

## **Overview**

As a global leader in chemical and ingredient distribution, we are committed to conducting our business in an ethical, responsible and sustainable manner. This is demonstrated through our public commitment to globally aligned standards and frameworks for better business practices such as the principles of the [United Nations Global Compact \(UNGC\)](#) as well as our support for the [UN Sustainable Development Goals \(UN SDGs\)](#). We also believe in improving transparency and accountability through reporting in accordance with the [Global Reporting Initiative \(GRI\) Standards](#). Taking action on these commitments is all part of our efforts and journey to create a more sustainable future, reflected in our purpose to “keep society healthy, fed, clean and safe”. Our Supplier Code of Conduct sets out our expectations for our suppliers and service providers to align with the high standards we set for ourselves. Please review this carefully and return the signed Acknowledgement to us within 30 days.

## **Does this apply to us?**

To support responsible business practices across our supply chain, this Supplier Code of Conduct applies to all direct and indirect suppliers, sub-contractors, haulers, tolling and storage providers, consultants, advisors and third-party intermediaries (hereafter referred to as “suppliers”) of Univar Solutions and its subsidiaries without exception globally.

## **What is expected of business partners through this Code of Conduct?**

The minimum expectations we hold for our suppliers are detailed in the ‘Environment’, ‘Social’ and ‘Governance’ (ESG) sections below. Where not specifically covered within the ESG sections we expect suppliers to fully comply with all laws across the countries in which they operate. Above and beyond the requirements set out below, we also encourage suppliers to take meaningful action to adopt best practices around ESG issues as applies to their business. This includes but is not limited to making bold, public commitments, progressing key challenges and producing transparent, material reporting on ESG issues in line with global initiatives such as the UNGC principles, UN SDG deliverables and GRI Standards.

We also expect that our suppliers actively promote the adoption and implementation of these standards across their supplier base. As identified to be appropriate, based on our internal criteria on supplier assessment, Univar Solutions may, in addition to this Supplier Code of Conduct, require a supplier to complete a more detailed assessment or audit.

## **Environmental**

**Environmental Legislation-** The supplier shall comply with all environmental regulation applicable to the countries or regions in which they operate.

**Product and Service Design-** The supplier shall promote the safe and environmentally responsible design, production, handling, use and end-of life treatment of chemical and ingredient products (as applicable).

**Environmental Management-** The supplier shall have environmental management systems in place to prevent material releases and pollution to air, water and land.

**Product Quality and Safety-** The supplier shall use appropriate management systems to ensure the quality of products is maintained and that information is provided on safe handling.

**Emissions Reduction-** The supplier shall actively pursue reduction of their direct and indirect greenhouse gas emissions in line with recognized standards.

**Resource Use-** The supplier shall actively pursue continual improvement on reducing resource use through a more efficient use of energy, water and other natural resources which drives the reduction of emissions and other waste.

## Social

**Health & Safety-** The supplier shall provide safe working conditions, manage occupational health and safety risk and comply with all applicable legal requirements and operate in accordance with both government and industry standards appropriate to their activities.

**Harassment & Discrimination-** The supplier shall prohibit discrimination and harassment against any employee or applicant for employment because of race, color, religion, creed, sex, sexual orientation, gender identity, pregnancy, age, national origin or ancestry, physical or mental disability, genetic information, marital status, citizenship status, political affiliation or any other consideration protected by national or local laws. The supplier shall also ensure that employees are protected from any form of harassment or retaliation when acting in good faith upon filing a complaint or reporting practices contravening these laws.

**Equality and Inclusion-** The supplier shall commit and take action to ensure all recruitment, hiring, training, promotion, pay and benefits practices are carried out without regard for any legally protected characteristics mentioned above.

**Labor and Human Rights Protection-** 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. The supplier shall comply with all applicable employment laws and standards and commit itself to fair employment practices. We also expect our suppliers to prevent all forms of forced or bonded labor or child labor in their supply chain.

**Freedom of Association-** The supplier shall also recognize freedom of association and the right to collective bargaining in line with local laws.

**Substance Abuse-** The supplier shall have a zero tolerance policy for substance abuse at work or working while under the influence of a substance.

## Governance

**Laws and Regulations-** The supplier shall operate in full compliance with international, national and local laws, and regulations that are applicable to their business operations and obtain all the necessary permits.

**Preventing Bribery and Corruption-** The supplier shall uphold all laws relevant to countering bribery and corruption across the locations in which they operate. The supplier shall refrain from any form of corruption. The supplier shall respect that Univar Solutions employees do not give or accept any gift or favor that could compromise or raise doubts about the neutrality of its business decisions or give the appearance of a bribe.

**Antitrust and Fair Competition-** The supplier shall uphold all antitrust and fair competition laws applicable to the locations in which they operate and implement and enforce strict policies in this area.

