



# Code of Conduct

Our DuPont Values in Action



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## A Message from the CEO

Dear Colleagues,

At DuPont, our commitment to innovation is not only about developing products that empower the world but also about ensuring we uphold the highest ethical standards in how we conduct our business.

Our Code of Conduct serves as a vital resource to guide you in understanding and embodying our core values. This dynamic document will be regularly updated to reflect our evolving practices and ensure that we consistently deliver results for our customers, employees, shareholders, and the communities we serve.

I encourage each of you to refer to this document frequently, using it as a roadmap in your daily decision-making and interactions.

Together, let's continue to foster an environment of integrity and excellence at DuPont.

Thank you for your commitment to our shared values and for your dedication to making a difference.

**Lori Koch**

# Our Code

The DuPont Code of Conduct (Code) is based on our core values. It sets clear rules for how we work with customers, suppliers, business partners, shareholders, communities, and each other. The Code is a resource to help you make decisions that reflect DuPont's values and protect our reputation.

At DuPont, we're committed to operating ethically in everything we do. This includes following all laws, regulations, the Code, and company policies. Breaking the law, the Code, or company policies—or hiding violations—is never acceptable.

The Code helps ensure we manage our rules consistently and fairly. It supports the best interests of employees and stakeholders and is applied responsibly. However, it is not a contract or a promise of continued employment.

The company may update the Code when needed. If any part of this Code conflicts with a law or a union agreement, the law or agreement will apply instead.



# Our Responsibilities

We do business responsibly. This means we follow DuPont's core values and comply with laws, regulations, and policies where we work. If any of these standards appear to conflict, consult Legal.

To meet these responsibilities, we must:



**Not ask or allow others**—such as suppliers, agents, or contractors—to do anything we are not allowed to do ourselves.

**Speak up** if we have questions or concerns about the company's practices.

**Never hide** someone's failure to comply with a law, a regulation, or a company policy or procedure.

**Report suspected violations** of the law, Code, or company policies.

**Cooperate fully** and honestly in any investigation.

## Special Responsibilities for Managers

Managers play a key role in shaping ethical behavior at DuPont. Those they lead often look to them for guidance on what is right or wrong. Because of this influence, managers must go beyond following the rules themselves—they must actively promote responsible business practices.

To meet these expectations, managers must:

- **Set an example** by showing high standards and following DuPont's values in all actions.
- **Talk often** about responsible practices and how they reflect DuPont's values.
- **Be fair** by treating team members consistently and helping them understand that fairness can involve different approaches in different situations.
- **Actively prevent** conflicts of interest among team members.
- **Listen to concerns** and make time to address questions about ethics or compliance.
- **Encourage reporting** by making sure people feel safe to raise issues without fear of retaliation.
- **Get help when needed** by using company resources if a concern is beyond their ability to handle.
- **Make business decisions** that are in the company's best interest.

By meeting these responsibilities, managers help create a culture of accountability and ethical behavior at DuPont.

# Our Code

## Our Ethics and Compliance Program

Ethics and compliance are key priorities at DuPont. The chief ethics & compliance officer oversees Ethics and Compliance Central (E&C Central), a team that works with senior leaders to promote these values. Strong ethics and compliance create a competitive edge and support sustainable operations.

Global compliance officers focus on key risk areas and oversee the vision, policies, and performance of the program. They ensure that each business and function maintain effective compliance practices.

The E&C Central team also works with line managers to promote DuPont's core values and build a culture of ethical integrity. We achieve this by:

- Coordinating communications and training.
- Conducting internal investigations and risk assessments.
- Managing ethics and compliance programs.
- Ensuring accountability through oversight.



## Training on the Code

As DuPont team members, we are all trained on this Code during onboarding. We routinely complete refresher training and submit a Business Ethics Certification. This certification confirms our review and understanding of the Code and our agreement to follow it.



# Our Code

## Making Good Decisions

When you face a tough situation and the right answer isn't clear, ask yourself these questions. Before taking action, review your plan with your supervisor to ensure they agree with your decision.

### What issue do I face?

- Could this violate a law or regulation?
- Could it conflict with DuPont's Code of Conduct?
- Could it break a DuPont policy or rule?
- Is it unethical by professional or personal standards?

### What are my responsibilities?

- What are my ethical responsibilities at DuPont?
- Does my job or professional group have specific ethical standards?

### Who is affected by this?

- Customers?
- Shareholders?
- Suppliers?
- Colleagues?
- Local communities?
- My family or myself?

### What resources can help?

- Relevant laws and regulations (contact Legal if needed)
- DuPont's core values, Code of Conduct, and policies
- Professional or industry standards
- [RESOURCES](#) on our intranet

### What actions should I consider?

- Would I be comfortable explaining my decision to my family?
- How would my decision look if shared online and trended on social media?
- Am I treating others as I would want to be treated?
- How would I explain my decision to a colleague?



If you are unsure about a colleague's actions, ask, "Can you help me understand your reasoning?" Talking about how we make our decisions helps us learn from each other and build a shared understanding of DuPont's values.

# Our Code

## Raising Concerns & and Non-Retaliation

We must maintain an environment where everyone can speak up without fearing retaliation. Every DuPont employee has a responsibility to speak up when there are questions or concerns about ethics or compliance. Many resources are available to help you.

