



GLOBAL SUSTAINABILITY
REPORT 2017



OUR HOME
OUR RESPONSIBILITY



STATEMENT FROM UNIVAR'S PRESIDENT AND CEO DAVID JUKES

This is my first opportunity as President and CEO to welcome you to a Univar sustainability report. Sustainability is something close to my heart as I commissioned Univar's first sustainability report for our UK business in 2007, which was entitled "Our Home, Our Responsibility."

That is why one of my first actions as Univar's President and CEO was to reaffirm our ongoing commitment to sustainability by writing to the Secretary-General of the United Nations and reaffirming Univar's commitment to support the principles of the United Nations Global Compact.

Our commitment and support for these principles allow Univar to build on existing economic, ethical, environmental and social standards, while achieving further long-term sustainable growth. Furthermore, as a signatory to the United Nations Global Compact, Univar will help drive more responsible and sustainable business, not only within our operations, but also throughout our supply chain.

This last year has been one of significant progress for Univar as a company and across our key areas of sustainability. Our focus on sustainable growth allows us to broaden our expectations and accelerate our progress through 2018 and beyond.

Throughout 2017, we were encouraged by our safety performance, which matched our 2016 achievements and allowed us to achieve another record year of safety at Univar. This industry-leading performance across our global operations is a testament to the dedication of our colleagues and visitors who operate in accordance with our safety expectations.

Our commitment to economic, environmental and social sustainability is unwavering. We remain focused on driving positive change within our business and our communities as we expand this approach throughout our supply chains.

This year and for the first time, I have requested that we publically publish Univar's global sustainability goals. Known simply as our 2021 sustainability goals, the focus is on six key areas for sustainability.




You will read more about these in the pages ahead and in future years. Meanwhile, I am proud to present the 2017 Univar sustainability report detailing our economic, environmental and social responsibility performance through the year. This report marks our third annual publication based on the Global Reporting Initiative (GRI) and references the latest version of the GRI Standards. This helps ensure our disclosures are as relevant, transparent and comprehensive as possible.

I hope that you, as a stakeholder, will continue to join us on our journey of continual improvement for a more sustainable future. At Univar, we understand our role and value transparent and collaborative relationships with all our stakeholders.

In this vein, I personally invite everyone to communicate their views with us on sustainability related issues. Please send these communications to our sustainability team at Sustainability@Univar.com.



David Jukes
President and
Chief Executive Officer



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

COMMUNICATION ON PROGRESS



COMPANY PROFILE

UNIVAR INC.

We are a leading global chemical and ingredient distributor and provider of specialty services. We purchase chemicals from thousands of chemical producers worldwide and warehouse, repackage, blend, dilute, transport and sell those chemicals to more than 100,000 customer locations across approximately 140 countries. Our specialized services include digital promotion or e-marketing of chemicals and ingredients for our producers, chemical waste removal and ancillary services, on-site storage of chemicals and ingredients for our customers, and support services for agriculture as well as pest control industries.

Univar is more than a distribution company. We are a global partner to our customers and suppliers with dedications to:

- *Earning customers for life*
- *Using our global network to provide market insight and expertise to grow our customers' businesses*
- *Uncompromising safety and compliance*
- *Creating enduring supplier relationships*
- *Providing an innovative suite of value-added services*

Our scale, geographic reach, diversified distribution channels, industry expertise and comprehensive product portfolio enable us to develop strong, long-term relationships with our suppliers and to provide a single-source solution for our customers.

Because we are Univar, we do everything safely and with integrity.

UNIVAR BRANDS

Our services go beyond chemical distribution. Univar's extensive portfolio of value-added services is part of the Univar difference and allows us to serve customers from a wide range of industries. The following Univar brands deliver our services to the marketplace.