**Conflict of Interest-** The supplier shall disclose to Univar Solutions all available information about conflict of interest including financial interest of a Univar Solutions employee in any of suppliers' businesses.

**Import and Export Compliance-** The supplier shall under no circumstances export or import goods contrary to laws and regulations of the countries in which they operate. The supplier shall complete and maintain accurate documentation of product country of origin, tariff classification, and value of imported and exported items.

**Trade Sanctions and Embargoes-** The supplier shall comply with economic sanctions and trade embargoes of the US and with similar laws of other countries, whether they apply to foreign countries, political organization or individuals. No supplier, including any of its officers or directors, shall be included on any lists of terrorists or terrorist organizations compiled by the United States government or any other national or international body. The supplier shall also comply with all applicable laws prohibiting foreign boycotts that have not been approved in the United States.

**Conflict Minerals-** The supplier shall operate in compliance with the **Dodd-Frank Act** and other applicable laws for the locations in which they source and operate. The supplier shall also respond to any questionnaire on conflict minerals as required by Univar Solutions.

**Privacy-** The supplier shall ensure that it collects, uses, retains, discloses, and disposes personal data in conformity with all data protection and privacy laws relevant to the locations in which they operate. This shall include data relating to Univar Solutions.

**Transparent Accounting-** The supplier's accounting records and supporting documents shall show a true, fair, and complete picture of the underlying transaction.

### **Whistleblower Process**

We encourage our employees, employees of suppliers and any other relevant party to report observed or suspected breaches of this Supplier Code of Conduct or any other ethical violation to our Legal Department ([Compliance@univarsolutions.com](mailto:Compliance@univarsolutions.com)) or via our confidential [hotline](#). Univar Solutions does not tolerate any retaliation or threats of retaliation for reporting a violation or suspected violation when such report is made in good faith.

Univar Solutions will periodically request suppliers to reconfirm their adherence to the Supplier Code of Conduct and, as appropriate, submit responses to the more detailed sustainability assessment issued to our third-party assessment provider.

In the case of a supplier's non-conformance with this Code of Conduct, Univar Solutions will take steps to work with the supplier to confirm practices and where necessary identify required actions and corrective measures. In case of serious or repeated non-compliance, Univar Solutions reserves the right to review the relationship and agreement with the supplier and take appropriate action.

**Acknowledgement and Agreement to Uphold Univar Solutions Supplier Code of Conduct:**

Our Supplier Code of Conduct is an important aspect of our efforts to ensure that all the partners we work with have similar high standards and are continually working toward improving business practices. **As a supplier of Univar Solutions we require that you comply with one of the requirement below and return the form to us within 30 days of receipt:**

☐ You as the supplier signs and returns to [Compliance@univarsolutions.com](mailto:Compliance@univarsolutions.com) the acknowledgement below to confirm that your business will operate in line with the requirements detailed in this Code of Conduct:

I, \_\_\_\_\_, an authorized representative of \_\_\_\_\_ acknowledge receipt of Univar Solutions Supplier Code of Conduct and have read and understood the provisions contained therein.

On behalf of \_\_\_\_\_, I agree to uphold the requirements of the Univar Solutions Supplier Code of Conduct and meet all expectations contained therein, as applicable to our business.

I further commit to informing all appropriate management, staff, and employees of my company of the principles of the Supplier Code of Conduct and ensuring that each individual knows his or her responsibility to uphold its provisions in his or her daily work.

Authorized signatory name: \_\_\_\_\_  
Signature: \_\_\_\_\_ Date: \_\_\_\_\_ Title: \_\_\_\_\_  
Company Name: \_\_\_\_\_

☐ You as the supplier can confirm and confirms to [Compliance@univarsolutions.com](mailto:Compliance@univarsolutions.com) that your organization's own Code of Conduct currently meets or exceeds the requirements set out in our Supplier Code of Conduct *with a copy of your Code of Conduct attached:*

I, \_\_\_\_\_, an authorized representative of \_\_\_\_\_ acknowledge receipt of Univar Solutions Supplier Code of Conduct and have read and understood the provisions contained therein.

On behalf of \_\_\_\_\_, I confirm that our Code of Conduct currently meets or exceeds the requirements set out in this Supplier Code of Conduct.

I further confirm that we are committed to enforcing our Code of Conduct to our management, staff, and employees and ensuring that each individual knows his or her responsibility to uphold its provisions in his or her daily work. We have processes in place to take disciplinary measures against those who violate our Code of Conduct.

Authorized signatory name: \_\_\_\_\_  
Signature: \_\_\_\_\_ Date: \_\_\_\_\_ Title: \_\_\_\_\_  
Company Name: \_\_\_\_\_