Your manager or supervisor is often the best resource because they know your role and responsibilities. If you're uncomfortable speaking with them or they're unavailable, you can also reach out to:

- Your business, function, or site leadership.
- Your Corporate Compliance Officer or Ethics Champion.
- Legal or Finance.
- Human Resources (especially for workplace issues like disrespectful behavior, discrimination, or harassment).
- [The DuPont Ethics Hotline](https://www.dupont.com/ethics-and-compliance-hotline.html), which is a free, multilingual service for employees and non-employees to report concerns. Visit <https://www.dupont.com/ethics-and-compliance-hotline.html> for details.

We treat all reports confidentially and share information only with those who need to address the concern. You can choose to remain anonymous, and we will protect your identity whenever possible and where allowed by law.

### What is Misconduct?

Misconduct may include any violation of the law, this Code, or company policies. It may also be unethical conduct or the misuse of company resources, among other things that are harmful to others or DuPont. We take all reported matters seriously and will take appropriate action when violations are confirmed.

### What is Non-Retaliation?

We are committed to creating an open environment where concerns can be raised. We do not allow anyone to restrict or discourage reporting of theft, fraud, waste, abuse, human rights concerns, or any suspected misconduct. Retaliation is strictly forbidden. We investigate all cases of retaliation and hold violators accountable.

# Our Code

## Investigations and Consequences

We investigate all reports of misconduct, including violations of the law, regulations, or company policies. Those responsible for misconduct will face disciplinary action. This may include termination and legal action where appropriate. Making an intentionally false report will be addressed as misconduct.

## Waiver

This Code applies to all DuPont businesses and subsidiaries where DuPont has a controlling interest. In rare cases, a waiver may be granted. The Nomination & Governance Committee of the board of directors reviews waivers for corporate officers. The chief ethics & compliance officer reviews waivers for everyone else.



# Our Global Team

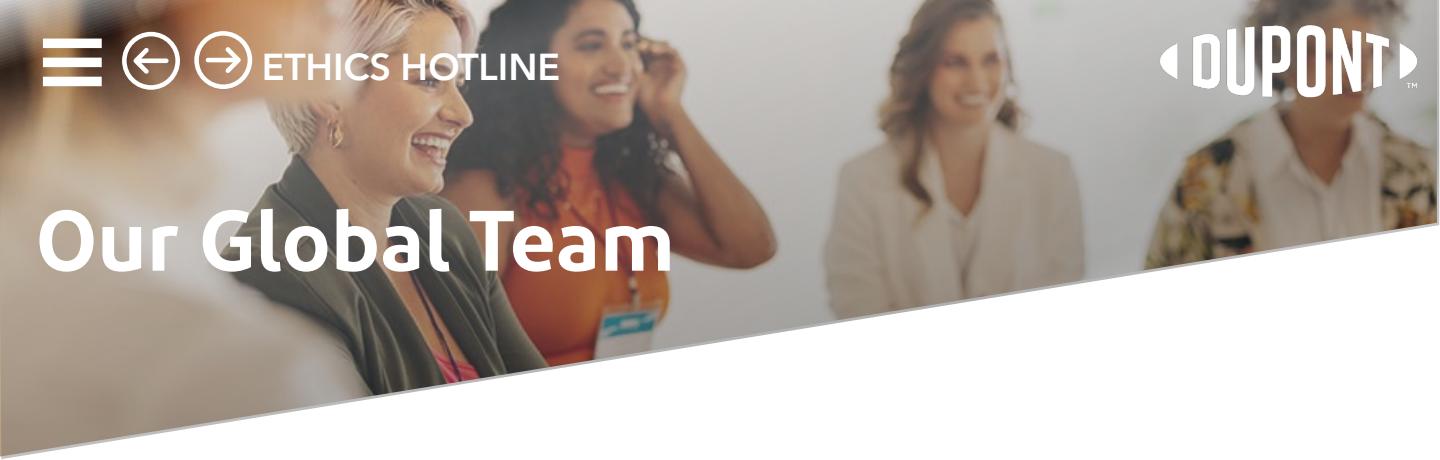


# OUR GLOBAL TEAM

Creating an environment where each person's ideas and unique contributions are valued is key to DuPont's success.

We are committed to respecting privacy by protecting the personal information of current and former team members. We also strive to maintain a safe environment with a mindset that all safety and environmental deviations are preventable. Our goal is zero safety and environmental incidents, a goal that includes promoting off-the-job safety as well.





# Our Global Team

## The Work Environment

At DuPont, we are dedicated to fostering a workplace where everyone is treated with dignity and respect. Our commitment to inclusivity includes ensuring equal opportunities, prohibiting harassment, and maintaining a workplace free from violence or threats.

### Equal Opportunity

We ensure fair treatment in hiring, promotions, pay, and training. We do not discriminate based on personal characteristics such as age, race, religion, color, gender, disability, national or ethnic origin, ancestry, marital status, family status, sexual orientation, gender identity or expression, or veteran status. DuPont complies with all laws that protect individuals from discrimination.

### Harassment-Free Workplace

Harassment of any kind is unacceptable. Examples include hate-based comments, unwelcome physical contact, requests for sexual favors, and misuse of company systems to access offensive or inappropriate material. Report harassment to Human Resources or the Ethics Hotline.

### Workplace Violence

We are committed to a workplace free of violence, including threats, intimidation, or physical harm. We expect those involved in conflicts or disagreements to settle them respectfully. Anyone who experiences or observes violent behavior should report it to local authorities, site security, the Ethics hotline, their supervisor or manager, and/or Human Resources. Violators will face consequences.