CHEMCARE™
Part of the Univar Network

FUTURE TRANSFER
Part of the Univar Network

UNIVAR® ENVIRONMENTAL SCIENCES

CHEMPOINT.
A UNIVAR COMPANY

MAGNABLEND
Part of the Univar Network

UNIVAR® SPECIALTY CONSUMABLES

COLOUR
Part of the Univar Network

MINIBULK
Part of the Univar Network

DALTRIX
Part of the Univar Network

NexusAg™
BY UNIVAR

WEG
A Univar company

DISTRUPOL™
A Univar company

TAGMA
A Univar company

BODINE
SERVICES OF THE MIDWEST
A Univar company

**Univar's headquarters are located at
3075 Highland Parkway, Suite 200
Downers Grove, IL 60515-5560 USA.**

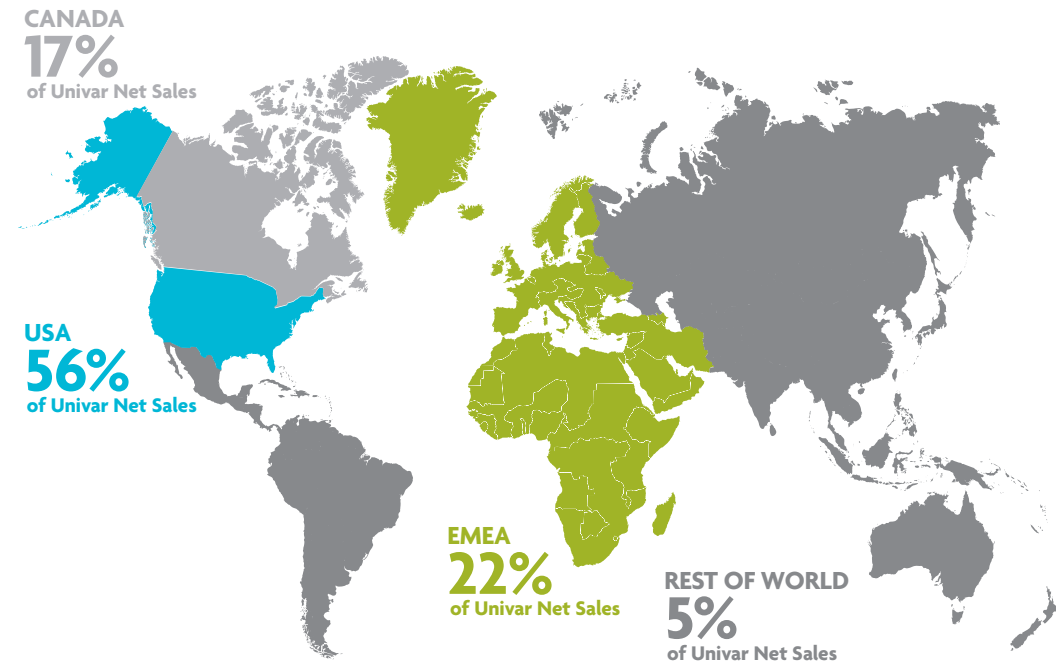
Our major regional offices are located in Bellevue and Redmond, Washington; Houston, Texas; Los Angeles, California, in the U.S.; Richmond, British Columbia, Canada; Bradford and Chertsey, United Kingdom; Sao Paulo, Brazil; Hidalgo, Mexico, and Shanghai, P.R. China.

We also have operational and sales offices across the Middle East and Africa as well as the Asia-Pacific region. As of the end of the 2017 calendar year, Univar had a total of 638 facilities across 31 countries with almost 8,800 employees. Combined, our people and the scale of our operations globally enabled:

- *Over 90 million gallons of storage capacity*
- *Service to over 100,000 customers in over 140 countries*
- *A consistent on-time delivery rate exceeding 96%*

