



2015 Global Sustainability Report



Table of contents

G4-1	CEO Statement	3
GRI organizational profile		
G4-3	Organization name	4
G4-4	Primary brands, products, and services	4
G4-5	Headquarters location	4
G4-6	Where the organization operates	4
G4-7	Nature of ownership and legal form	5
G4-8	Markets served	5
G4-9	Scale of the organization	5
G4-10	Total number of employees by type	6
G4-11	Collective bargaining agreements	6
G4-12	Supply chain description	6
G4-13	Organizational changes during the reporting period	7
G4-14	Precautionary principle	7
G4-15	External charters, principles, or other initiatives ..	7
G4-16	Membership associations	7
Identified material aspects & boundaries		
G4-17	Entities included in financial statements	8
G4-18	Process for defining report boundaries and content	8
G4-19	Material aspects included in the report	9
G4-20	Descriptions of material aspect boundaries within the organization	9
G4-21	Descriptions of material aspect boundaries outside the organization	9
G4-22	Restatements	9
G4-23	Changes from previous reports in terms of scope and/or boundaries	9
Stakeholder engagement		
G4-24	Stakeholder groups	9
G4-25	How stakeholders were identified	9
G4-26	Approach to stakeholder engagement	10
G4-27	Topics raised during stakeholder engagements ..	10
Report profile		
G4-28	Reporting period	10
G4-29	Date of most recent report	10
G4-30	Reporting cycle	10
G4-31	Report contacts	10
G4-32	“In accordance” option, GRI Index and report assurance	10
G4-33	Policy regarding report assurance	10
Governance		
G4-34	Governance structure of the organization	10
Ethics & integrity		
G4-56	Code of conduct	11
GRI performance indicators		
G4-DMA	Disclosures on management approach	12
Economic		
G4-EC1	Economic value	12
G4-EC2	Climate change risks	13

Environmental		
G4-EN3	Energy consumption	14
G4-EN5	Energy intensity	15
G4-EN6	Energy reductions	15
G4-EN8	Water withdrawals by source	16
G4-EN15	GHG emissions	14
G4-EN16	GHG emissions	14
G4-EN18	GHG emissions intensity.....	15
G4-EN19	Reduction of GHG emissions.....	15
G4-EN22	Water discharge	16
G4-EN23	Waste by type and disposal method	16
G4-EN24	Significant spills	17
G4-EN25	Hazardous waste	16
G4-EN28	Products and packaging materials reclaimed	17
G4-EN29	Environmental fines and sanctions	18
G4-EN30	Environmental impacts from product distribution and employee travel	18
G4-EN31	Environmental investments	19
G4-EN32	New suppliers screened using environmental criteria.....	19
Social – labor practices and decent work environments		
G4-LA6	Rates of injury, occupational disease, lost days, absenteeism, and work-related fatalities.....	19
G4-LA9	Average hours of training for employees	20
G4-LA11	Employees receiving performance and career development reviews	20
G4-HR4	Right to exercise freedom of association	20
Social – society		
G4-SO1	Local community engagement, impact assessments and development programs	21
G4-SO4	Communications and training on anti-corruption	21
G4-SO5	Confirmed incidents of corruption	21
G4-SO7	Anti-competitive behavior.....	21
G4-SO8	Fines for non-compliance with laws	21
Social – product responsibility		
G4-PR2	Non-compliance concerning the health and safety impacts of products and services.....	22
G4-PR4	Non-compliance with regulations concerning product and service labeling	22
G4-PR5	Surveys measuring customer satisfaction	22
G4-PR6	Sale of banned or disputed products.....	22
G4-PR8	Complaints regarding breaches of customer privacy and losses of customer data	22
G4-PR9	Fines for non-compliance with laws and regulations concerning products and services ...	22
Narrative on other GRI G4 topics		
G4-PR7	Marketing communications policies and practices	23
G4-SO6	Financial contributions to politicians or political parties	23
G4-HR5	Child, and forced or compulsory labor	23
G4-HR6	Child, and forced or compulsory labor	23
G4-HR8	Violations involving rights of indigenous people	23

CEO statement (G4-1)



Stephen D. Newlin
President & CEO
Univar Inc.

Thank you for reading Univar's 2015 Global Sustainability Report

— our first report using the Global Reporting Initiative™ (GRI) G4 guidelines. I'm excited to share some of the great practices that our worldwide team of more than 9,000 employees is using to address the resource and environmental challenges facing our world today.

As a leading global chemical distributor, Univar plays an important role in enhancing our quality of life. We do this by safely delivering products, expertise, and relationships needed by the world's most essential industries to provide clean water, reliable food sources, affordable energy and innovative products that improve our health, homes and environment.

Our responsibilities as a global company extend beyond the value we deliver to our commercial partners. Through volunteer service and charitable support for community organizations, and safety, compliance and employee development programs, we recognize and believe that we must also be active partners with the local communities in which we live and work. We see the basic elements of sustainability — people, products and the planet — as being at the core of all we do.

Our goals are ambitious: operating with zero injuries, achieving 100-percent compliance, and improving our environmental, health and safety performance in new and innovative ways. We recognize creating a more sustainable future is a journey of continuous improvement — one that requires employee involvement at every level of our organization.

This report shares where we are today. We invite you as our shareholders, customers, supplier partners, employees, and communities to join us on our journey, give us your feedback on our progress, and partner with us to promote sustainable practices worldwide.

Our commitment to safety and sustainability

Univar is committed through clear and visible leadership to make health, safety, security and the environment a priority in our planning for all existing and new operations, products, processes, and facilities. It is our responsibility to provide safe working conditions, protect the environment, and challenge ourselves to continually improve in all aspects of Environmental, Health and Safety (EH&S).

GRI organizational profile

Organization name (G4-3)

Univar Inc.



Primary brands, products, and services (G4-4)

Below is a list of several of the primary trademarks and brands owned by Univar and its affiliates:

ChemPoint™ distribution service

ChemCare™ waste management service

CHEMCENTRAL™ chemical products and services

CropWeb™ distribution and information service

Distrupol™ plastics and polymer distribution service

Fort Storage™ warehouse and transportation service

Magnablend™ specialty blending service

MiniBulk chemical storage and delivery service

PestWeb™ pest control products and services

ProVMWeb™ distribution services

Remote Sentry™ environmental monitoring system

Headquarters location (G4-5)

Univar is headquartered in Downers Grove, Illinois, USA, with major regional offices in Chertsey, U.K.; Rotterdam, The Netherlands; São Paulo, Brazil; Miguel Hidalgo, Mexico; Alberta, Canada; Shanghai, P.R. China; Bellevue and Redmond, Washington; and Houston, Texas, USA.

Where the organization operates (G4-6)

As of December 31, 2015, Univar operated more than 850 distribution facilities in the United States in 49 states, and in 33 countries, including Brazil, Canada, China, France, Germany, Belgium, Mexico, The Netherlands, Sweden, Turkey, and the United Kingdom. These locations include warehouses responsible for storing and shipping of products and administrative office space.



Nature of ownership and legal form (G4-7)

Univar common stock is listed on the New York Stock Exchange (NYSE) under the ticker symbol: UNVR. We have thousands of shareholders who hold Univar stock through banks and brokers. Univar Inc. is incorporated under the laws of the State of Delaware (USA). Univar is a “controlled company” for the purposes of the NYSE rules, which provides the company with exemptions from certain corporate governance standards imposed by the NYSE’s rules. These provisions allow Univar’s controlling shareholders to exercise significant control over corporate decisions.

