



Du Pont (U.K.) Limited
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MODERN-DAY SLAVERY ACT 2015 POLICY STATEMENT

DuPont recognizes that slavery and human trafficking remains a hidden blight on our global society. Our aim is to identify our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them.

Position statements on Transparency in Supply Chains and Child Forced Labour can be found on our global website <http://www.dupont.com/corporate-functions/our-company/insights/articles/position-statements/articles/child-and-forced-labor.html>

We are committed to ensuring that there is no modern-day slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We will achieve these aims by our initiative to identify and mitigate risk in the following ways (but not limited to):

- Continued stringent vetting and investigation of our supply chain (contractors, sub-contractors, policies, contracts etc.);
- Continually audit and review our practices for checking all employees are paid at least the minimum wage and have the right to work;
- We have mechanisms for the reporting of concerns and the protection of whistle blowers;
- We will not knowingly support or deal with any business involved in slavery or human trafficking;
- We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. Our UK directors have been briefed on the subject.

We use the following key performance indicators (KP's) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of supplier reviews by Purchasing managers;
- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement.

This policy applies to all those employed directly by or supporting our UK companies

Danisco (UK) Limited, Danisco Holdings (UK) Limited, Du Pont (U.K.) Limited, Du Pont (U.K.) Industrial Limited, DuPont (UK) Electronic Materials Limited, EKC Technology Limited, DuPont Nutrition Manufacturing UK Ltd, Nutrition & Biosciences (UK) Limited, Solae (UK) Limited, Specialty Electronic Materials UK Limited

David Spence , UK and Ireland Country Leader

1 April 2020