



Sustainability strategy overview to 2021





David Jukes
President and CEO
Univar Solutions

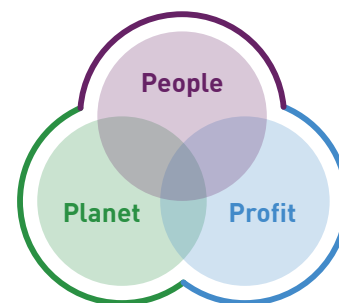
“ Sustainability in business is a priority for us, reflecting each of our values, aligning with our vision to redefine distribution and be the most valued chemical and ingredient distributor on the planet, as well as being better stewards of Earth’s resources.

Our sustainability journey is about doing the right thing across our operations globally and in collaboration with our supply chains. In so doing, we are helping deliver added value for our stakeholders while supporting our mission to streamline, innovate, and grow. ”

Univar Solutions sustainability strategy overview

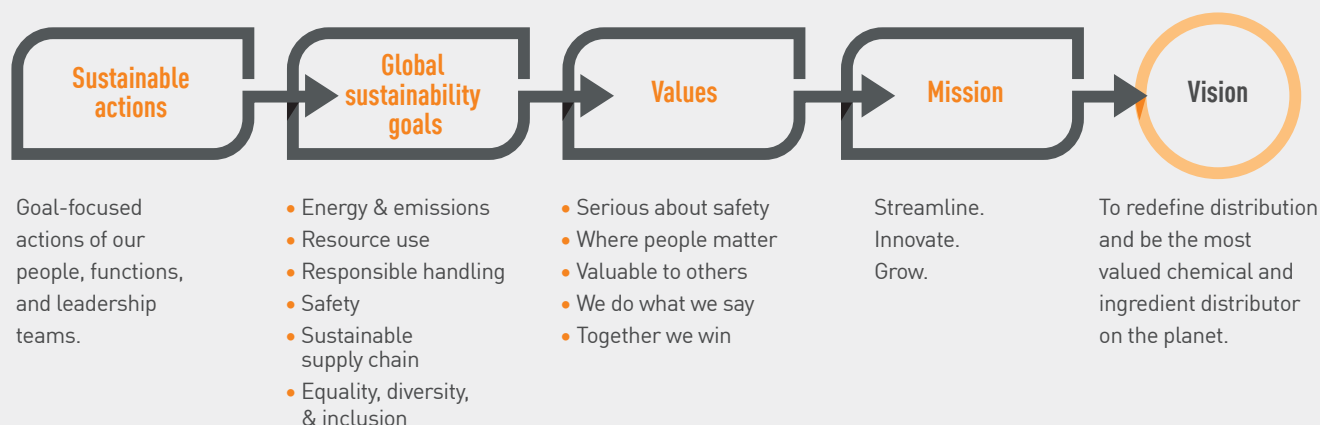
For us, sustainability is the common thread tying together our cultural values, mission, and vision. This can only be realized when we consider our economic, environmental, and social value together (people, planet, and profit).

Through this approach, we are focused on ensuring that the development of organizational sustainability addresses the most materially relevant issues for our business and stakeholders. By identifying these key areas, we have developed Univar Solutions global sustainability goals with specific targets through which we measure our performance.



Realizing our vision through sustainable business

Our journey to a more sustainable future belongs to every person at Univar Solutions. While we adapt a central approach to sustainability, it is only with the actions of each individual colleague that we can achieve our global goals and vision.



The remainder of this strategy overview identifies each of our global goals and the key implementation areas we are progressing on our journey to a more sustainable future.



Energy & emissions

Goal:

Minimize our environmental impact by reducing energy usage and associated emissions.

Measurement:

Reduce energy use (MWh) and emissions (tCO₂e) 15 percent by 2021 from 2016 baseline per million USD in sales.

Key definitions:

MWh — Megawatt-Hours, a unit of measurement for energy use.

tCO₂e — Ton of carbon dioxide equivalent, a measure of emissions from our operations.

Implementation areas:

Establish and implement a global sustainability assessment program including focus on identifying energy efficiency opportunities.

Use the outputs of sustainability assessments to invest in infrastructure improvements and target energy use and emissions reduction actions.

Work at site level to achieve greater local visibility on key energy and emissions metrics with our operations colleagues.

Embed sustainable principles into our day-to-day operational processes and decision making.

Develop and implement site and office-based behavioral programs designed to reduce energy use and waste across our operations.



Resource use

Goal:

Embed the principles of advancing a circular economy into our practices globally.