Markets served (G4-8)

Univar serves and competes in a wide range of end markets that primarily include:

Global Revenue Profile – 2015 Sales by End Market



Scale of the organization (G4-9)

Fiscal 2015

Univar employed more than **9,200** persons on a full-time equivalent basis worldwide.

Operates one of the most extensive chemical distribution networks in the world, comprised of ...

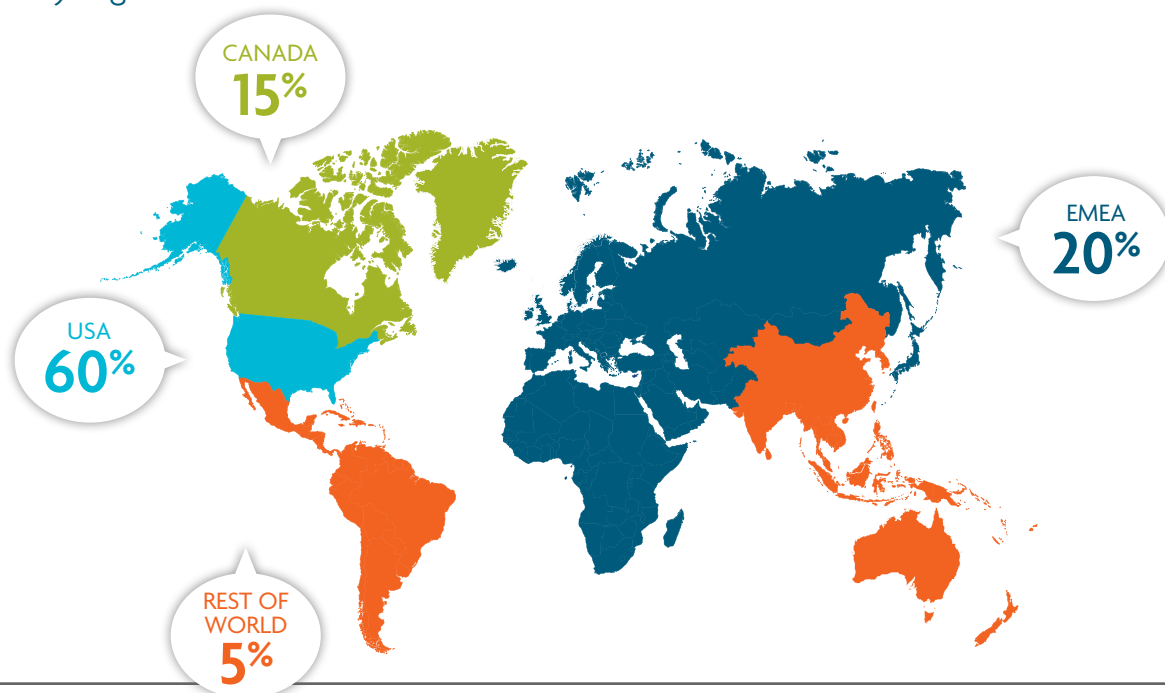
over **850** distribution facilities **≈3,100** tractors, tankers and trailers **≈127** rail/barge terminals

more than **90 million** gallons of storage capacity **≈1,400** railcars **38** deep sea terminals

Univar provides a full product and service solution model to customers via a broad offering of 30,000 products and specialty value-added services, such as blending and packaging, and waste management. In 2015, the company reported consolidated net sales of \$9.0 billion.

Global revenue profile

2015 sales by region



Total number of employees by type (G4-10)

As of December 31, 2015, we employed more than 9,200 persons on a full-time equivalent basis worldwide, of which roughly 35 percent are female and 65 percent are male.

Collective bargaining agreements (G4-11)

Portions of Univar's labor force are covered by collective bargaining agreements. As of December 31, 2015, approximately 25 percent of our labor force was covered by a collective bargaining agreement, including approximately 14 percent of our labor force in the United States, 18 percent of our labor force in Canada, and 48 percent of our labor force in Europe. Approximately 3 percent of our labor force was covered by a collective bargaining agreement that will expire within one year. In addition, in several of our facilities located outside the United States, particularly those in Europe, employees are represented by works councils appointed pursuant to local law consisting of employee representatives who have certain rights to negotiate working terms and to receive notice of significant actions. These arrangements grant certain protections to employees and subject us to employment terms that are similar to collective bargaining agreements.

Supply chain description (G4-12)

As a distributor, Univar operates as a key strategic partner for both chemical producers and customers. Chemical manufacturers and producers ship in bulk to Univar's facilities and the company cost-effectively sells, repackages, and delivers less-than-bulk quantities of products together with other producers' products, giving producers access to a broader base of customers they can't effectively serve themselves. Univar sources chemicals from more than 8,000 producers, many of which are premier global chemical manufacturers, including Dow Chemical Company, ExxonMobil, Eastman Chemical Company, LyondellBasell, Dow Corning, BASF and Formosa Chemicals.

Customers can lower their total costs of ownership with Univar by simplifying their sourcing process and outsourcing key services like inventory management and blending, and accessing a bundle of products that can usually be delivered in a full truck-load, when and wherever they need it. Univar services more than 160,000 customer locations in over 150 countries.

Univar employs a risk management approach for the supply chain related to the chemical and non-chemical products we purchase, repackage and sell. This approach is described under G4-14.

Organizational changes during the reporting period (G4-13)

In 2015, Univar completed six acquisitions that strengthened the company's existing product and service offering:

- **Key Chemical (U.S.)** – expanded municipal water treatment offering with high-purity fluoride.
- **Chemical Associates (U.S.)** – added portfolio of natural oleochemical blends.
- **Future Transfer / BlueStar Distribution (Canada)** – entered high-value agriculture chemical formulation and services market.
- **Arrow Chemical (U.S.)** – added portfolio of active pharmaceutical ingredients (APIs).
- **Weavertown Environmental Group (U.S.)** – expanded national chemical waste management service platform.
- **Polymer Technologies (U.K.)** – added portfolio of specialty products used to formulate environmentally responsible coatings.

On June 23, 2015, Univar closed its initial public offering in which the company issued and sold 20.0 million shares of common stock at a public offering price of \$22.00 per share. In addition, the company completed a concurrent private placement of \$350.0 million for shares of common stock (17.6 million shares) to Dahlia Investments Pte. Ltd., an indirect wholly owned subsidiary of Temasek Holdings (Private) Limited.

Precautionary principle (G4-14)

Univar employs a risk-based management approach for its wholly owned operations, as well as for the supply chain and the products it sells and distributes, consistent with the Rio Declaration on the precautionary approach to the protection of the environment and human health. Through various audits and inspections of its own operations and suppliers, as well as external audits by customers and specific certification bodies, the company has adopted a preventative approach and adheres to the principles of continuous improvement. Where deemed appropriate, certain of Univar's affiliate's operations are certified to the international management system ISO 14001, ISO 9001, and/or OHSAS 18001. In addition, where external market demand requires, Univar is certified to various commercial standards, for example, our distribution facility in Bedford Park, Ill., USA, is certified to Global Food Safety Initiative (GFSI) standards.