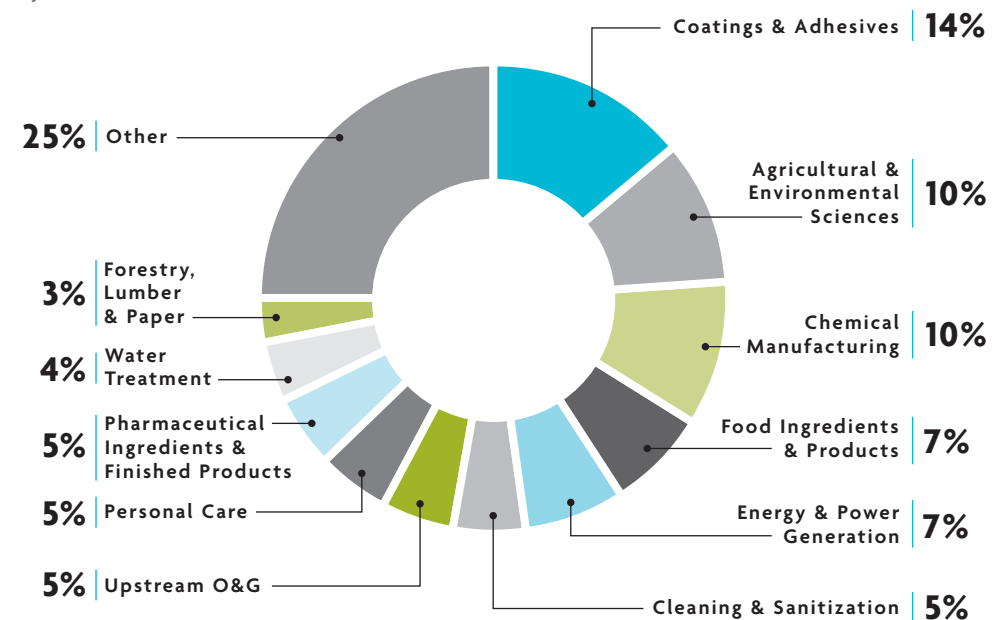
GLOBAL SALES BY REGION

2017 NET SALES BY REGION



MARKETS SERVED

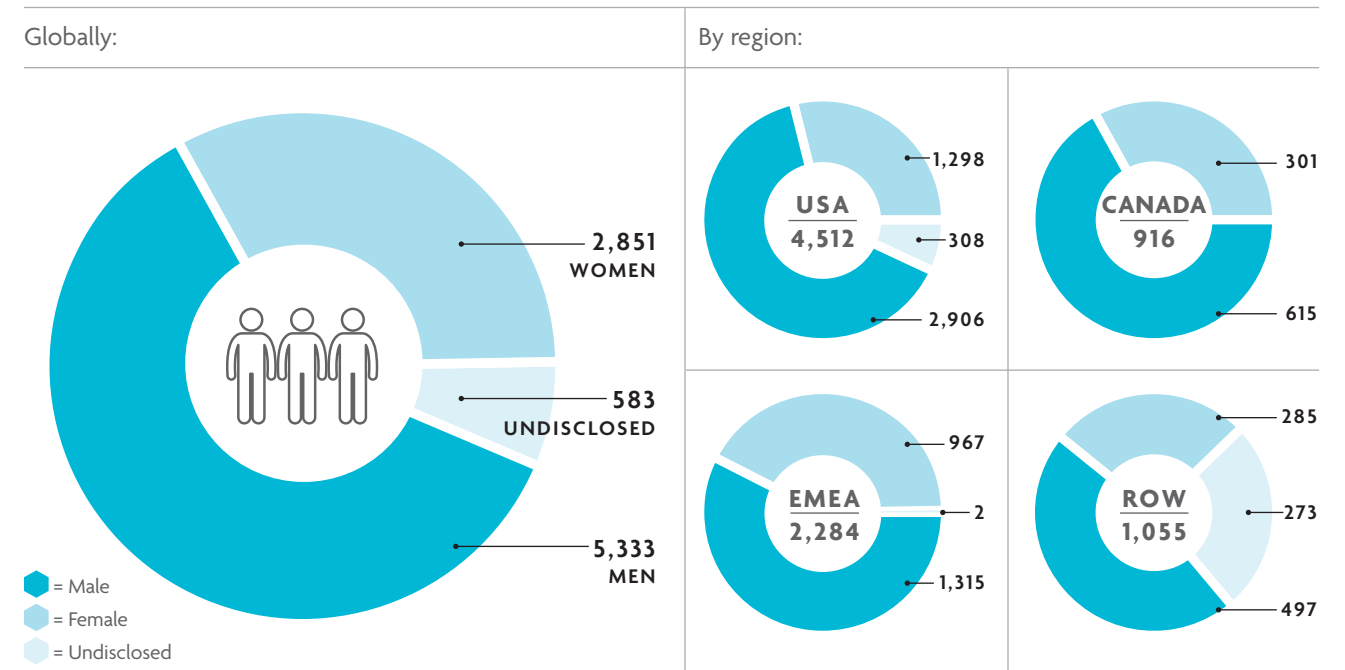
Given our diverse product range, we reliably supply products to a broad range of end markets. The figure below lists Univar's 2017 net sales by end market.