# Our Global Team

## Privacy & Personal Information

DuPont informs employees and others about the personal information it collects and how it is used. Employees must follow company policies and applicable privacy laws to protect this information, as outlined in our [Global Information Privacy Policy](#).

Local managers ensure that business procedures align with the policy and local laws.



LEARN MORE: [PRIVACY CENTRAL](#) on the DuPont Intranet

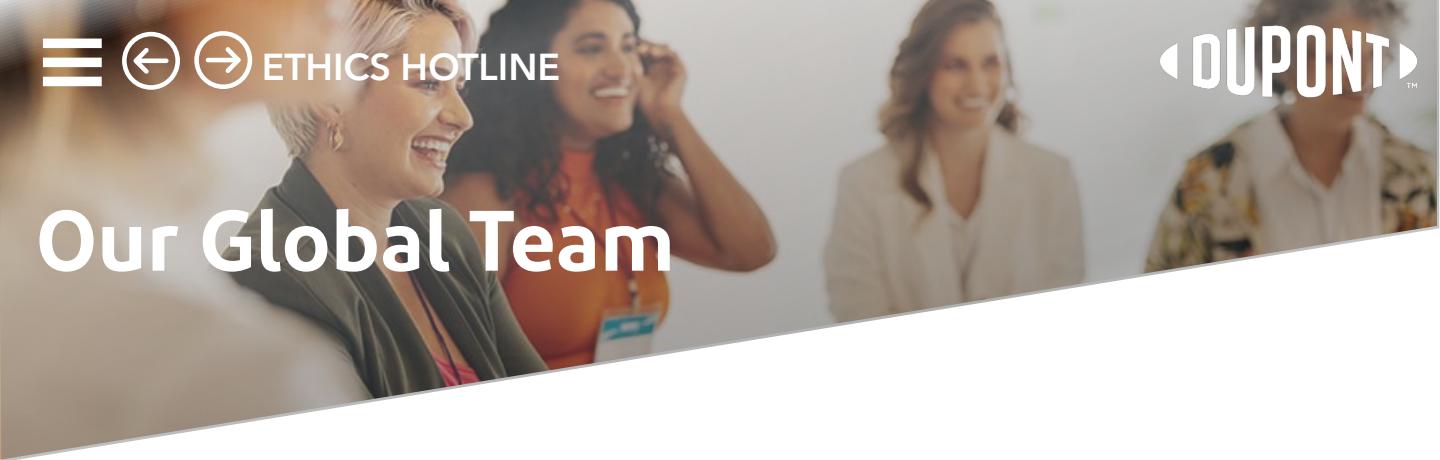
## Personal Use of Company Assets

Company facilities, equipment, and services, like offices, telephones, and computing systems, are primarily for business use. Limited personal use may be allowed if it complies with our [Acceptable Use Policy](#) and local laws. No one should expect privacy when using these resources.

DuPont reserves the right to access, monitor, and search company property and communications. Any information we access may also be shared with legal authorities when required (subject to applicable laws).



LEARN MORE: [Information Security Policies and Standards](#)



# Our Global Team

## Safety & Health

We believe all injuries, illnesses, and safety incidents are preventable. Our goal is zero incidents. We also encourage off-the-job safety to protect our employees beyond the workplace.

Compliance with safety laws and DuPont's Environmental, Health, Safety & Security Commitment is everyone's responsibility. Management provides education, training, and motivation to ensure everyone understands and complies with these standards.



LEARN MORE: [RESOURCES](#) on the DuPont Intranet

## Substance Abuse Policy

We expect everyone to:

- Never report to work under the influence of illegal drugs, alcohol, or controlled substances.
- Understand that the use or possession of illegal drugs at work is not allowed.
- Follow all substance-related policies to maintain a safe workplace.

Substance abuse creates safety risks and affects performance. Violations of this policy are taken seriously.



# Our Global Team

## Human Rights

Protecting human rights is a cornerstone of sustainable success. At DuPont, we foster a culture of respect and dignity for employees, customers, and communities. This empowers our workforce, strengthens our reputation, and drives innovation.

We treat everyone—employees and business partners alike—with professionalism, dignity, and respect. This allows us all to contribute, innovate, and excel.

### Standards in Our Human Rights Position Statement

DuPont's Human Rights Position Statement outlines the principles that guide our operations:

- No tolerance of child labor, forced labor, and human trafficking
- Freedom of association and collective bargaining rights
- Fair compensation
- Responsible working hours
- Protection of employees
- Respect for the rights of vulnerable groups
- Commitment to safety
- Expectations for suppliers and contractors

# Our Company



# OUR COMPANY

We uphold DuPont's integrity by protecting company assets and acting in the organization's best interests. Our commitment involves avoiding conflicts of interest, safeguarding sensitive information, and using resources responsibly.

We respect confidential information and intellectual property to maintain our competitive edge. While engaging with outside parties, we ensure that only authorized individuals communicate on behalf of DuPont.

We also uphold legal compliance in political activities and maintain accurate records. Together, these practices reinforce our values and protect our esteemed reputation.



# Our Company

## Conflicts of Interest

At DuPont, we must ensure that our personal interests and activities do not interfere with our responsibilities to the company. This includes avoiding even the appearance of a conflict of interest. If a potential conflict arises, it is our responsibility to disclose it so management can review and address the situation.

### Recognizing Conflicts

Conflicts of interest may include:

- Outside work or activities that interfere with company duties.
- Use of insider information for personal gain.
- Financial interests in companies that do business with or compete against DuPont.
- Family or personal relationships that could affect decisions.