Univar has a Supplier Approval Program to help ensure that the products and services we purchase are reviewed and approved to meet our standards. The approval process encompasses five key elements: Product Quality, Labor Standards, Health and Safety, The Environment, and Business Ethics.

External charters, principles, or other initiatives (G4-15)

Univar is committed to sustainably leading the chemical industry as a world class provider of distribution services. The company is committed to being a responsible corporate citizen, and has aligned its operations and strategies with universally accepted principles in the areas of human rights, labor, environment and anti-corruption established by the United Nations Global Compact initiative, as well as through support for initiatives on a local, national, and multi-national level including, but not limited to:

- Carbon Disclosure Project (CDP)
- Responsible Care® and Responsible Distribution®
- Global Food Safety Initiative (GFSI)
- Being a responsible corporate citizen also means achieving business success in ways that demonstrate respect for people and the planet, and upholding the values expressed in our guiding principles.

Membership associations (G4-16)

Univar is a member of numerous chemical and industry associations, and supports a variety of initiatives on a local, national, and multi-national level where the company holds a position on the board or actively participates in specific projects or committees. Univar's association memberships include, but are not limited to:

- American Chemistry Council (ACC)
- Brazilian Association of Chemical and Petrochemical Distributors (Associquim)
- Canadian Association of Chemical Distributors (CACD)
- Canadian Pest Management Association (CPMA)
- CropLife Canada
- Drug, Chemical and Associated Technologies Association (DCAT)
- European Association of Chemical Distributors (FECC)
- National Association of Chemical Distributors (NACD)
- National Pest Management Association (NPMA)
- Roundtable on Sustainable Palm Oil (RSPO)
- Society of Motor Manufacturers and Traders (SMMT)
- United Association of Mobile Contract Cleaning (UAMCC)
- United States Pest Management Professionals Association (PPMA)

Identified material aspects & boundaries

Entities included in financial statements (G4-17)

Our business is organized and managed in four geographical segments: Univar USA (“USA”), Univar Canada (“Canada”), Univar Europe and the Middle East and Africa (“EMEA”), and Rest of World (“Rest of World”), which includes developing businesses in Latin America (including Brazil and Mexico) and the Asia-Pacific region. For additional information on our geographical segments, see “Note 20: Segments” in Item 8 of Univar’s 2015 Annual Report on Form 10-K for additional information.

All of the entities conducting business on behalf of Univar around the world are controlled and managed by Univar and consolidated in the Univar Inc. financial statements.

Process for defining report boundaries and content (G4-18)

Univar completed a materiality analysis for the first time in 2015. This, together with the reporting guidelines established by the G4 “core” option, provided the framework for this report. Of those topics (aspects) that were considered to be relevant, their relative importance was evaluated against two criteria: importance to stakeholders and the importance to Univar (in terms of the significance of the economic, environmental and social impacts). We also took a subjective view of Univar’s ability to impact the aspect (for example, our influence over suppliers’ behaviors regarding freedom of association for employees is relatively limited currently).



The primary audience for this report is external stakeholders, including, but not limited to, communities, customers, prospective employees, governmental agencies, shareholders and prospective investors, suppliers, and trade organizations.

Material aspects included in the report (G4-19)

During the process for defining the 2015 report content, the following aspects have been identified as material to Univar's operations, and may also impact stakeholders outside the company on a global scale, such as upstream and downstream entities across Univar's value and supply chain.

Material aspect	GRI G4 reference	Boundary
Anti-competitive Behavior	SO7	Both
Anti-corruption	SO4, SO5	Both
Compliance (Environmental)	EN29	Inside
Compliance (Social)	SO8	Inside
Customer Health & Safety	PR2	Both
Customer Privacy	PR8	Inside
Economic Performance	EC1, EC2	Inside
Effluents & Waste	EN22, EN23, EN24, EN25	Inside
Emissions	EN15, EN16, EN18, EN19	Both
Energy	EN3, EN5, EN6	Both
Environmental Investments	EN31	Inside
Freedom of Association	HR4	Both
Local Communities	SO1	Both
Marketing & Communications	PR6	Inside
Occupational Health & Safety	LA6	Inside
Product & Service Labeling	PR4, PR5	Both
Product Compliance	PR9	Inside
Products & Services	EN28	Both
Supplier Environmental	EN32	Outside
Training & Education	LA9, LA11	Inside
Transport	EN30	Both
Water	EN8	Inside

Descriptions of material aspect boundaries within the organization (G4-20)

The report covers only Univar's majority-owned or leased facilities and operations as of Dec. 31, 2015. All data referenced is global, unless otherwise noted.

Descriptions of material aspect boundaries outside the organization (G4-21)

The most relevant entities outside of Univar on which the material aspects of this report may have an impact include:

- Producers, suppliers and trading product suppliers from whom Univar procures products and/or services for repacking and selling.
- Customers who purchase products and services from Univar.
- Local communities in which Univar operates.
- Our investors and shareholders.

Restatements (G4-22)

This is Univar's first Sustainability Report using GRI guidelines and no restatements are included.

Changes from previous reports in terms of scope and/or boundaries (G4-23)

This is Univar's first Sustainability Report using GRI guidelines and no changes from previous reports in terms of scope and/or boundaries are included.

Stakeholder engagement

Stakeholder groups (G4-24)

Univar has many stakeholder groups around the world who have a relevant interest in the company's long-term sustainability, including, but not limited to:

- 9,200+ Univar employees
- 150,000+ customers
- 8,000+ suppliers
- The numerous local communities in which it operates
- Members of chemical-industry trade unions around the world
- The investment community
- Relevant government and regulatory agencies

How stakeholders were identified (G4-25)

We identified key Univar stakeholder groups based on the GRI criteria, which broadly defines stakeholders as "entities or individuals that can reasonably be expected to be significantly affected by the organization's activities, products, and services; and whose actions can reasonably be expected to affect the ability of the organization to successfully implement its strategies and achieve its objectives."

We categorized stakeholders into major groups according to the potential impact of the company on the stakeholder and the stakeholder's ability to impact Univar. The results were analyzed through desktop research and reviewed and validated by senior management within Univar.

Approach to stakeholder engagement (G4-26)

We regularly engage with relevant stakeholders on local, national, and international levels, both in a formal and informal manner. Sales, marketing, and technical development groups within Univar's businesses engage with customers on a daily basis to identify their needs, and leverage Univar's broad network of suppliers and deep expertise to deliver solutions around cost reduction, formulation effectiveness, sustainability, and quality. This is accomplished through the creation of value-based relationships with both customers and suppliers that are based on candor and respect, and supported by feedback received through regular customer and supplier satisfaction surveys.

Several of Univar's major campuses and local facilities engage in various community activities focused on education, the environment, and health and human services.

We recognize that our employees are vital to the company's success, and offer employees frequent opportunities and multiple channels to participate in open-dialogue with the organization's senior management through town hall meetings, employee feedback mechanisms, and an open-door policy.

Topics raised during stakeholder engagements (G4-27)

The key topics of concern highlighted during the stakeholder engagement process are ranked in the Materiality Matrix (G4-18). The data behind this stakeholder information formed part of an internal project "Sustainability within the chemical industry using Univar as an exemplar."