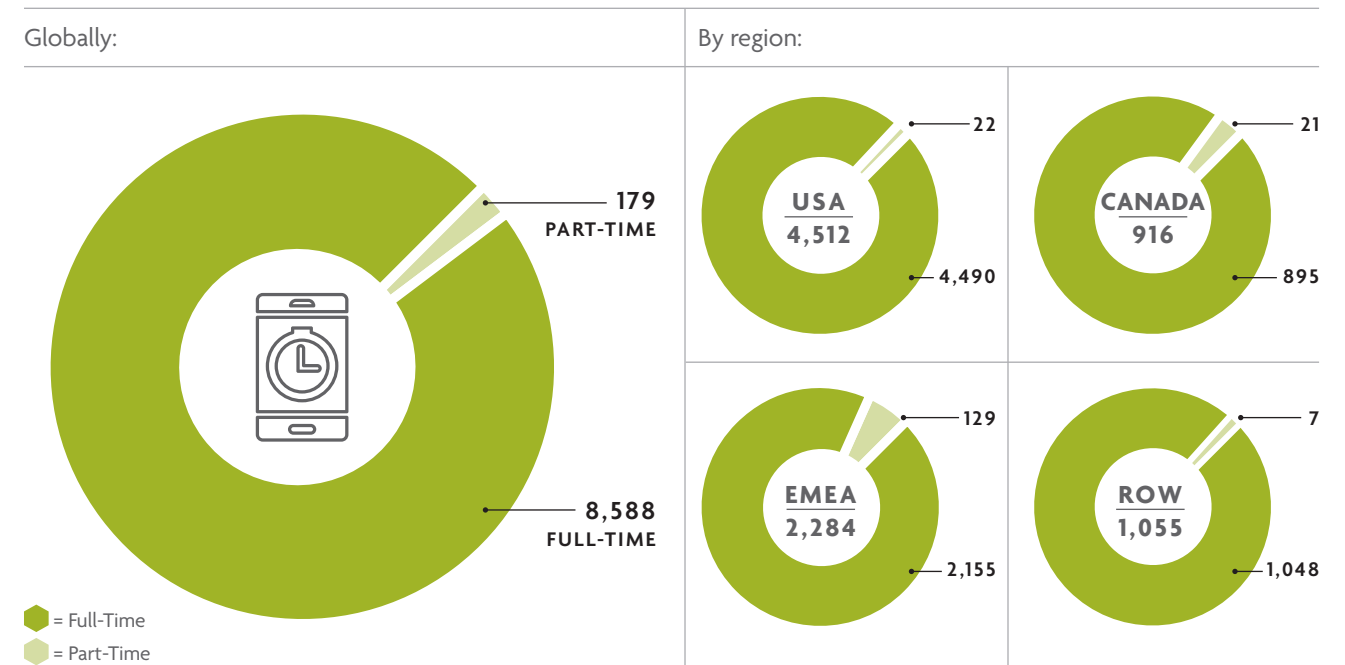
UNIVAR'S TEAM

The below figures reflect our employee statistics as of December 31, 2017, split by region, gender and employment type.

GENDER



EMPLOYMENT TYPE



While Univar uses third-party services in our extended transport and distribution networks, this is primarily the case in our European operation and does not constitute a significant part of our global delivered services.

This year more than ever, we engaged with subscribed external initiatives. We see the value of stakeholder collaboration and performance improvement

SUPPLY CHAIN

As a full-line distributor with a strong supply chain network across a broad geographic region, we are well suited to help customers and producers consolidate their distributor relationships and lower their total costs of ownership or service.

We buy and inventory chemicals and ingredients in large quantities such as barge loads, railcars or full truck loads from producers and sell and distribute smaller quantities to our customers.

Approximately 40 percent of the chemicals and ingredients we purchase are in bulk form and we repackage these materials into various size containers for sale and distribution.

During 2017, we initiated a large-scale project to optimize our supply chain network and transportation solutions to better address the unique needs of our customers and supplier partners across our lines of business. Through our Commercial Greatness, Operational Excellence and One Univar strategy, and by reinforcing our “one-stop-shop” provider capability, we will build on and increase the economic value we create in the global supply chain.

Univar took important steps in 2017 to address sustainability in our supply chain as detailed in the stakeholder engagement section of this report.

EXTERNAL INITIATIVES

Univar collaborates with our stakeholders throughout the supply chain to ensure that our economic, environmental and social disclosures remain transparent and relevant. Our communications via external initiatives help Univar promote and further sustainability in our business. Not only are these external initiatives useful to present Univar’s performance and actions, but also they are a crucial part of fostering responsible business practices throughout the supply chain.

Our move to commit to the ten principles of the United Nations Global Compact by becoming a signatory to this globally recognized initiative marks a significant milestone in communicating Univar’s commitment to responsible business. Our letter of commitment from our President and CEO David Jukes is available on the United Nations Global Compact [site](#).

Improving sustainability beyond our own gates is becoming increasingly important, and we are committed to supporting our customers on their journey to sustainable business while influencing our suppliers to be equally responsible.

In 2017, we subscribed to the principles of and/or participated in these external initiatives.

United Nations
Global Compact
CDP
Responsible Care
Responsible Distribution
EcoVadis

EcoDesk
Sedex
Global Food Safety Initiative
International
Labour Organization
ISO Certifications

This year more than ever, we engaged with subscribed external initiatives. We see the value of stakeholder collaboration and performance improvement through these platforms. Univar will continue to improve performance through our engagement with our stakeholders and these initiatives.

ASSOCIATION MEMBERSHIPS

As a leading global chemical and ingredients distributor and provider of specialty services, Univar is a natural selection for involvement with associations across the chemical and food industries. We are very active and hold board positions in local, national and international committees as appropriate, including the following:

American Chemistry Council
Responsible Distribution Canada
Roundtable on Sustainable Palm Oil
CropLife Canada
National Pest Management Association
European Association of Chemical Distributors
Vegetation Management Associations
National Association of Chemical Distributors





VALUES, PRINCIPLES, STANDARDS AND NORMS OF BEHAVIOR

Our vision is to be the most valued chemical and ingredient distributor in the world through Commercial Greatness, Operational Excellence and One Univar.