### Family Members and Relationships

Managers must not oversee family members or have romantic relationships with persons they supervise. Report such situations immediately so management or HR can address them.

Family members include close relatives like parents, children, siblings, in-laws, and others living in the same household. Other relationships may also create conflicts. Managers should assess these situations on a case-by-case basis.

### External Employment, Work, or Activities

To avoid conflicts with outside activities, you must not:

- Take roles such as director, officer, partner, consultant, or other key positions with organizations that do business with or compete against DuPont.
- Act as an intermediary in transactions involving DuPont.
- Take outside jobs or start businesses that interfere with DuPont responsibilities.
- Serve in government roles that conflict with company duties.

Before engaging in activities such as publishing, speaking, or consulting, check with your manager to ensure they don't conflict with your role at DuPont.

# Our Company

## Examples of Corporate Opportunities

### Using a Discovery for Personal Gain

You identify a compound from a research project that could have market value outside of DuPont and, without authorization, share this information with an external party to pursue the opportunity independently.

### Taking a Real Estate Opportunity

You learn that DuPont may want to purchase local property, so you buy it first to sell back at a profit.

### Commercializing a DuPont Innovation

Your team creates a process that reduces pollutants, and you try to sell it to other companies independently. Taking personal advantage of these opportunities violates our policies and values.

### Disclosing and Addressing Conflicts

Disclose any potential conflicts promptly to your manager, a Corporate Compliance Officer, or Legal. These disclosures should also be included in the annual Business Ethics Certification. Management will review and resolve conflicts confidentially, consulting Ethics & Compliance Central as needed.

### Significant Financial Interests

A "significant financial interest" is defined as any one of the following:

- More than 1% ownership in a public company.
- More than 10% ownership in a private company.
- More than 5% of your total assets or income.

Consult your manager or Legal if you are unsure about financial interests that could create conflicts.



LEARN MORE: [RESOURCES](#) on the DuPont Intranet

# Our Company

## Insider Trading

At DuPont, we must not use non-public information, also known as "inside information," to trade securities or help others trade. Inside information includes any confidential details that could affect a company's stock price if disclosed.

### What You Need to Know

Inside information may include:

- Expected earnings or financial results.
- Mergers, acquisitions, or major investments.
- Product launches, intellectual property developments, or significant legal updates.

Using inside information to trade securities is illegal in many countries, including the United States. Penalties are severe and apply to trading DuPont stock or the stock of other companies about which you may have inside information.

As a general rule, wait one business day after inside information is made public before trading. When in doubt, do not trade. Contact Legal for guidance.

### Examples of Inside Information

- Learning about a major research discovery that will transform the market
- Knowing DuPont plans to invest in a publicly traded company
- Hearing that DuPont is about to award a significant contract to another company
- Knowing about a pending merger or acquisition that has not been announced publicly

# Our Company

## Guidelines for Trading

While possessing inside information, you must not:

- Buy or sell DuPont stock.
- Trade the stock of other companies related to the inside information.
- Change your investment elections in a company savings plan involving DuPont stock.
- Pass this information on to others who could use it to trade securities.

If you are an executive officer, you must follow special pre-clearance procedures and consult the Corporate Secretary before making any trades.



LEARN MORE: [RESOURCES](#) on the DuPont Intranet



# Our Company

## Political Activities

DuPont respects the political rights of individuals while ensuring strict compliance with laws governing political contributions and activities. These laws vary by country, and violations can result in serious penalties.

### Guidelines for Political Contributions

- Company resources, funds, and locations must not be used for political contributions or activities without approval from DuPont Government Affairs and Legal.
- United States law may prohibit DuPont from making political contributions in or participating in other political activities in certain countries. Always check with Legal before engaging in political activities on behalf of DuPont.
- Employees may make personal contributions to political parties, committees, or candidates, provided no company resources are involved.

No one at DuPont should pressure others to contribute money or effort to support any political party or candidate.

### Communicating with Government Officials

When interacting with government officials on matters of policy:

- Consult Government Affairs or Legal beforehand to determine if you must register as a political advocate or "lobbyist."
- Be aware that "political advocacy" may include almost any business-related communication with government officials.
- Report interactions with government officials as required by law.

Use of company locations for political speeches or events must also be approved by Government Affairs and Legal, as such use may be considered a political contribution.



LEARN MORE: [RESOURCES](#) on the DuPont Intranet

# Our Company

## Company Resources

DuPont provides valuable physical resources like equipment, tools, and facilities to support our work. We all must use these responsibly and protect them from damage, theft, or misuse.

### Protecting Physical Assets

- **Buying assets:** Obtain property legally and ensure fair value when buying supplies or materials.
- **Using assets:** Handle equipment carefully to avoid damage or loss.
- **Securing assets:** Keep property safe from theft or unauthorized use by storing it in secure locations.
- **Sharing assets:** Share resources with outside parties only if authorized and only within company policies.
- **Disposing of assets:** Dispose of property only with approval and follow company rules.

### Computers and Communication Systems

DuPont's resources include computers, phones, networks, and other devices. These tools must be protected and used properly. To safeguard them:

- Follow policies for encrypting sensitive data and securing devices.
- Protect equipment from theft or loss.
- Use company systems in accordance with the [Acceptable Use Policy](#).

