



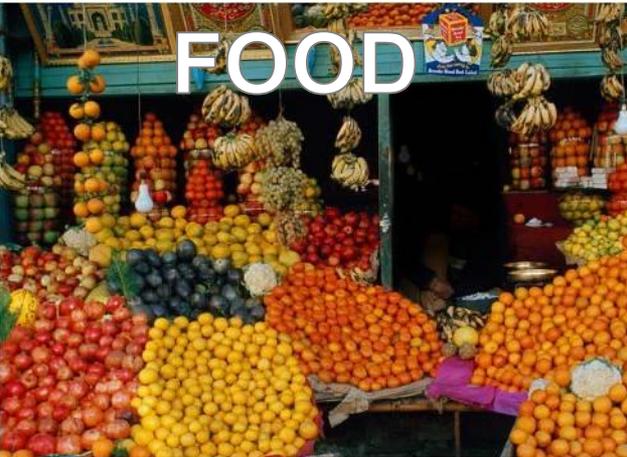
2ND ANNUAL EXECUTIVE FORUM ON DIVERSITY AND INCLUSION

Global Talent Development

Michael Patrick, DuPont Pioneer

Global Vice President of Human Resources

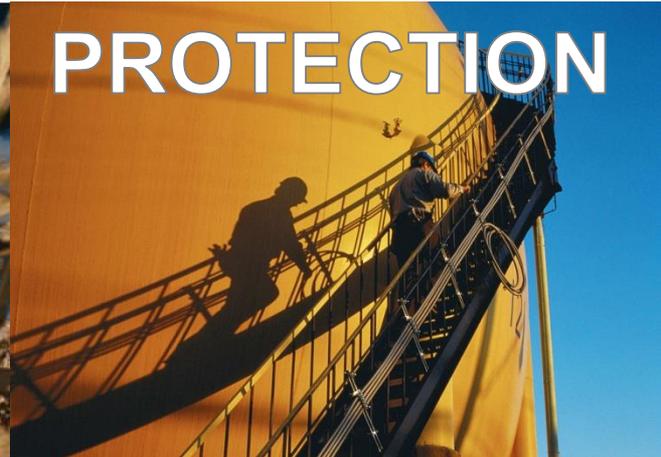
We are applying our science to find solutions to some really BIG challenges...



FOOD



ENERGY



PROTECTION

FEEDING THE WORLD

REDUCING OUR DEPENDENCE ON FOSSIL FUELS

KEEPING PEOPLE AND THE ENVIRONMENT SAFE

Ellen Kullman



Chair of the Board & Chief Executive Officer

Expressions of Diversity & Inclusion

“Revitalizing our commitment to diversity & inclusion will have a positive impact on the everyday work experience of our colleagues around the world. This will create a more vibrant organization, drive performance across the globe, and help us become a much stronger magnet for talent.”

-- Ellen Kullman
Chair & CEO, DuPont



Research Shows... BENEFITS

- The collaborative energy that is created when talented people from different backgrounds come together to focus on innovation helps drive DuPont's success.
- Organizations successful in creating a diverse workforce with an inclusive culture drive an increase in:
 - performance
 - productivity
 - customer satisfaction
- Diverse workplaces with culturally competent workforces have the **highest employee engagement**.
- Working in a diverse environment helps people **overcome bias**.
- Companies with highly committed employees tend to have **higher shareholder returns**.
- Companies that have successfully developed a diverse workforce have:
 - saved millions of dollars on turnover costs
 - improved product quality
 - produced twice the return on investment as those without a diversity focus



Workforce & Marketplace Dynamics

Necessitate Action

- **Demographic changes** around the world create a sense of urgency to take action.
- DuPont **will hire thousands of employees** over the next five years to meet growth goals and account for employee turnover. We have a unique opportunity to add diversity to our employee population.
- New and emerging markets will **require different skill sets** (multi-lingual, cross-cultural). Attracting and retaining talent will be key to helping us achieve our vision.
- **Countries around the globe** are insisting on greater focus on diverse workforces.
- **External arbiters** of great companies (e.g. DiversityInc, Working Mother, Great Places to Work) want to know what we are doing with respect to diverse employees.
- Being viewed positively as a company who embraces diversity & inclusion contributes to our brand as an **“talent magnet.”**



Establishing a Common Language

DIVERSITY

- Any collective mixture of characteristics we are born with or choices we've made and experiences we've had.
- It extends beyond race and gender to include such differences as:
 - Background and experience, language, education, work style, ideas, function and business unit experience
 - Country and culture of origin, age, sexual orientation, physical ability, religion

INCLUSION

- A culture of inclusion unleashes and leverages the power of diversity.
- It is an environment where:
 - Everyone feels respected and appreciated – so we can individually and collectively do our best work
 - The inclusive culture of our workplace inspires us to contribute our full potential, in focused pursuit of DuPont business growth
 - The sharing of new and different beliefs generates new perspectives and drives innovation and creativity



Business Leader Ownership and Accountability

Established Global Diversity & Inclusion Champions Council with high performing and high potential members of the BU, Region, or Function leadership teams

Accountabilities include:

- **Strategic Planning and Implementation**
 - Understand what the corporate goals are for the fiscal year
 - Ensure there is a strategic plan for D&I within the BU/Function and that those plans incorporate the corporate goals

- **Accountability**
 - Ensure the President of the BU or leader of the Function has D&I as a regularly occurring agenda item at staff meetings and management meetings
 - At a minimum, ensure D&I results are reviewed quarterly to determine progress
 - Facilitate the implementation of the strategy for the BU/Function
 - Facilitate the quarterly reporting of results in accordance with the strategy
 - Facilitate the ownership and accountability of D&I among peer group

- **Communication**
 - Ensure the BU/Function leader is an active communicator on the topic of D&I

Diversity is About Inviting a Broad Breadth of People to the Table



Inclusion is About Leveraging the Diversity



Diversity and Inclusion Drive Engagement