We value relationships, earning customers for life and treating suppliers as long-term partners. We treat others with candor and respect.

We succeed through performance, focusing on superior execution, product breadth, optimized logistics and productivity.

We thrive on profitable growth, seeking new markets and new opportunities, continuously innovating to be the customer's distributor of choice.

Because we are Univar, we do everything safely and with integrity.

GLOBAL CODE OF CONDUCT

Our Code of Conduct applies to employees of Univar Inc. and all of its subsidiaries as well as members of Univar's Board of Directors.

This document, publically available in 22 languages, provides guidelines for working with fellow employees, customers, suppliers and business partners, as well as dealing with ethical or compliance-related questions. When faced with ethical questions or dilemmas that may not be directly answered by the Code of Conduct, we encourage employees to first seek our counsel on the issue in order to minimize any ethical issues for themselves or the Company. To maintain the relevance and effectiveness of this document, we made revisions in 2017 expanding on environmental, safety and ethical topics.

To ensure our Code of Conduct is understood and accepted by our employees, everyone at Univar must complete mandatory annual training which is competency tested. Extending our requirements on this, we initiated a new process in 2017 whereby employees, following training, are required to sign and return a self-attestation that they have read and agreed to Univar's Code of Conduct.

This document also sets out our commitments to lawful business practice, including those around anti-corruption, anti-bribery and fair competition. We also have up-to-date, mandatory training courses for all employees on these topics, completion of which is monitored. Our Board of Directors Audit Committee is responsible for assessing compliance with our [Code of Conduct](#).

APPLYING THE PRECAUTIONARY PRINCIPLE TO OUR BUSINESS

Where there is potential for environmental or social harm, lack of certainty cannot be accepted as a reason for inaction. At Univar we believe that use of the precautionary principle is a key directive of responsible environmental and social governance and is an important factor in the journey towards a more sustainable future.

Our transparent and honest culture encourages the application of the precautionary principle. We evidence this commitment in part through our global sustainability goals, committing to action, which will reduce our contribution to global climate change and address remediation.

Although applying the precautionary principle means taking action despite scientific uncertainty, it does not negate the need for, or value of, pursuing a risk-based approach – remaining informed by the best available information and taking into account uncertainties. Our dedicated Risk Management team and Environment, Health and Safety department take the lead on assessing the potential for environmental harm and taking preventative measures where possible, erring on the side of caution where extensive scientific knowledge of risks is lacking.

GOVERNANCE STRUCTURE

Despite some significant changes in management and the announcement of a change of our CEO in 2018, our governance structure remains the same for 2017 compared with our statement in 2016. The business and affairs of the company are supervised by the Board of Directors ("Board"). The Board believes that good corporate governance is a critical factor in achieving business success and in fulfilling our responsibilities to our shareholders. The Board believes that its corporate governance practices align management and shareholder interests. Highlights of the company's corporate governance organization and practices are described below.

The Board maintained three committees at the end of financial 2017: Audit, Nominating and Corporate Governance, and Compensation.

Univar's Compensation and Audit committees are responsible for certain economic decisions across the organization and the Board maintains overall responsibility for overseeing the company's risk management, including succession planning. The Nominating and Corporate Governance Committee addresses risk associated with director independence. The Risk Management team identifies and monitors top enterprise risks to the company that include our economic, environmental and social risks.

Our global Sustainability Steering Committee is made up of regional Environment, Health and Safety (EH&S), Quality, Engineering and Communications Managers, Directors and our Vice President of EH&S. This committee, supported by the Corporate Leadership Team, leads and implements our reporting, improvements and initiatives for our many environmental and social topics.



STAKEHOLDER ENGAGEMENT

At Univar, engaging internal and external stakeholders is simply good corporate governance and good business sense. We work with our stakeholders through two-way open communications to assess the expectations of our stakeholders and to share information in return. Our engagement efforts help us understand our strengths and areas for improvement, influencing our priorities moving forward.

Now more than ever, meaningful engagement with our stakeholders is key to realizing the benefits of sustainable business. Each of our stakeholders is unique and we approach our engagement with this in mind.

Each one of these groups has the potential to be affected by the activities of our operations, products and services; likewise, their actions and decisions may impact our ability to operate. Our engagement efforts are an ongoing process, in which all parties share knowledge and experience in order to achieve greater collaboration and improve economic, environmental and social performance.

While not exhaustive, the graphic on the opposite page outlines some of our engagements with our key stakeholders.

We see further opportunity through meaningful stakeholder engagement as we work to reduce risks throughout the supply chain, develop increased effectiveness and foster innovative products in new, growing markets. The examples below are just a few ways in which we are working to achieve this.

SUSTAINABLE SUPPLY CHAINS

2017 has been a year of significant progress for stakeholder engagement.