No one should expect privacy when using company equipment, since DuPont reserves the right to access, monitor, and search company property and communications. Follow [Information Security & Compliance \(ISC\)](#) guidelines for all devices and systems.



LEARN MORE: [RESOURCES](#) on the DuPont Intranet

# Our Company

## Confidential Information & Intellectual Property

We protect the intellectual property (IP) and confidential information of DuPont and our business partners to maintain our competitive edge and ensure compliance with the law.

### Intellectual Property

DuPont's IP includes inventions, patents, trademarks, trade secrets, and copyrights. Some IP is publicly available, such as logos, graphics, and published written work. Other types, like trade secrets, are confidential and must be safeguarded to protect their value.

### Types of Intellectual Property

- **Patents:** Protect inventions by consulting Legal about filing patents when appropriate.
- **Trademarks and Copyrights:** Use trademarks, logos, and brand materials properly, and follow brand guidelines. Report any misuse or suspected counterfeiting to management, the DuPont Legal Trademark & Copyright Group or the Brand Protection Team.
- **Trade Secrets:** These are confidential innovations or information that give DuPont a competitive edge, such as formulas, processes, designs, and supplier details.

### Inventions

An invention is any new and useful product, method, or process. Protecting inventions may involve filing patents, keeping them as trade secrets, or publishing to prevent others from patenting the idea. Consult Legal to determine the best course of action.



LEARN MORE: [RESOURCES](#) on the DuPont Intranet

# Our Company

## Confidential Information

Confidential information includes sensitive business, technical, or personal data that must be protected. Examples are:

- Financial data, customer details, and business strategies.
- Research findings, product designs, and supplier information.
- Future plans like acquisitions, divestitures, or new product launches.
- Pricing strategies and detailed pricing models.
- Manufacturing processes and proprietary formulas.
- Sales forecasts and market analysis reports.

## DuPont's Information Classification

DuPont classifies information into four levels:

- **Special Control:** Highly sensitive, such as research or business strategies
- **Confidential:** For need-to-know use only, including proprietary financial and technical information
- **Official Use Only:** Internal non-public information, like general business communications
- **Public:** External materials, such as press releases and annual reports

## Protecting Confidential Information and IP

- Share only when you are authorized to do so and a confidentiality agreement is in place.
- Mark all shared information as “Confidential.”
- Limit disclosures to what is necessary for business purposes.
- Report trademark or brand abuse or counterfeit products to your manager, the Corporate Brand Protection Center ([brand.protection@dupont.com](mailto:brand.protection@dupont.com)) or the Legal Trademark and Copyright Group ([dupont.trademark@dupont.com](mailto:dupont.trademark@dupont.com)).

# Our Company

## Departing the Company

When leaving DuPont, employees must:

- Return all company property, including devices and documents.
- Not take or share copies of confidential information, trade secrets, or anything marked "Special Control" or "Internal Use Only."

Prior to an employee's departure, their line manager should oversee the process and assure all DuPont-issued assets, devices, and documents are retrieved.



# Our Company

## Recordkeeping & Reports

All information that we produce is considered a record, including business and technical reports, personnel files, contracts, or anything else concerning DuPont. Everyone at DuPont must maintain honesty and transparency in our documentation and data. Falsifying, altering, or omitting information is strictly prohibited.

### Our Records

When creating, maintaining, or disposing of our records, we must ensure that they are:

- Accurate, clear, and complete.
- Transparent, identifying the true nature of the transaction, asset, liability, or equity.
- Documented in a proper and timely fashion.
- In compliance with generally accepted accounting principles and standards.
- In compliance with our policies, including our Corporate Records Information Management Policy, unless the policy conflicts with the law or contract (in these cases consult with Legal and Finance).



LEARN MORE: [RESOURCES](#) on the DuPont Intranet

### Improper Recordkeeping

Intentionally making misleading, misdirected, distorted, or deliberately incomplete records is strictly prohibited and could lead to civil and criminal penalties. Such deceitful practices include:

- **Misclassifying** inventory or amounts between cost or capital.
- **Recording** costs or revenue that do not meet generally accepted accounting principles.
- **Falsifying** company documents.

### Expense Reporting

Anyone submitting or approving expense reports must ensure that:

- The expenses are proper and reasonable.
- The report is submitted promptly.
- Receipts and explanations support the expenses.

# Our Company

## External Communications

Our external communications must be accurate, complete, and professional. Only authorized individuals may speak on DuPont's behalf.

### Responding to Outside Parties

From time to time, journalists, analysts, government officials, or others may ask us to speak about DuPont. Refer these inquiries to the correct department:

- **Government or regulatory officials:** *Legal or Government Affairs*
- **Media or journalists:** *Corporate Communications*
- **Financial analysts:** *Investor Relations*
- **Law enforcement or outside attorneys:** *Legal*

Never share trade secrets, confidential information, or information labeled "Internal Use Only" or "Special Control" unless there is an approved business need. See Competition Practices for guidance on contacts with competitors.

When speaking solely for yourself and not speaking on DuPont's behalf, you need no approval to engage with outside parties, so long as you do not give the impression that you represent DuPont.

# Our Company

## Personal Social Media Use

When using social media personally, keep in mind that what you post could affect DuPont. When posting about the company:

- Never share confidential information.
- Use a disclaimer like “All views expressed are mine” to show you are not speaking for DuPont.
- Do not use “DuPont” or brand names like “Tyvek®” in your username.

DuPont may monitor social media activity on company devices or networks to ensure compliance with policies.