Report profile

Reporting period (G4-28)

Univar's fiscal and reporting year is Jan. 1, 2015, to Dec. 31, 2015. This report covers data and activities during Univar's fiscal year, unless otherwise stated.

Date of most recent report (G4-29)

This is Univar's first report using the GRI G4 guidelines.

Reporting cycle (G4-30)

Annual, based on Univar's fiscal year.

Report contacts (G4-31)

Shawn Lilley

Vice President, Global Environmental, Health and Safety
+1 425-889-3776

Shawn.Lilley@univar.com

Phil Hockaday

Director, EMEA Environmental, Health and Safety
+44 16 422 273 88

Phil.Hockaday@univar.com

"In accordance" option, GRI Index and report assurance (G4-32)

Univar has chosen the "core" accordance option.

Policy regarding report assurance (G4-33)

Univar's GRI Report 2015 has not been externally audited.

Governance

Governance structure of the organization (G4-34)

For the first four months of fiscal 2015, Univar was governed by a 10-member Board of Directors, three of whom were independent directors under New York Stock Exchange guidelines. Two additional directors were named to the Univar Board, one each in May and July 2015, increasing Board membership to 12 members, four of whom are independent under NYSE and SEC rules. Once Univar ceases to qualify as a "controlled company" under the New York Stock Exchange rules and after any permissible phase-in period, a majority of the members of our Board will satisfy the independence requirements of the New York Stock Exchange relating to Directors.

At the end of fiscal 2015, the Univar Board maintained three committees: Audit, Compensation, and Nominating and Corporate Governance. The Board's Audit Committee maintains overall responsibility for overseeing the company's risk management, including succession planning. In 2015, we established an Enterprise Risk Management Program and Risk Management Team, which reviews and monitors the Company's enterprise risks. The Board delegated oversight authority of this program to the Audit Committee, while certain identified risks are monitored by other committees of the Board or the Board itself.

The Board's Committees also have a role in overseeing the management of risks that are within the Committees' areas of focus. For example, the Compensation Committee is responsible for overseeing the management of risks relating to the executive compensation policies (including the

design of incentive structures, holding periods and clawbacks to mitigate risks). The Audit Committee oversees management of accounting, auditing, external reporting and internal control risks, and the Nominating and Corporate Governance Committee addresses risk associated with director independence. The entire Board of Directors reviews the Company's safety performance and risks associated with safety at each of its meetings.

During fiscal 2015, Univar's day-to-day operations were managed by a 13-member Global Executive Team (GET) comprised of the most senior leaders for each of our major operating segments and functions.

Ethics & integrity

Code of conduct (G4-56)

Univar's Code of Conduct is an extension of the company's values and is the foundation for the company's culture. All employees are required to understand and comply with Univar's Code of Conduct (available in more than 20 languages) and all applicable laws, regulations, and company policies. Employees complete a mandatory annual Code of Conduct training and attestation process, which requires identification of compliance and ethics concerns. Univar operates a Compliance and Ethics Alertline, which provides a service for employees and other stakeholders to report suspected issues or violations. Submissions can be made to the Alertline securely via telephone or the Internet. Anonymous reporting is available where permitted. Univar enforces an anti-retaliation policy against any report made in good faith through the Alertline and other escalation channels.



Who we are

VISION To be the world leader in chemistry distribution, products and related services, where the best people want to work, benefiting all stakeholders.

OUR GUIDING PRINCIPLES

- We value relationships, earning customers for life, treating suppliers as long-term partners, and dealing with each other with candor and respect.
- We succeed through performance, focusing on superior execution, product access, optimized logistics and productivity.
- We thrive on profitable growth, seeking new markets and new opportunities, continuously innovating to be the distributor of choice.
- And because we are Univar — we do everything safely, and with integrity.

GRI performance indicators

Univar has identified 22 Material Aspects (see G4-19) which include 34 GRI G4 Performance Indicators for fiscal 2015 reporting.

Disclosures on management approach (G4-DMA)

Where appropriate, the management approach to the Material Aspects identified in this report is described under the specific Aspect. The overriding approach to how we identify, analyze, and respond to our actual and potential environmental and social impacts is embodied within Univar's commitment to sustainability and operating as a good corporate citizen.

Univar is a global enterprise with a strong ethical approach to business, and strives to demonstrate sustainability by embedding corporate social responsibility into our day-to-day business. Our commitment to, and policies supporting, safety and sustainability are supported by regional management systems and procedures.

These policies relate to those topics considered material to Univar and include:

- Corporate governance
- Fair business practices
- Health and safety
- Environmental
- Labor practices
- Society
- Product responsibility

We take a transparent approach with our decisions and activities that have an impact on society and the environment. Performance in the identified Material Aspects will be communicated to stakeholders through our sustainability reports utilizing the Global Reporting Initiative (GRI) guidelines. Through this process, we will identify opportunities for continuous improvement.

Economic

ASPECT: Economic Performance

Economic Value (G4-EC1)

Like many other companies across the global chemical value chain, Univar experienced a challenging year with the collapse in oil prices and strong U.S. dollar. However, the strong actions we took to better serve our customers' chemistry needs with our unmatched breadth of products and services, together with our relentless focus on productivity, enabled us to offset much of the impact of these headwinds.

In June 2015, Univar re-entered the public equity market with its NYSE initial public offering, which, together with our debt refinancing in July, significantly strengthened our balance sheet, while maintaining more than \$670 million in liquidity. The table below provides a snapshot comparison of Univar's key financial metrics for the 2013 to 2015 fiscal years.

(In millions \$USD)

Years ended December 31	2015	2014	2013
Net Sales	\$8,981.8	\$10,373.9	\$10,324.6
Gross Profit	\$1,799.1	\$1,930.7	\$1,875.9
Gross Margin	20.0%	18.6%	18.2%
Adjusted EBITDA	\$600.1	\$641.7	\$598.2
Adjusted EBITDA Margin	6.7%	6.2%	5.8%
Net Income (Loss)	\$16.5	\$(20.1)	\$(82.3)
Diluted Earnings per Share	\$0.14	\$(0.20)	\$(0.83)
Cash Provided by Operating Activities	\$356.0	\$126.3	\$289.3
Adjusted Operating Cash Flow	\$632.0	\$386.4	\$619.5
Return on Assets Deployed	21.3%	21.7%	19.8%
Net Debt	\$2,996.4	\$3,697.8	\$3,685.3
Interest Expense, Net	\$207.0	\$250.6	\$294.5

Additional details on Univar's economic value can be found throughout our 2015 Annual Report, which can be found on the Investors section of www.univar.com.

Climate change risks (G4-EC2)

As a leading global chemical distributor, we recognize that climate change will likely affect the way that our industry, and our company, thinks about business and the decisions that we make. Additionally, the implementation of additional regulatory requirements and/or the passage of state, national and international climate change legislation will likely result in increased costs to operate and maintain our operating facilities. Increased costs associated with compliance with any future legislation or regulation of greenhouse gas (GHG) emissions, if it occurs, may have a material adverse effect on our results. Internationally, many of the countries in which we do business (but not the U.S.) have ratified the Kyoto Protocol to the United Nations Framework Convention on Climate Change (Kyoto Protocol), requiring Univar to adhere to these requirements, particularly in the European Union. Many nations entered into the Copenhagen Accord, which may result in a new international climate change treaty in the future. If so, we may become subject to different and more restrictive regulation on climate change to the extent the countries in which we do business implement such a new treaty.