Measurement:

Reduce hazardous waste 15 percent by 2021 against 2016 baseline per million USD in sales.

Key definitions:

Circular economy — The basis of the circular economy is our ability to operate in a way that designs out waste and pollution, keeps products and materials in use, and regenerates natural systems.

Implementation areas:

Use the outputs of sustainability assessments to identify opportunities to rethink processes, reduce resource use, reuse materials, and reduce non-circular waste disposal.

Work at site level to achieve greater local visibility on key resource use metrics with our operations colleagues to drive further improvement.

Work with regional Procurement teams and Operations Managers to ensure waste services at sites are allowing for best practices to be carried out.

Expand collaboration with customers and suppliers to realize opportunities to offer products and services with circular value.





Responsible handling

Goal:

Protect our people, communities, and environment by leading a “Zero Release” culture to minimize and prevent releases.

Measurement:

Achieve 15 percent absolute reduction in significant spills by 2021 against 2016 baseline.

Key definitions:

Significant spill — Univar Solutions defines a significant spill as an accidental release over 90 kg (200 lb.).

Implementation areas:

Determine root cause for all significant incidents and implement corrective actions.

Drive global release reduction initiatives through the global Charter on Release prevention.

Utilize safe transfer procedures for all bulk chemical transfers.

Improve overfill prevention systems and use preventative maintenance tools.



Safety

Goal:

Continuously improve our proud safety record, protecting our workforce, and demonstrating we are serious about safety.

Measurement:

Achieve and exceed the global TCIR goal of 0.68 each year to 2021.

Key definitions:

TCIR — The U.S. Occupational Safety and Health Administration (OSHA) standardized methodology for calculating the TCIR (Total Case Incident Rate) of recordable injuries per 200,000 hours worked.

Implementation areas:

Use of a near miss reporting tool — Spot it & Stop it.

Use of a global online reporting tool.

Adherence to internal lifesaving rules.

The use of root cause analysis for all accidents.

Specific targeted training programs such as Safety Passport.

The introduction of a behavioral safety program.





Sustainable supply chain

Goal:

Lead on transparency in the supply chain as we responsibly manage and influence the environmental and social impacts of our suppliers.

Measurement:

Establish and implement assessment of product suppliers for environmental and social responsibility in all regions by 2021.

Implementation areas:

Continue to enhance supply chain sustainability transparency through our assessment processes.

Strengthen partnerships with customers and suppliers through sustainable business.

Deliver value across the supply chain through our sustainable products, services, and solutions.

Continue to support customers in meeting the expectations and challenges they face on sustainability.



Equality, diversity, & inclusion

Goal:

Demonstrate our commitment to providing equal and equitable opportunities to all employees through training, education, and an inclusive culture.

Measurement:

Engage our employees globally through structured confidential surveys to identify our current organizational culture in areas of equality and diversity.



Implementation areas:

Creation of an Office of Diversity & Inclusion, as well as global and local councils to support strategy and programming.

Ensure all-employee completion of Code of Conduct training and attestation to our code.

Establish further awareness and educational resources for employees around equality and diversity.

Expand global and regional employee resource networks, supporting the diverse needs of our employees.

Establish strategic alliances with expert organizations, select customers, and suppliers to guide programming.



Supporting approaches

Across our goals, we are building sustainable thinking and action into the ways we operate and make decisions to ensure everyone at Univar Solutions not only understands what we are achieving through sustainable business, but also plays their part in achieving our goals. We will continue to share our progress and achievements globally with all of our stakeholders to further our openness, transparency, and accountability.

Beyond 2021

We have set ambitious goals to 2021, but our focus on driving sustainability in business must go beyond these goals and find both big and small ways to reduce our impact on the planet. While the demands of our business and stakeholders may change over time, we can be sure that our sustainability agenda will remain focused on the most material aspects of what we do.

As we move into 2021, we will continue to carry our comprehensive materiality assessments against the same Global Reporting Initiative (GRI) Standards, challenging the basis of our goals in order to ensure that our revised medium- to long-term agenda is future ready.

This focus on making long-term, meaningful impacts for a more sustainable world reflects the global challenges we face. Through our wider sustainability strategy, lived through our vision, we invite each and every one of our stakeholders to join us on our sustainability journey. After all it is our home, our responsibility.

Want more information?

For further details on Univar Solutions sustainability strategy and the actions we are taking to achieve our goals, reach out to our sustainability team at sustainability@univarsolutions.com.