## RESPONSIBLE SOCIAL MEDIA USE



### Follow Rules

Always follow the Code of Conduct and DuPont’s Social Media Policy and Guidelines when posting company-related topics on internal or external platforms.



### Be Responsible

Know how the platform works, including relevant privacy and copyright laws. Be careful about what you post. Once posted, you may not be able to erase it.



### Act Professionally

Do not post anything illegal, harassing, threatening, or discriminatory. Do not share confidential information or private company photos or videos.

# Our Business Partners

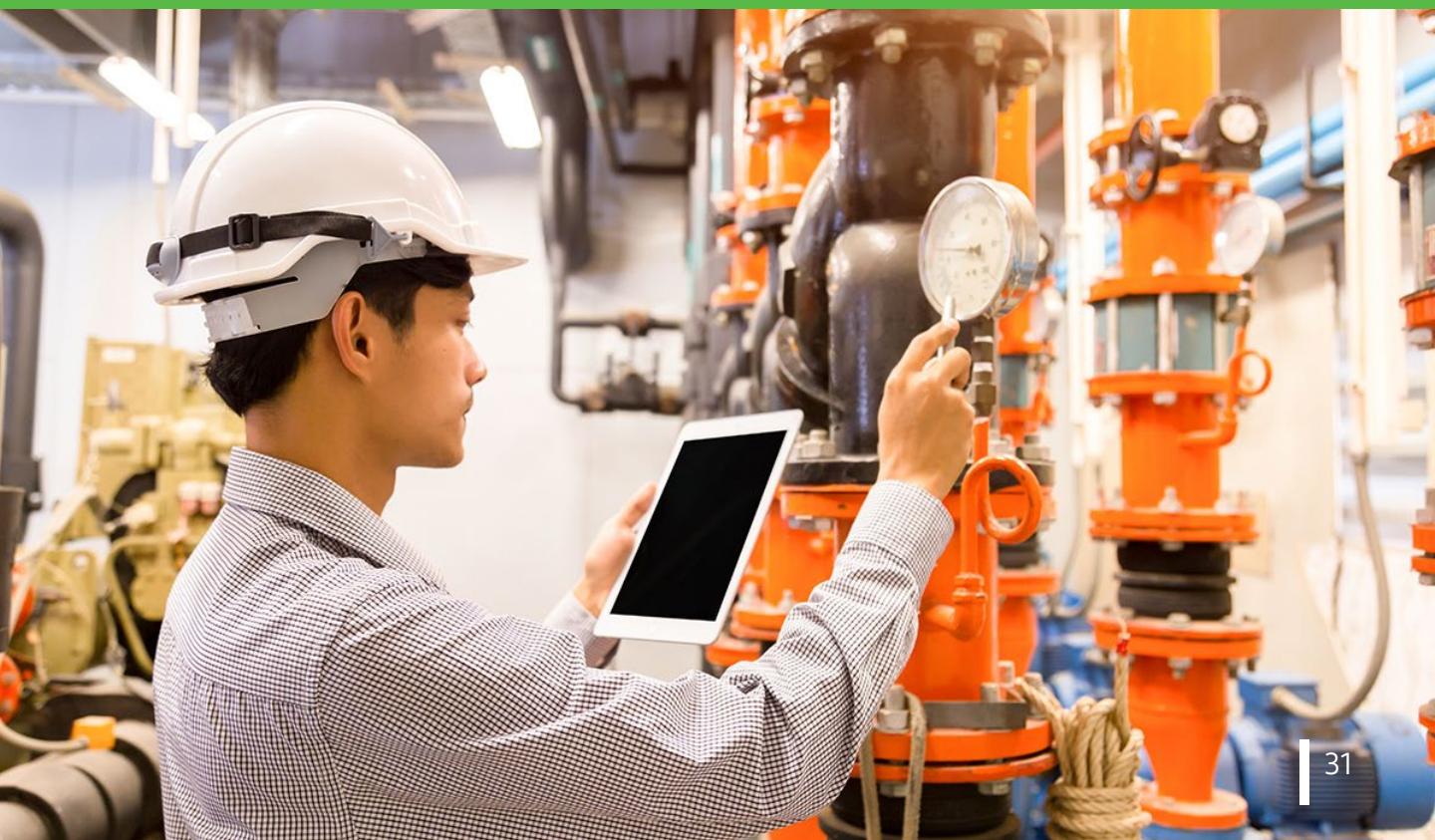


# OUR BUSINESS PARTNERS

We meet marketplace expectations for ethical conduct. Our success depends on how well we serve and interact with our business partners, including our customers and consumers.

We focus on building trust through sound business practices. By treating others with respect and integrity, we strengthen relationships and ensure long-term success.

We act responsibly in all interactions. This includes actions such as exchanging gifts, participating in business entertainment, handling payments, working with government officials, using competitive information, conducting business across borders, and protecting third-party privacy.



# Our Business Partners



## Gifts & Entertainment

At DuPont, we build strong relationships with customers, suppliers, and business associates. We do not give or accept gifts or entertainment to influence business decisions. Our actions must reflect good judgment and integrity.

### Guidelines for Gifts and Entertainment

Gifts or business entertainment must:

- Follow local business customs.
- Have a clear business purpose.
- Never look like a bribe or improper payment.
- Not aim to unfairly or improperly influence decisions.
- Follow laws and ethical standards.
- Avoid embarrassing DuPont if made public.
- Be approved by a vice president or corporate officer if they exceed DuPont's "High Value Amount."