It is important to note Univar engages in very limited manufacturing-type activities and, as a result, is not an energy-intensive business. Any direct effects are likely to be limited and we are well positioned to compete in an energy- and carbon-constrained economy, based on our learning from successful implementation of energy-efficiency and carbon-reduction initiatives in key regions. With regard to our product sales and marketing, while there may be risks to sales into carbon intensive industries, there are proven opportunities in low-carbon or renewable industries.

Of the physical risks to our business related to climate change, the most significant in the next decade is an extreme weather event, such as a hurricane or flood, which may cause the closing of a site, disruption in the supply chain or loss of product inventory. There may be new costs incurred due to higher insurance premiums or increased business interruptions stemming from changing weather patterns. However, these costs would likely impact our competitors in a similar fashion. Some of our locations do lie either in flood risk zones or in close proximity to a coastal area, where they would be exposed to extreme events. Such sites have emergency plans in place and have made investments to prevent or mitigate potential impacts on our operations.

Environmental

Environmental, Health and Safety Management Approach

Univar operates in a wide geography with different legislative expectations, but we set a consistently high global environmental, health, and safety standard for our operations. Univar's Environmental, Health & Safety Policy is implemented through regional policies and standards. In general, Univar's environmental, health and safety management systems are modeled on the international standards ISO 14001, ISO 18001, and ISO 9001, with third-party certification obtained where appropriate.

As an organization, we set ambitious short- and long-term environmental, health, and safety goals, driven by the principals of continual improvement. These goals are transcribed at regional levels as objectives, targets, and improvement plans. Performance data is collected monthly from all of our operational and office locations and progress against set targets is tracked through senior management reviews.

ASPECTS: Energy and Emissions

Univar uses the Greenhouse Gas Protocol (available at <http://www.ghgprotocol.org>) for guiding our reporting of energy and greenhouse gas emissions. The unit megawatt hours (MWh) is used to track energy consumption, in accordance with the CDP reporting requirements (1 MWh = 3600 megajoules).

For fiscal 2015, energy and emissions data was collected for all of our wholly owned operational sites and significant offices. We measure Scope 1: direct GHG emissions and Scope 2: indirect GHG emissions from consumption of purchased electricity, heat, or steam.



Energy consumption (G4-EN3) and GHG emissions (G4-EN15 and G4-EN16)

Energy type	MWh energy consumed G4-EN3	GHG CO ₂ e MT G4-EN15 and G4-EN16
Scope 1 direct energy consumption	464,778	103,374
Natural Gas	161,792	29,990
Diesel	250,974	60,958
Gas Oil	2,424	657
Motor gasoline	30,090	7,120
LPG	14,620	3,116
Coal (type)	4,773	1,508
Kerosene	105	25
Scope 2 indirect energy consumption	80,232	50,883
Electricity	80,144	50,867
Other	88	16
Total energy consumption (Scope 1+2)	545,010	154,257

Breakdown of energy consumption and CO₂ emissions by country.

Country	SCOPE 1		SCOPE 2		TOTALS	
	MWh	CO ₂ MT	MWh	CO ₂ MT	MWh	CO ₂ MT
Belgium	3,791	920	709	84	4,501	1,004
Brazil	167	32	920	22	1,087	54
Canada	25,294	4,665	14,598	12,496	39,891	17,161
Denmark	277	67	207	119	484	186
Finland	170	41	30	7	200	48
France	3,148	911	2,675	179	5,823	1,090
Ireland	1,401	338	109	51	1,510	389
Italy	1,928	456	682	349	2,610	805
Mexico	6,478	1,563	560	253	7,037	1,816
Netherlands	896	188	1,092	574	1,987	762
Norway	0	0	543	273	543	273
Portugal	0	0	44	13	44	13
Spain	761	189	303	0*	1,064	189
Sweden	2,745	622	2,023	463	4,767	1,085
Turkey	813	194	258	126	1,071	321
United Kingdom	26,864	6,789	3,633	1,679	30,497	8,468
United States	390,047	86,398	51,845	34,195	441,892	120,593

*Electricity in Spain is from a certified low CO₂ source.

Energy intensity (G4-EN5) and GHG emissions intensity (G4-EN18)

Emissions intensity data is both presented in terms that are required by CDP (normalized to full time equivalent number of employees) and by the more representative figure of metric tons (MT) dispatched via Univar's operational locations.

Gross global scope 1 and scope 2	Energy consumed (MWh) G4-EN5	CO ₂ e emissions (MT) G4-EN18
Per full time equivalent (FTE)	59	17
Per MT dispatched	0.13	0.037

Energy reductions (G4-EN6) and Reduction of GHG emissions (G4-EN19)

There are no global data comparisons available for prior years, however, energy and GHG emissions have been tracked for several years in some of our regions, and this section includes a year-over-year comparison for the EMEA region. As can be seen from the table below, there was 5-percent reduction in overall energy use and a negligible increase in CO₂ emissions, due to a varying energy mix.

EMEA Energy consumption and emissions	2014		2015	
	Energy MWh	CO ₂ e MT	Energy MWh	CO ₂ e MT
Scope 1	44,856	10,920	42,793	10,715
Scope 2	13,144	3,531	12,309	3,917
Total	58,000	14,451	55,102	14,633

We have data over a longer time period for some regions. For example, in the U.K., our CO₂ emissions have been measured since 2005. Our U.K. operations were pioneers within Univar with the “Our Home, Our Responsibility” initiative and its commitment to reduce our energy use and CO₂ emissions. We worked closely with the Carbon Trust to target savings, and based on the period 2005 to 2008, a 23-percent CO₂ reduction was achieved.

This has been updated for the current report, with the base year reset to 2007, the first year with comparable energy consumption data. While CO₂ emissions have been measured in the U.K. since 2005, comparable energy consumption data is only available for 2007 onwards. As shown below, Univar achieved a 29-percent reduction in energy consumption and a 30-percent reduction in CO₂ emissions between 2007 and the current fiscal year.

UK Energy consumption and emissions	2007 BASE YEAR		2013	2013	2015	2015
	Energy MWh	CO ₂ e MT	Energy MWh	CO ₂ e MT	Energy MWh	CO ₂ e MT
Scope 1	38,339	9,855	28,013	7,184	26,864	6,789
Scope 2	4,269	2,291	3,676	1,638	3,633	1,679
Total	42,608	12,146	31,689	8,822	30,497	8,468

ASPECT: Water

In 2010, the United Nations General Assembly explicitly recognized the human right to water and sanitation, and acknowledged that clean drinking water and sanitation are essential to the realization of all human rights. Less than 0.5 percent of the world's water is fresh and available, the rest is seawater and undrinkable, or is frozen in icecaps.

Univar operates in many parts of the world where water quality or water scarcity is of concern, such as Mexico, parts of Europe, and the U.S. While Univar is not an intensive user of water, we actively contribute to maintaining water supplies, through conservation measures and through controlling our operations to prevent pollution.

Water withdrawals by source (G4-EN8)

Water source	Quantity withdrawn (megaliters)	Percentage by source
Municipal supply	772	95
Groundwater (renewable)	39	5

ASPECT: Effluents & Waste

Univar has programs in place across our global operations for waste minimization, recycling, and treatment or disposal of wastes generated. We manage our hazardous waste in accordance with applicable governmental regulations, as well as all Univar policies and operating procedures.

