Supplier fails to remedy an act of non-compliance in a timely manner, we may suspend purchases, refuse delivery, and/or return any goods or services from the supplier, at our discretions, and without further obligation.

**Grievances:** We expect Suppliers to report concerns and violations directly to the [DuPont Ethics and Compliance Hotline](#). The multi-lingual, free phone number is monitored by a third-party and is available 24 hours a day, seven days a week.

Visit the Supplier Center on DuPont.com for information, policies, transaction tools and more.  
<https://www.dupont.com/supplier-center.html>



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