More rules may apply in certain regions, roles, or when working with government officials. Check with your manager for details.

### Setting Expectations

To avoid issues, discuss gift and entertainment rules early in a business relationship.



LEARN MORE: [RESOURCES](#) on the DuPont Intranet

# Our Business Partners



## Bribes & Kickbacks

Bribes and kickbacks are illegal in nearly every country. Offering, accepting, or requesting anything of value to influence a business decision or government action is strictly prohibited.

### Key Points

Employees must never:

- Offer, request, or accept bribes or kickbacks directly or through a third party.
- Make “facilitating” payments, including tips, to government officials to expedite routine actions, such as issuing permits or completing paperwork.

Even non-cash gifts may be seen as bribes, so always exercise caution.

## Payments for Products and Services

We must ensure all payments for products and services are legal, ethical, and transparent. This means complying with accounting, tax, currency exchange, and anti-bribery regulations. Illegal or unethical payments are strictly prohibited.

# Our Business Partners

## Payments for Products & Services

### Guidelines for Payments

Payments must be:

- **Reasonable** in value and aligned with industry norms.
- **Competitively justified** and properly documented.
- **Made to the correct business entity** listed on the agreement or invoice.
- **Paid by check, bank transfer, or credit note**—never in cash—to the appropriate location or account.
- **Free from falsification** or misrepresentation in documents such as invoices or letters of credit.
- **Charged to the correct entity** or account, providing full transparency.
- **Aligned with written trade terms**, such as commissions, rebates, or discounts.

Exceptions should be rare. If you are unsure about a payment's legality or you need to request an exception, seek guidance from Legal and the Controller.

### Accountability

Everyone approving payments for DuPont is responsible for understanding the full transaction to ensure it complies with company policies.

Never make or receive payments that could appear to violate laws or regulations.

# Our Business Partners

## International Trade Controls

We follow all laws and regulations governing global trade. Every country where we operate may have unique rules, but our core values guide us to act responsibly and ethically in all transactions. Everyone at DuPont must understand and comply with trade laws to protect DuPont's reputation as a responsible global company.

## Key Areas of Compliance

**Export Controls:** Follow rules for transferring products, services, and technology between countries. This includes sharing technical data online, through conversations, or across databases. Consult Legal early if you have questions or concerns that a government export license may be required.

**Re-exporting:** Be aware that U.S. export laws also apply to re-exporting products or technology to a third country.

**Customs and Imports:** Accurately classify and report the value, origin, and details of all imported products. Ensure proper documentation to comply with local laws.

**Antiboycott:** Avoid participating in unsanctioned boycotts, including the Arab League boycott of Israel. Immediately report any requests related to boycotts to Legal.

**Trade with Sensitive Destinations:** Be familiar with DuPont's Policy on Trade with Sensitive Destinations which applies to all DuPont businesses, including controlled subsidiaries, joint ventures and affiliates worldwide and governs all proposed import and export transactions.



# Our Business Partners

## Our Policies & Guidelines

DuPont enforces policies and guidelines that ensure compliance with trade laws:

- **Policy on Trade with Sensitive Destinations:** This policy ensures compliance with trade laws and foreign policy considerations.
- **Export Controls and Antiboycott Compliance:** This guideline outlines our responsibility to follow relevant trade controls as well as report any information requests that may involve a boycott.

Always consult Legal when dealing with trade, export, or boycott-related issues.



LEARN MORE: [RESOURCES](#) on the DuPont Intranet



# Our Business Partners

## Anti-Money Laundering

DuPont does not associate with anyone involved in criminal activity, including money laundering. Money laundering occurs when individuals or groups hide the origins of illegal funds or make them appear legitimate.

### How We Prevent Money Laundering

Everyone at DuPont must:

- **Follow the law:** Know and comply with all anti-money laundering laws and regulations.
- **Use approved payment practices:** Make and receive payments only through documented and approved processes.
- **Watch for red flags:** Stay alert for unusual requests, such as cash payments or unexpected terms.
- **Speak up:** Report any suspicious transactions or activities that may involve money laundering to Legal, Ethics & Compliance, your manager, or to the Ethics hotline.

### Our Commitment

DuPont complies with all laws that prevent money laundering and the financing of illegal activities. We ensure that our business is conducted with reputable customers, for legitimate purposes, and with legitimate funds.

# Our Business Partners

## Data Privacy

At DuPont, we are committed to protecting personal information collected about employees, customers, consumers, suppliers, and other third parties. Personal information includes details that can identify an individual, such as names, contact information, account credentials, or biometric data.

### Your Responsibilities

Employees handling personal information must:

**Know and follow privacy laws:** Understand and comply with applicable laws for collecting, transferring, and using personal data.

**Ensure security:** Protect personal information with appropriate physical and electronic controls.



**Follow cross-border requirements:** Use approved agreements when transferring data internationally.

### Our Commitment

As a global company, DuPont seeks to comply with all applicable privacy laws and follows our [Global Information Privacy Policy](#). This policy outlines our privacy practices and commitments to safeguard data.



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# Our Business Partners



## Competition Practices

At DuPont, we compete every day to meet customer needs and enhance shareholder value. However, we always follow competition laws, which apply in most countries where we do business. These laws prohibit actions that restrain trade or reduce competition. Violating these laws can result in severe penalties for DuPont and anyone involved.