Water discharge (G4-EN22)

Water discharges are reported based on taking account of water used in products compared to total water withdrawn.

Water source	Totals (megaliters)
Total water withdrawn	811
Water used in products	278
Water discharged (wastewater)	533

Waste by type and disposal method (G4-EN23) and hazardous waste (G4-EN25)

While data for all disposal methods is not available for every region, we expect that this information will be included in future reports.

2015 GLOBAL WASTE SUMMARY	
Generated waste category	Metric tons
Hazardous	4,405
Non-hazardous	7,963
Total Waste	12,368
Total to landfill / incineration without energy recovery	5,505

Saving Energy in EMEA



Univar has continued to invest in the latest technologies to embed energy savings opportunities for years ahead. At several sites, low-efficiency lighting has been replaced with high-performance LED lighting with automatic controls, providing safety improvements, as well as reduced energy use and costs. In Polinyà, Spain, electricity use for lighting is down 45 percent or 20 percent overall; at Widnes, U.K., electricity use site-wide is down 40 percent and in Cusago, Italy (pictured), we expect to get 40-percent savings in their warehouse.

We target making improvements where there will be the most benefit. For example, in the cooler Nordic region, the focus has been on heating. At our Gothenburg, Sweden facility, an oil boiler was replaced with a green energy biomass boiler. This was responsible for a 30 percent reduction in the energy use at the site, equating to a 38 percent reduction in carbon dioxide emissions. Since many of our EMEA sites were audited in 2015 under EU Energy Efficiency Directive requirements, with more to follow in 2016, we will identify energy savings opportunities for future investments.

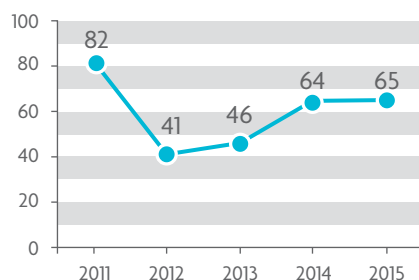


Significant spills (G4-EN24)

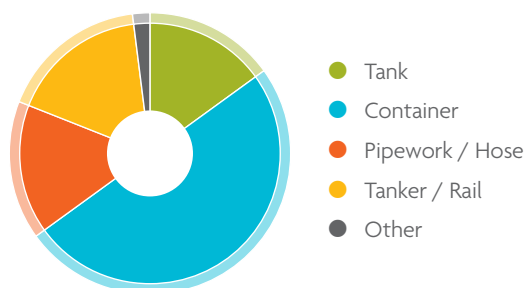
We track and manage our environmental releases to ensure there is minimal product loss or harm to the environment, our employees, customers, and neighboring communities. The data we collect is used to drive spill-prevention activities within our operations. We are continually improving inspection and maintenance programs across our wholly owned operations, and investing in employee awareness, training, and education programs.

The table below summarizes our reportable spills for the 2010 to 2015 fiscal years, and includes any significant spills that occurred at our customers' premises during delivery. Univar defines a significant spill as any chemical product where the quantity spilled exceeds 200 lbs. (90 kg).

Global significant releases



Global source – 2015



Products and packaging materials reclaimed (G4-EN28)

As a chemical distributor, one of our key activities is to repackage bulk liquids and powders into smaller containers for ease of use by our customers. We have pioneered the use of returnable containers, playing an integral part in the design of containers that are used in the transportation of both hazardous and non-hazardous chemicals. In fact, many of the containers we use at Univar are customized, and our input into the design not only ensures the integrity of the containers for safe transportation and storage of chemicals, but also incorporates design elements to increase the working life of the container, which can be in excess of 10 years.

However, returnable packaging is not always the most environmentally viable solution. Where this is the case, we have looked to remove as much packaging material as possible. Examples of this would be the reduction of polymer or steel in a container while maintaining its physical integrity. In addition, where viable, we will collect the empty used packaging to enable the recycling of the packaging materials.

We promote the use of returnable and recyclable packaging throughout our global operations. In the U.S. alone, 220,370 metric tons of products were sold in recycled and reusable containers. Univar also operates a MiniBulk chemical storage and

CHEMCARESM
Part of the **Univar** Network

Through a 25-plus-year partnership between ChemCareSM and Systech Environmental Corporation, a leading provider of byproduct co-processing services in North America, Univar has helped convert more than 100 million gallons of chemical waste into usable fuel.

ChemCare, Univar's waste management and disposal service in the U.S., ships fuel-quality waste from customers to Systech to fuel kilns in its cement processing plants. Since the partnership began in 1989, the cumulative shipment of 113 million gallons of waste through the end of 2015 has produced the fuel equivalent of 400,000+ tons of coal. By converting otherwise unusable chemical byproduct for fuel in cement kilns, ChemCare and Systech have produced 1.7 million tons of cement with the fuel-quality waste – enough concrete to pave a two-lane U.S. Interstate 1,880 miles long – roughly the distance from New York City to Denver, Colorado, and were able to help avoid the generation of 800,000 tons of carbon dioxide, approximately the same amount of annual emissions produced by 160,000 cars.

delivery service, which removes the need for packaging by providing a convenient onsite system located near the point of use eliminating the need to handle drums or totes. Univar's MiniBulk service also helps protect our customers' employees and the environment by minimizing exposure to hazardous materials, and reduces the potential for uncontained spills. In 2015, 192,290 metric tons of product were delivered via our MiniBulk service in the U.S.

Environmental fines and sanctions (G4-EN29)

In 2015, Univar incurred no significant fines for non-compliance with environmental laws and regulations.

Environmental impacts from product distribution and employee travel (G4-EN30)

The energy and CO₂ emissions data provided elsewhere in this report incorporates the contributions from company-owned or -controlled vehicles, both for product distribution and for employee business travel. This is broken down further in the table below.

Vehicle category and fuel type	MWH energy consumed	CO ₂ e emissions (MT)
Commercial vehicle – diesel	237,981	57,803
Company car – gasoline	30,090	7,120
Company car – diesel	9,938	2,413

In general, commercial vehicles used within Univar incorporate the latest technology for safe and efficient transport. In the U.S., we have implemented Oracle Transportation Management (OTM) software for inbound and direct transportation management and Trans Guru for the outbound fleet modelling. In the U.S. and EMEA

regions, we also utilize telematics systems that provide real-time vehicle location tracking with features that capture vehicle activity data, such as fuel use and driver behavior metrics, providing a comprehensive view for our fleet managers. These systems have brought improvements in driver safety and an overall improvement in fuel consumption and, as a result, CO₂ emissions.

As a significant proportion of our products are shipped by our approved transportation providers, we work with these organizations to optimize their networks, taking advantage of freight consolidation opportunities where possible.

With regard to emissions of other pollutants such as NOx and particulates, our Private Fleet in the EMEA region is made up of vehicles with Euro V and Euro VI engines. As we regularly replace these vehicles, we ensure that not only are they equipped with the latest generation engines, but that they are also designed to maximize the safe transportation of hazardous chemicals.