This year we have expanded our EMEA-wide supplier assessments to include requirements for all suppliers to disclose their labor and ethical business practices and their environmental objectives. Of these additional questions, a number are pre-requisites to business with Univar, allowing us to encourage more socially and environmentally responsible behavior from our upstream supply chain.

SUSTAINABLE PARTNERSHIPS

We are working more closely than ever this year with some of our key customers. Through more collaborative partnerships, we are not only helping our stakeholders reduce their wider impacts, but also strengthening our partnerships and ensuring we are in line with the expectations of these key stakeholders.

STAKEHOLDER KEY ISSUES IN 2017

Univar remains committed to taking the issues important to our stakeholders into account when developing our goals and taking action on our priorities. We have identified consistent topics of importance from our stakeholders to include economic performance as well as health, safety and environment data, ethical business practices and employee training. However, in 2017 we noted increasing stakeholder interest in workplace equality, product carbon footprinting, regulatory breaches and supply chain assessments.

In 2017, Univar undertook strong and clear actions based on the concerns and priority topics of our stakeholders. Our newly published sustainability goals for 2021, our revised materiality assessment and progress on sustainability across our business carry influence from the two-way communications with our extensive stakeholder groups.

CUSTOMERS

- On-demand technical expertise
- Sales team relationships
- Customer feedback surveys
- Sedex information exchange

SUPPLIERS

- Supplier surveys
- Supplier auditing
- Sedex information exchange

INVESTORS AND SHAREHOLDERS

- Financial reporting
- Investor information area

INDUSTRY GROUPS

- Auditing
- Collaborative projects
- Transparent reporting

GOVERNING BODIES

- Information exchange
- Emergency scenario training
- Auditing and compliance

LOCAL COMMUNITIES

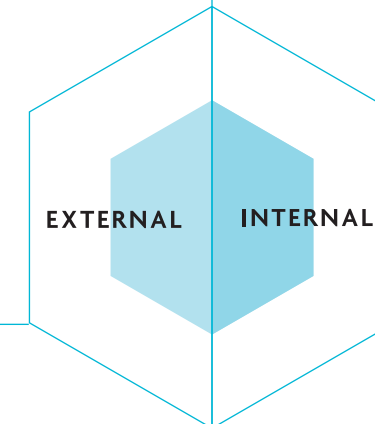
- Charity and fundraising
- Educational sponsorship
- Community development

EMPLOYEES

- Training and development
- Safety committees
- Colleague well-being initiatives
- Organized charitable events
- Two-way employee communications
- Senior management question sessions
- All-employee meeting

UNIONS

- Chairing committees
- Active participation
- Progressive code of conduct



EXTERNAL SUSTAINABILITY REPORTING



Our 2017 Sustainability Report serves as our first UNGC Communication on Progress (COP). While our commitment to the United Nations Global Compact became public in 2018, Univar was already taking practical action in 2017, which progressed the areas of responsibility covered by the UNGC's principles (human rights, labor, environment and anti-corruption). Our commitment and communication to the UNGC, as a signatory, will serve as a cornerstone of our transparent reporting and a driver of improving performance.

While we use this Sustainability Report as our main platform for sharing our sustainability efforts with all stakeholders, we also report our economic, environmental and social performance across multiple third-party platforms and respond to individual customer and investor disclosure requests.



In 2017, we were again awarded the silver CSR rating from EcoVadis with a score greater than 90% of other companies assessed in our sector, based on the assessment of our environmental, labor and fair business practices.



We also engaged our supply chain both upstream and downstream through our active Sedex (Supplier Ethical Data Exchange) participation, sharing information with over 130 suppliers and customers globally.



Additionally, we annually report our performance via the CDP platform, responding to customer requests through the Supply Chain and Climate Change questionnaires. In 2017, we improved our Climate assessment result to C, two grades above the CDP industry average.

DEFINING REPORT CONTENT AND TOPIC BOUNDARIES

Our global Sustainability Report will provide transparent, comprehensive and appropriate content, addressing both Univar's material aspects and impacts, as well as the material topics of our stakeholders. To present this information we have again used the latest version of the Global Reporting Initiative's Standards, further ensuring that the information we report is comprehensive, consistent and useful for our stakeholders.

Determination of our material sustainability topics was completed by approved GRI methodology, and while our identified material topics are key, our wider efforts continue to address topics beyond the issues in our Materiality section.

In addition to the GRI reporting standards, Univar has also applied GRI's principles for defining report quality, namely: accuracy, balance, comparability, clarity, reliability and timeliness. Through this we continue to build on the value that our sustainability report offers to our stakeholders.

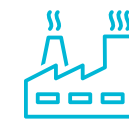
Maintaining the proportionality of our material topic disclosures continues to play a significant role in shaping our reporting. We determine this through assessing our stakeholder's own material issues and reflecting Univar's actual economic, environmental and social impacts.