### What to Avoid

Be familiar with DuPont's Policy on Trade with Sensitive Destinations which applies to all DuPont businesses, including controlled subsidiaries, joint ventures, and affiliates worldwide and governs all proposed import and export transactions.

### Price-Fixing and Boycotts

We must never agree with competitors to fix prices, terms, or conditions of sale, or to boycott specific suppliers or customers.

### Dividing Markets or Limiting Products

We must never divide customers, products, or markets with competitors or limit the production or sale of products in coordination with others.

### Misrepresentation or Theft

We must never misrepresent ourselves to gather competitive information or steal information from competitors.

# Our Business Partners



## Competitors, Suppliers, and Trade Associations

If your work requires interaction with DuPont's competitors, suppliers, or industry trade associations, you are expected to review policy and obtain approval before you:

- Develop price communications.
- Attend trade association meetings or events involving competitors.
- Engage directly with competitors.

To avoid violating antitrust laws, you must:

- Never engage in practices that restrict free trade or competition including discussing sales strategies or pricing with third parties.
- Avoid any discussion of proprietary or confidential data with competitors.
- Not solicit or share competitive information through third parties.
- Immediately stop discussions if sensitive topics arise and report the incident.
- Contact Legal if you have additional questions.

## Competitive Information

We value competitive information, but only when it's collected legally and ethically. Everyone at DuPont must follow these rules:

- Never steal or misrepresent yourself to gather data.
- Avoid using agents or third parties to obtain information inappropriately.
- Consult Legal if you're unsure about gathering competitive information responsibly.

By following these guidelines, we protect DuPont's reputation and comply with competition laws worldwide.



LEARN MORE: [RESOURCES](#) on the DuPont Intranet

# Our Business Partners

## Government Relations

At DuPont, working with government organizations, officials, and state-owned enterprises requires special care. Every government has its own rules for business. We must always act ethically and follow these rules. Whether we work with government officials in their capacity as customers or regulators, our actions must show DuPont's commitment to integrity.

### Key Areas of Focus

#### Interacting with Government Officials

Follow all laws when working with government officials. Even small gifts or meals can be seen as bribes or kickbacks, no matter the intent. Always check with Legal before giving anything of value to government officials.

#### Government Contracts

Government contracts often have strict rules. These include keeping records of costs, protecting company information, and following rules about gifts and entertainment. Breaking these rules can lead to serious penalties. If you are unsure, ask Legal for help.

#### Travel for Non-U.S. Government Officials

DuPont may pay for reasonable travel costs for non-U.S. government officials visiting our facilities, but only under certain conditions. These costs must:

- Be compliant with local laws.
- Be paid directly to the provider, such as a hotel or restaurant.
- Relate directly to the visit.
- Fall within the guidelines of our Gift & Entertainment Policy.

Paying for unrelated travel costs is not allowed.



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# Our Business Partners

## Our Commitment

When working with governments, we must act responsibly and follow all rules and laws. Breaking these rules can lead to serious consequences for DuPont and the individuals involved. Always ask Legal if you are unsure about the rules for working with government officials.



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# Our Business Partners



## Third-Party Risk Management

The third parties we work with are vital to delivering quality results for our customers. We hold them to the same high standards of behavior that we expect from everyone at DuPont.

### Our Expectations

Our [Supplier Code of Conduct](#) outlines how we expect our business partners to conduct their operations. With a shared commitment, our third parties help us uphold DuPont's commitment to our core values and the Code.

### Supplier Selection and Engagement

We select suppliers using a strategic sourcing process that includes:

- Carefully evaluating their capabilities and alignment with our standards.
- Completing a thorough due diligence process.
- Securing stakeholder approval to ensure we work with the right partners.

# Our Communities



# OUR COMMUNITIES

At DuPont, we are committed to creating a better world for people everywhere. We focus on protecting the environment, ensuring product safety and quality, and respecting human rights throughout our supply chain.

Guided by our core values, we aim to make a positive impact on lives and communities where we operate.

## Environmental Protection

Our mission is sustainable growth—creating value for society and shareholders while reducing our environmental footprint.

Every one of us has a role to play in protecting the environment. Management provides training and resources to help employees understand and comply with environmental laws and **DuPont's Environmental, Health, Safety & Security Commitment**. We must all:

- Follow environmental policies, standards, and procedures.
- Conduct business with care and respect for the environment.
- Comply with applicable environmental laws and regulations.

**Learn More:** RESOURCES on the DuPont intranet



# Our Communities

## Human Rights

DuPont is committed to protecting and advancing human rights wherever we operate. We work with partners who share our principles and uphold the highest ethical standards as outlined in our [Human Rights Position Statement](#) and our [Position on Child and Forced Labor](#).

## Your Responsibility

- Conduct business ethically and responsibly.
- Identify and work with suppliers who align with our values.
- Report any human rights concerns promptly.



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# Our Communities

## Product Safety & Quality

We are committed to making safe and sustainable products that meet the highest standards for our customers and the environment. Product stewardship means managing health, safety, and environmental issues throughout a product's lifecycle.

### Our key commitments include:

- **Safety:** Ensuring products are safe for people and the environment.
- **Compliance:** Following national and international laws and regulations.
- **Global Standards:** Meeting rigorous standards beyond legal requirements.
- **Assessment:** Evaluating products and raw materials to manage risks.
- **Collaboration:** Working with customers and suppliers to share information.
- **Training:** Offering ongoing education to support continuous improvement.
- **Innovation:** Designing products and processes for safety and sustainability.



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