



## **DuPont Human Rights Policy**

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

We commit to conduct our business in an ethical and responsible manner that supports and respects the protection of human rights. We will work to identify and do business with partners who aspire to conduct their business in a similar manner.

Compliance with this Policy and applicable laws is the responsibility of every employee and contractor acting on our behalf and condition of their employment or contract. Management in each business is responsible to educate, train, and motivate employees to understand and comply with this policy and applicable laws.

### **Child and Forced Labor**

The DuPont Company will not tolerate the use of child or forced 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. Should a pattern of violation of these Principles become known to DuPont and not be corrected; we shall discontinue the business relationship.

For purposes of these Principles, we are using the United Nations definition of a "child" as anyone who is less than 16 years of age.

DuPont supports temporary workplace internship and apprenticeship education programs for younger persons as well as customary seasonal employment so long as such persons are closely supervised and their morals, safety, health, and compulsory education are not compromised in any way

### **Compensation**

DuPont will pay wages that meet or exceed the legally required wages or, where no wage law exists, the local industry standard.

### **Working Hours**

DuPont will comply with applicable local, state, national laws and industry practices on working hours.

### Harassment and Violence

DuPont is committed to a working environment that is free of harassment. Harassment of any type will not be tolerated

### Discrimination

The DuPont Non-discrimination Policy states that no employee or applicant will be discriminated against because of age (within statutory limits), race, religion, color, sex, disability, national origin, ancestry, marital status, sexual orientation, gender identity/expression, or veteran status with respect to hiring, promotion, demotion, transfer, recruitment, termination, rates of pay, or other forms or compensation and selection for training.

### Safety

We believe that all injuries and occupational illnesses, as well as safety and environmental incidents are preventable, and our goal for all of them is zero. We will promote off-the-job safety for our employees.

Our commitment is set forth in the DuPont Safety, Health, and Environmental Commitment.

### Freedom of Association

Our objective is to treat employees with fairness and consideration, whether employees are unionized or union free. We believe that unions are not needed to guarantee employees at DuPont sites fair treatment. We do, however, acknowledge the right of employees at any of our locations to make the ultimate decision regarding representation.

### Corruption and Bribery

DuPont does not seek to gain any competitive advantage through the improper use of business courtesies and other inducements. Good judgment and moderation must be exercised to avoid misinterpretation and adverse effect on the reputation of the Company or its employees. Offering, giving, soliciting, or receiving any form of bribe is prohibited.

### Use of Security Forces

Security forces are an important part of protecting people, property, and information from theft and violence. In performing security duties, personnel shall not use physical force protective measures except when all practical security and safety measures have been exhausted and the threat of physical harm is imminent to either ones self or another person.

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