

Univar Solutions Position on Human Rights and Forced Labor (current as of April 2023)

Our Commitment

As a leading global distributor of chemical raw materials and ingredients, and a critical component of supply chains across the world, our business touches countless people across the globe. Our core value to be “valuable to others” drives us to conduct our business with dignity and respect for every person we impact. This includes protecting the rights of the individuals who work in our business, either directly or indirectly, through the suppliers that provide us with products and services. We therefore commit to taking a proactive stance to support and respect the protection of internationally proclaimed human rights, and to guard against being complicit in human rights abuses. We also commit to encouraging our suppliers and business partners to adopt a similar approach and confirm they operate in a manner that demonstrates respect for people and upholds their rights.

What we believe

Univar Solutions believes in the value of all individuals and their inalienable rights as represented in the United Nations’ [Universal Declaration of Human Rights](#), the principles defined in the International Labor Organization’s [Declaration on Fundamental Principles and Rights at Work](#), and other ethical standards that promote respect for people everywhere, without discrimination, in whatever capacity they are connected to our business. This includes measures aimed at reducing forced or involuntary labor.

We believe that our business should conduct operations in a manner that promotes the safety and protection of human rights, embracing a diverse and inclusive workforce, and should avoid any complicity in forced labor, child labor, exploitation, trafficking, physical punishment, unfair work hours or compensation, limits to freedom of association or other human or labor rights violations. We do not tolerate discrimination on the basis of race, color, religion, disability, national origin, age, sexual orientation, gender, gender identity and expression, marital status, citizenship status or any other characteristic of diversity.

How we ensure protection

Univar Solutions’ [Global Code of Conduct](#), available on our website, defines the standards of behavior expected of all our executives, managers and employees with regard to ethical, respectful and inclusive practices. Our employees are trained in our Code of Conduct and required to review and acknowledge compliance each year. We encourage our suppliers to acknowledge our Supplier Code of Conduct and commit to similar practices in their business.

Univar Solutions remains committed to the protection of human rights and is actively taking measures to help confront modern slavery through supply chain mapping, vigilance and oversight, as well as business partner collaboration. Not only does our Supplier Code of Conduct require that all Univar Solutions’ suppliers acknowledge their human rights obligations, but Univar Solutions requests all suppliers to confirm that forced labor was in no way involved in the supply chain. We have initiatives to identify any potential flags in the supply chain through an increased due diligence process that requires certain suppliers to provide detailed information about their workforce. These additional due diligence efforts have allowed Univar Solutions to confirm that, as of the date of this letter, Univar Solutions does not directly or knowingly source from regions where forced or involuntary labor has been implicated or alleged.

Supported by comprehensive compliance policies and procedures, we comply with all applicable laws governing employment and hours of work and rest for all our employees around the world.* Our reporting mechanisms, including a 24/7 hotline, enable any individual to report concerns related to human rights without fear of retaliation. All reports of suspected or alleged human rights abuses are immediately investigated and corrective actions are taken as required. Through our risk management process, we consider adverse human rights impacts associated with our business activities and implement remediation

measures where relevant.

For questions: please email compliance@univarsolutions.com

*In line with the requirements set under UK Modern Slavery Act 2015, Univar Solutions BV and its affiliates in the UK prepare and publish an annual Modern Slavery Statement on their website. The Statements can be found here:

Univar Solutions BV:

<https://www.univarsolutions.com/emea-terms-and-conditions/emea-compliance-documents/>