Our company cars used in the EMEA region are procured under a purchasing policy that, using grams of carbon dioxide per kilometer driven, limits the type of cars available. This maximum CO₂ emission figure has been progressively reduced such that the fleet constantly outperforms the regional average. The reduction in CO₂ emissions increases the fuel economy of the cars, and it is our intention to establish a maximum CO₂ limit throughout Univar's global operations.

Additionally, we have installed a worldwide network of video conferencing facilities that helps minimize non-essential employee travel. This, together with the adoption of other software tools, such as Web-based conferencing, allows for virtual meetings and training to take place without the need for travel.



In 2015, Univar launched a new safety awareness program – Univar's 11 Life-Saving Rules – to highlight behaviors that are so fundamentally important to everything we do that failure to comply with these rules has the highest potential to result in serious injury or death.

These are not new rules – they simply reinforce the importance of the provisions in our operating standards manuals (OSM), standard operating procedures (SOP) and operational training courses (OTC). On top of that, Univar's 11 Life-Saving Rules highlight the grave importance of the highest risk on-the-job activities our employees perform, every day.

Environmental investments (G4-EN31)

Univar's investments in protecting the environment are continual – from those designed to prevent releases into the environment to those that address legacy contamination. Investments in preventing releases into the environment span from equipment preventative maintenance and replacement programs to tank inspection and containment measures. In total, Univar invested roughly \$2.5 million in the U.S. and EMEA in 2015 between routine preventative maintenance and one-time projects designed to protect the environment.

Univar is committed to addressing legacy contamination that was caused by practices previously considered acceptable and we invest significantly in this effort. In 2015, Univar spent roughly \$18.5 million to address legacy contamination at its sites. Univar also oversees the remediation of six sites purchased from prior owners to ensure that the site remediation is managed to Univar standards.

In addition to operating in a manner to minimize impact to the environment and addressing legacy contamination, we operate businesses dedicated to helping our customers responsibly manage their waste streams and environmental impacts. For example, Univar's ChemCare waste management service provides assistance to customers by responsibly managing their waste streams from locating beneficial reuse and recycling opportunities to identifying responsible transporters and disposal options. At the end of 2015, Univar expanded its capability to help customers responsibly manage their environmental impact by acquiring Weavertown Environmental Group, a company that provides field emergency response services to help customers safely and responsibly address accidents and releases into the environment.

New suppliers screened using environmental criteria (G4-EN32)

Univar's Supplier Approval Program helps ensure that the products and services Univar purchases meet Univar's standards. The approval process encompasses five key elements: Product Quality, Labor Standards, Health and Safety, The Environment, and Business Ethics. The process applies to all new suppliers, who must submit a completed questionnaire that covers each of the five key elements under consideration, which may be supplemented by an audit.

Social – labor practices and decent work environments

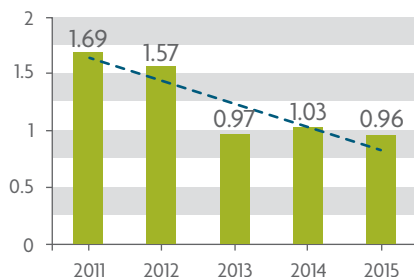
Rates of injury, occupational disease, lost days, absenteeism, and work-related fatalities (G4-LA6)

2015 was Univar's safest year on record, and the company's commitment to high safety standards and practices has resulted in a steady reduction of safety-related and environmental incidents over the past 10 years. Univar employees around the world work to eliminate on-the-job accidents in several ways, including:

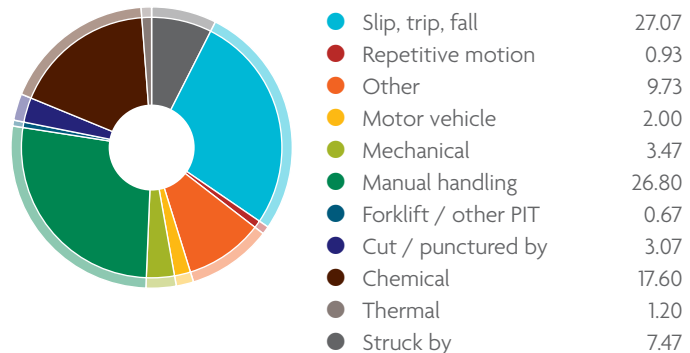
- Accident prevention efforts through planning
- Process and facility controls
- Safety training
- Safety committees
- Safety and environmental audits
- Post-incident investigations and follow-up steps

Univar uses the U.S. Occupational Safety & Health Administration (OSHA) established calculation methodology to report recordable incident rates that are comparable

Global TCIR



Global recordable injury cause 2015



across any industry or group. The standard base rate for the calculations is based on a rate of 200,000 labor hours. This number (200,000) equates to 100 employees, who work 40 hours per week, 50 weeks per year. Using this standardized base rate, any company can calculate their rate(s) and get a percentage per 100 employees.

Average hours of training for employees (G4-LA9)

Univar's online Learning Management System (LMS), "The U," tracks some, but not all, global training. At the end of 2015, The U offered more than 6,100 courses to employees, covering a vast array of topics – from material handling to hazard identification to system and leadership training – collectively representing over 10,000 hours of available content. Univar also offers numerous third-party online and classroom training programs.

Full-time Univar employees completed a total of 113,490 hours of LMS-provided training during 2015, an average of 12.61 hours per full-time employee. There were 223,480 course completions during 2015, or an average of 24.83 course completions per full-time employee.

Part-time Univar employees completed 6,121 hours of training during 2015, an average of 10.16 hours per part-time employee. This represented 13,603 course completions, with an average of 11.4 course completions per part-time employee. Data by region were not readily available.

In the U.S., Univar also provides tuition assistance for employees enrolled in higher education programs directed

at enhancing their professional skills or helping them prepare for a future job within the company. During 2015, 30 full-time employees participated in this program.

Employees receiving performance and career development reviews (G4-LA11)

Every Univar employee, regardless of level or function in the organization, participates in an annual performance appraisal. The annual performance appraisal allows for dialogue and information passing so that as a business we can align individual performance with organizational objectives and create a forum for employee development and growth.

The appraisal allows individuals to set personal goals that contribute to the achievement of Univar's high level goals so that as a business we can make sure that all of us are working as a team. This goal-centric system allows all employees to see exactly how they are contributing to Univar goals and are not only engaged, but also more importantly become accountable for the success of Univar.

Right to exercise freedom of association (G4-HR4)

Univar respects and honors the freedoms of our employees and operates in full compliance with relevant workplace laws and regulations in the states and countries in which it operates, including those associated with organized labor activities. We are committed to providing competitive wages and benefits for our employees, and

Painting a brighter future in Kenya



For the past four years, our employees in EMEA have supported a small school in the remote Kenyan village of Malindi. The team started with a book drive where employees donated hundreds of picture books and coloring pencils. The school received so many parcels from the Univar book drive that news quickly spread beyond the village and children from nearby villages began attending the school. Today, the school accommodates 85 children, more than double the original number.

The Univar team organizes regular giving programs to benefit the students at the school – athletic jerseys and soccer balls, and paint for the school's walls. The team also donated a laptop computer that will connect students to the rest of the world for the first time. This year, the school hopes to build bathrooms, and Univar employees have collected toothbrushes and toothpaste, as well as soap to help bring a few more bright smiles to Malindi students.

promote open dialogue and reasonable workplace practices and policies without the intervention of third parties. For Univar locations with employee groups that are unionized and/or covered by a collective bargaining agreement, Univar recognizes the respective employee representative group (e.g., union) as the exclusive representative of the employees in the bargaining unit and complies with all resulting legal and contractual obligations.