Using guidance from the GHG Protocol Corporate Accounting and Reporting Standard, Univar has included data from all operations deemed to be under Univar's operational control. This excludes third-party warehouses and third-party operated transportation. Where we consider operations not to be significant to our economic, environmental or social impacts, and/or where accessing the data for these sites would require disproportionate effort, we have chosen to estimate energy, waste and water data. This applies particularly to small sales offices in rented spaces where data access may be limited. We have excluded operations with three or less full-time employees due to the minimal impact of these operations.

UNIVAR'S GLOBAL SUSTAINABILITY GOALS

In 2017, we established global sustainability goals around six of our key areas of responsibility. These goals mark a step forward in our journey to a more sustainable future, ensuring greater transparency, accountability and measurability of our actions against our material topics.

Our goals listed below run to 2021 with performance evaluated through our specific, measurable, achievable, realistic and time-bound objectives. The baseline for our goals is from our 2016 reporting year, in which we achieved greater confidence in our data across all of our regions.



Energy & Emissions

Minimize Univar's environmental impact by reducing energy usage and associated emissions.



Resource Use

Reduce resource consumption of operations while delivering business growth.



Responsible Handling

Protect our people, communities, and environment by leading a "Zero Release" culture to minimize major releases.



Safety

Continuously improve Univar's proud safety record, protecting our workforce and demonstrating we are Serious about Safety.



Sustainable Supply Chain

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



Equality & Diversity

Demonstrate Univar's commitment to providing equal opportunities to all employees, through training, education and reporting.

We are proud to have set these goals with ambitious, material purpose as part of our continued efforts to foster more responsible business, not just within our own operations, but to develop such practices across the supply chain. Each of these goals is covered throughout this report, noting the measurable objective for each goal and its current status.

We will continue to monitor and review our progress against our goals through 2021, developing them as appropriate to ensure they continue to be material to our operational impacts as well as the demands of our stakeholders.



At Univar, we are committed to maintaining our understanding of the impacts of our own operations and the expectations of our stakeholders.

MATERIALITY

We report on the topics that we determine to be of material importance to our operations and our stakeholders. In line with GRI guidance we determine material topics by assessing:

- The significance of the organization's economic, environmental and social impacts.
- Their substantive influence on the assessments and decisions of stakeholders.

The following Materiality List represents the results of our materiality assessment.

Economic

- Economic Performance
- Anti-corruption
- Anti-competitive Behavior

Environmental

- Energy
- Water
- Emissions
- Effluents and Waste
- Environmental Compliance
- Supplier Environmental Assessment

Social

- Occupational Health and Safety
- Training and Education
- Diversity and Equal Opportunity
- Non-Discrimination
- Freedom of Association and Collective Bargaining
- Child Labor
- Forced or Compulsory Labor
- Local Communities
- Supplier Social Assessments
- Customer Health and Safety
- Marketing and Labeling
- Customer Privacy
- Socioeconomic Compliance

At Univar, we are committed to maintaining our understanding of the impacts of our own operations and the expectations of our stakeholders. This year we have revised the presentation of our materiality assessment to appear as a list, instead of the matrix from our 2016 report. In addition, we have added two new topics to our materiality list. While these newly added topics ("Non-Discrimination" and "Diversity and Equal Opportunity") have always been important to Univar, we recognize an increase in stakeholder demand for reporting and collaborating on these topics.



ECONOMIC RESPONSIBILITY

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

The 2017 year marked a turning point for Univar as we put our Company squarely on a growth trajectory. During the year, we made great strides toward building a company that delivers consistent, superior, profitable growth, creating value for our customers, supplier partners, employees and shareholders.

We finished the year with our fifth consecutive quarter of Adjusted EBITDA growth.

Consolidated Statements of Operations

(figures shown in millions USD, except per share data)

Net sales	\$8,253.7
Gross profit	\$1,805.5
Gross margin	21.9%
Net income	\$119.8
Income per common share - diluted	\$0.85

Consolidated Balance Sheet

Cash and cash equivalents	\$467.0
Total assets	\$5,732.7
Long-term liabilities	\$3,223.2
Stockholders' equity	\$1,090.1

Other Financial Data

Cash provided by operating activities	\$278.9
Cash used by investing activities	(\$79.1)
Cash used by financing activities	(\$108.7)
Capital expenditures	(\$82.7)
Adjusted EBITDA ¹	\$603.7
Adjusted EBITDA margin ¹	7.3%

¹Details on the methods used to produce these figures are available in our [2017 Annual Report](#).

RISK ASSESSMENT

Our Risk Management team identifies and monitors top enterprise risks on behalf of the company that include our economic, environmental and social risks for our global operations. The annual risk assessments influence our management systems' continual improvements, while shaping our future strategies in how we manage those risks.

