

## 2024 – DuPont Modern Slavery Report (the “Report”)

This Report has been prepared in accordance with Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) and is published jointly on behalf of DuPont de Nemours, Inc. and its relevant subsidiaries.<sup>1</sup> DuPont de Nemours, Inc. and its relevant subsidiaries will be collectively referred to as “DuPont” for the purpose of this Report.

This Report describes steps taken by DuPont during the year ended December 31, 2024, to prevent and reduce the risk of modern slavery, including forced labour and child labour, in our business operations and supply chain. The terms “forced labour” and “child labour” in this Report have the same definitions as contained in the Act.

### **Our Business**

DuPont is a global innovation leader with technology-based materials and solutions that help transform industries and everyday life by applying diverse science and expertise to help customers advance their best ideas and deliver essential innovations in key markets including electronics, transportation, construction, water, healthcare, and worker safety. At December 31, 2024, DuPont has operations in about 50 countries with manufacturing operations in about 24 countries. To learn more about DuPont’s business please see its [2024 Annual Report on Form 10-K](#).

### **Canadian Operations**

**Corporate Office:** Our Canadian corporate head office is located in Mississauga, Ontario. This office principally serves as the administrative and functional support hub for our Canadian operations.

**DuPont Kingston Technology Centre:** Our Kingston Technology Centre (“KTC”) operates as part of a global network of R&D centers within DuPont. The facility is home to over 100 scientists, engineers, technologists, technicians, and administrative and support staff. KTC plays a specialized role in the development and scale-up of new processes from laboratory proof-of-concept to semi-works piloting development, and commercialization.

**Thetford Mines, Quebec:** Our DuPont Thetford Mines manufacturing site is located in the city of Thetford Mines, Quebec. It is one of the two DuPont manufacturing facilities located in the province of Quebec and the only DuPont manufacturing facility in the world to produce Corian® quartz for residential and commercial applications.

**Varennes, Quebec:** Our other facility in the province of Quebec is located in the city of Varennes. This manufacturing site is responsible for producing extruded polystyrene boards under the

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<sup>1</sup> The relevant subsidiaries of DuPont de Nemours, Inc. are: (a) EIDCA Specialty Products Company; (b) 3313045 Nova Scotia Company; (c) DDP Specialty Electronic Materials US, LLC; and (d) DuPont Specialty Products USA, LLC.

brand name Styrofoam™. These boards are primarily used as insulation material in both residential and commercial construction applications. The manufacturing site is the sole Styrofoam™ production facility in Canada and primarily serves the eastern region of the country and the northeastern region of the United States.

**Langley, British Columbia<sup>2</sup>:** Our Langley manufacturing site produces a variety of high-density polyethylene packaging products for food and industrial markets in Canada and the United States.

### **DuPont's Core Values**

DuPont's [Position Statement on Human Rights](#) and [Position Statement on Child and Forced Labour](#) (collectively, the "Human Rights Policies"), our [DuPont Code of Conduct](#) (the "Code"), and [Supplier Code of Conduct](#) (the "Supplier Code"), reflect our commitment to the protection and advancement of human rights wherever we operate. Our support for human rights is based on our core values of Safety and Health, Environmental Stewardship, Ethical Behavior, and Respect for People. We periodically review our position statements and policies and endeavour to post updates to our website expeditiously.

### **Human Rights Policies**

Our Human Rights Policies apply to all DuPont employees and contractors located throughout the world. DuPont will take appropriate action against employees and contractors who act in violation of the requirements of our Human Rights Policies.

### **DuPont Code of Conduct**

The Code sets forth the standards of conduct and our commitment to uphold our core values. This is required of our management and employees worldwide. Any employee, contractor, or third-party business partner is able to raise any concern or make an allegation on human rights abuse or any other alleged violation of our Code through our global Ethics and Compliance Hotline. We maintain a clear policy prohibiting retaliation against anyone raising a concern in good faith.