Social – society

Local community engagement, impact assessments and development programs (G4-SO1)

With more than 850 facilities around the world, one of our largest and most important stakeholder groups is the communities in which we operate. We are aware that our activities have a direct impact on these communities, and community engagement and outreach enables Univar to support its commitment to be a responsible corporate citizen by adding value to local communities where they operate.

We encourage and assist employee volunteers in their community-building activities. In many of our facilities our employees partner with local charities to raise funding for medical research or address local health and human needs. Univar also supports numerous local communities with sustainability efforts such as recycling and proper disposal of chemical products.

As an organization, Univar is also committed to supporting the education of young students, and providing inspiration for the next generations of our world's scientific leaders. For several years, Univar has been an active sponsor and supporter of the Chemical Education Foundation (CEF), a nationally-recognized, award-winning nonprofit organization in the U.S. committed to enhancing science education among every generation, beginning with our youth.

Each year, the CEF hosts the You Be The Chemist Challenge®, an interactive academic contest that encourages students in grades 5-8 to explore chemistry concepts and their real-world applications.

Communications and training on anti-corruption (G4-SO4)

We acknowledge and respect the diverse cultures, customs and business practices in the marketplace, while complying with all applicable international laws, regulations, rules, standards, and regulatory orders.

All Univar employees worldwide are required to complete annual training on the standards, procedures, and policies presented in the Univar Code of Conduct. In 2015, more than 32,000 individual completions were recorded for online training courses covering the Code of Conduct, antitrust, bribery, corruption, data privacy and competition laws around the world. Certain courses are required annually. Many of these online courses are translated and available in multiple languages.

We also maintain numerous other specific corporate policies and procedures that support the Univar Code of Conduct, which are made available through a variety of channels, including a globally accessible employee intranet.

Confirmed incidents of corruption (G4-SO5)

In fiscal 2015, there were no confirmed cases of corruption.

Anti-competitive behavior (G4-SO7)

In fiscal 2015, there were no legal actions initiated against Univar related to anti-competitive behavior, anti-trust, or monopoly practices.

Fines for non-compliance with laws (G4-SO8)

Univar recorded no significant fines for non-compliance with laws during 2015. There are two significant asserted fines, both of which are more completely described in Univar's 2015 annual report. The first is an assessment by the Canada Revenue Association regarding corporate taxes and the second is an assessment by the United States Customs & Border Patrol regarding imported saccharin. Both are being challenged by Univar.



Social – product responsibility

Non-compliance concerning the health and safety impacts of products and services (G4-PR2)

Within each of our geographical operating segments, Univar has formal processes and procedures in place to identify non-compliance with regulations or codes relating to the health and safety of the products and services we distribute. We have documented customer complaint mechanisms in place across a majority of our global operations and continue to enhance our processes and procedures to further enhance our ability to capture any issues or identify areas of potential risk. Univar was not made aware of any incidents relating to non-compliance in this area during fiscal 2015.

Non-compliance with regulations concerning product and service labeling (G4-PR4)

Univar closely monitors and adapts to any changes in national and international chemical labeling legislation across the world, such as the Globally Harmonized System of Classification and Labelling of Chemicals (GHS). Additionally, all products supplied by Univar are accompanied by a Safety Data Sheet (SDS) that describes the physical and chemical properties of the product.

We are not aware of any significant incidents where labeling did not meet requirements.

Surveys measuring customer satisfaction (G4-PR5)

Univar measures employee, customer and supplier satisfaction via Net Promoter Scores (NPS) gathered through quarterly surveys conducted by an independent research firm. While Univar does not disclose specific scores for confidentiality reasons, in fiscal 2015, U.S. customer satisfaction rates reached their highest level since the company began measurement using NPS. Globally, we invest in the measurement and proactive monitoring of customer satisfaction on an ongoing basis.

Sale of banned or disputed products (G4-PR6)

To the best of our knowledge, Univar did not sell any banned or disputed products during fiscal 2015. Of the vast range of products that Univar sells, a few are restricted for certain markets or uses. An example would include alkyl phenol ethoxylates (APEs) that are banned for use in

detergents in some markets, but allowed in others. When chemicals are restricted in certain areas but allowed in others, it may be due to differing usage pattern or lack of infrastructure to manage waste or wastewater. In such situations, Univar focuses its sales and marketing activities on offering alternatives.

Through our legal tracking, marketing and industry association networks, we keep ahead of changes to legislation and help prepare our customers to reformulate or replace with accepted alternatives. Similarly, for disputed products that may be subject to restricted uses, such as chemicals identified as Substances of Very High Concern (SVHC) in the European Union, Univar works closely with the producers to analyze the issues and help educate our customers. In some cases, this may mean taking the decision to actively market undisputed alternatives.

Univar is responsive to customer trends and demands. An example would be in consumer markets where sustainable alternatives may be sought, such as palm oil-based products from a certified sustainable source through the Roundtable on Sustainable Palm Oil (RSPO) scheme. In this case, Univar in the U.K. and Ireland has been preparing several of its operating sites to be audited to supply RSPO-certified surfactant chemicals.

Complaints regarding breaches of customer privacy and losses of customer data (G4-PR8)

Neither Univar nor any of its wholly owned subsidiaries, or our related information-technology-supported networks and systems, have received any substantiated complaints relating to breach of customer privacy and/or loss of customer data. In early 2016, we implemented a global Privacy Complaint Procedure to further enhance our capabilities to respond to a complaint from an employee, contractor, customer or supplier or any other individual who believes that Univar has interfered with their privacy and/or Univar denied their request to access or modify their personal information.

Fines for non-compliance with laws and regulations concerning products and services (G4-PR9)

Univar recorded no significant fines for non-compliance with laws and regulations concerning the provision and use of products and services during 2015.

Narrative on other GRI G4 topics

Marketing communications policies and practices (G4-PR7)

As a global leader in many of our respective markets, we compete aggressively and honestly for business and do not misrepresent the products, services or prices, make false or misleading claims about its products or services, or make false or misleading claims about the products and services of our competitors.

Financial contributions to politicians or political parties (G4-SO6)

Univar corporate policy prohibits the use of corporate funds to make campaign contributions.

Child and forced or compulsory labor (G4-HR5, G4-HR6)

Univar abides by child labor laws and does not employ underage workers in its worldwide operations, nor do any of Univar's operations employ forced or compulsory labor. We also expect our supply chain partners to abide by all internal regulations and conventions relating to child and forced labor.

Violations involving rights of indigenous people (G4-HR8)

Univar has no violations involving the rights of indigenous people.



About Univar

Founded in 1924, Univar is a global distributor of specialty and basic chemicals from more than 8,000 producers worldwide. Univar operates more than 800 distribution facilities throughout North America, Western Europe, the Asia-Pacific region, and Latin America, supported by a global network of sales and technical professionals. With a broad portfolio of products and value-added services, and deep technical and market expertise, Univar delivers the tailored solutions customers need through one of the most extensive chemical distribution networks in the world. Univar is Chemistry DeliveredSM.