### **Supplier Code of Conduct<sup>3</sup>**

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<sup>2</sup> The Langley, British Columbia site is owned and operated by KCS Plastics Ltd. which was acquired as part of DuPont's acquisition of Spectrum Plastics Group on August 1, 2023. At the time of filing this Report, KCS Plastics Ltd. does not qualify as an "Entity" under the Act and the description of our Langley operations is only included as part of a summary of DuPont's physical locations in Canada.

<sup>3</sup> in 2024, our Supplier Code of Conduct was updated to align with the RBA Code of Conduct 8.0, including Emergency Preparedness and Occupational Health and Safety policies

We work closely with suppliers to manage a global supply chain in a manner that benefits our customers, business and communities. Our strategic supplier relationships are typically governed by multi-year contractual arrangements. Our lower-spend or shorter-term arrangements are more likely to be governed by our purchase order terms and conditions. Our Supplier Code is incorporated by reference in our standard terms and conditions of purchase. Moreover, compliance with our Human Rights Policies is a requirement under the Supplier Code.

Our supply chain is managed by a global team of professionals with experience in risk management, procurement, supply management, logistics, and supply chain performance optimization. DuPont expects suppliers to adhere to the Supplier Code and ensure its requirements are met within their supply chains.

### **Assessing and Managing Our Risk**

DuPont conducts business with more than 10,000 suppliers globally. Given the large number of suppliers, a risk-based approach is employed in assessing potential child labour or forced labour risk within our supply chain. In other words, we allocate our resources towards what we determine are higher risk activities in our supply chain. Although we do not consider the risk high, there is a possibility of child labour or forced labour practices in our contract manufacturing activities. To that end, our Contract Manufacturing organization performs evaluations and assessments for all new contract manufacturing and tolling suppliers, which includes communicating our policies on human rights. Our assessment process becomes more stringent when certain geographies or industry segments warrant additional scrutiny. For instance, our Water & Protection Tyvek® garment business relies on [Our World In Data](#) country indexes to help identify high-risk contract manufacturers/tollers. These high-risk suppliers are subject to annual audits, in addition to bi-annual site visits and management reviews. Our ongoing diligence with higher risk contract manufacturers/tollers enables us to assess activities that potentially are inconsistent with the Supplier Code and take corrective action, where required. DuPont reserves the right to terminate a supplier relationship if a supplier fails to comply with the Supplier Code.

### **Remediation Measures**

In 2024, we became aware of an incident involving a form of forced labour in connection with a contractor. In turn, we worked with the contractor to take prompt remedial action and corrective measures were promptly implemented to protect against future incidents with this contractor.

### **Training and Awareness**

All DuPont employees are required to complete an Ethics and Compliance training program which includes on-going refresher trainings and periodic certifications that they have read and understand the Code. We also have online training resources that cover a range of topics relating

to ethics and compliance. Select members of our Contract Manufacturing organization are required to take human rights policy training every 2 years.

### **Assessing our Effectiveness**

Our Supplier Code (which covers both supplier operations and their supply chains) strictly prohibits the use of forced labour and child labour. A supplier's failure to comply with the Supplier Code is a basis for terminating a relationship.

We maintain the right to monitor compliance with the Supplier Code and review and audit a supplier's operating environment. Any material violations of the Supplier Code that are identified by us will be escalated promptly to internal stakeholders for review and assessment. Where necessary, DuPont will pursue remedial action from its supplier and track these actions from beginning to completion. Severe violations that are not mitigated in a timely fashion may also result in a termination of the agreement with the supplier, including a ban from doing further business with DuPont in the future.

### **Ongoing Commitment**

As mentioned above, DuPont is committed to the protection and advancement of human rights wherever we operate. As part of this commitment, we will continue to look for ways to improve employee and supplier awareness of DuPont's Human Rights Policy, including our ongoing efforts to prevent modern slavery and human trafficking within our supply chains and our operations.

This Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of DuPont de Nemours, Inc. In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in this Report for DuPont. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



Lori Koch  
Chief Executive Officer  
May 14, 2025  
I have the authority to bind DuPont.