An increasingly clear risk is related to the meteorological and geopolitical impacts associated with climate change. As global temperatures increase and weather patterns become less predictable, the world is experiencing increases in extreme weather events bringing flooding, drought, property damage and risk to life. Such events bring increasing displacement of populations and wider economic impacts. Univar has considered an extensive range of regulatory, physical and other risks that we consider likely to arise due to climate change and have identified how this may impact our business. To date, we have not assigned quantified financial impacts of the realization of such risks, nor have we recorded costs of managing these risks. However, we are continuing to apply the precautionary principle to our key focus areas, considering the perceived and real impacts of climate change, to provide closer assessments of where we can reduce our exposure to these risks.

ANTI-BRIBERY, ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOR

Ensuring continued ethical business across our operations globally is a key priority for Univar. These issues are equally important to our stakeholders and through 2017 we have worked harder than ever to ensure our business remains free from bribery, corruption and anti-competitive practices. We remain committed to respecting and complying with all applicable regulatory requirements in the markets in which we operate, recognizing these issues as a risk to our business and reputation.

We require all new employees to read, understand and complete training on our global Code of Conduct, detailing our high standards of ethical business and our requirements for all employees. All existing employees must undertake refresher training annually.

We updated the document in 2017 to ensure our Code of Conduct remains relevant to our growing business and material to our impacts. By understanding this key resource, available in 21 languages, our employees are equipped to make the right decisions and act as role models to colleagues and business partners. As part of these updates we have expanded on our expectations for our employees and the tools available to them to remain well informed and prepared to report any breaches or unethical behavior.

At Univar, we believe it is essential that our employees feel empowered to make the right decisions and to make their concerns heard if they suspect unethical behavior. To facilitate this, our ethics and compliance teams produce and share with employees a quarterly compliance magazine providing guidance, updates and reminders on material ethics and compliance issues. We also share monthly ethics alerts to all employees covering different topical areas of ethical business. To facilitate reporting when employees are concerned about unethical behaviors we have a Compliance and Ethics Alert line, available 24 hours a day, 365 days a year. We actively encourage employees to speak up confidentially about concerns and we have a strict non-retaliation commitment for all employees who report conduct issues in good faith.

We are developing further efforts in 2018 to increase awareness, openness and traceability of these issues to ensure we remain open to learning and improving our performance.

Our responsibility to foster ethical business practice goes beyond our own operations. As part of our growing focus on sustainability in the supply chain, we have further developed our supplier assessments to expand on the economic, environmental and social responsibility. See the supply chain section of this report for more information.



ENVIRONMENTAL RESPONSIBILITY

INTRODUCTION TO ENVIRONMENTAL RESPONSIBILITY

At Univar we report on what really matters with regards to the aspects of our operations and the demands of our stakeholders.

We recognize that our operations have the potential to generate environmental impacts. We are committed to preventing harm and minimizing our impacts wherever possible, reducing risk to our environment, people and stakeholders. Across our global operations, we are governed by legislative requirements but we do not stop at what we “need” to do. Our proactive approach to responsible environmental stewardship runs through each region of our business and each function. Where applicable to our sites, we hold ISO14001 certification to the latest standard, with the remainder of our operational sites implementing systems based on these standards.

Annually, we collect and report data around key environmental areas, including: energy and water use, carbon emissions, waste generated and its treatment, significant spills and incidences of material non-conformances. The data we report covers our entire operations and fully illustrate Univar’s impacts on the environment and our efforts to eliminate and minimize these impacts.

Our global data collection program feeds into our environmental management systems and serves as the foundation of measuring performance against our sustainability goals to 2021. We are already taking significant steps to help achieve our ambitious sustainability goals and to create economic, environmental and social good.

This year we have continued to improve the quality and comprehensiveness of our environmental data collection. As our business grows, we must continue these efforts to make sure all aspects of our business are reporting the information we need to track progress. At present our reporting on all environmental topics captures more than 99.9% of our operations, with 98% of all data coming from primary sources (on a per FTE basis).

ENERGY AND EMISSIONS

The Intergovernmental Panel on Climate Change declared in their Fifth Assessment Report that human influence on the global climate is clear and growing with a 95% confidence that humans are the primary cause of global warming in the last 60 years*. Among other factors, greenhouse gas emissions from burning of fuels and deforestation are contributing to the change currently taking place across the globe.

**IPCC Fifth Assessment Report*

Our Home, Our Responsibility

At Univar, our drive to reduce energy use and emissions is not based on the benefits to the business alone. While it makes sense to save money through energy efficiency and to reduce our operational and reputational risks, it is simply the right thing to do. As a business with strong and ethical principles, we understand that we must bear our responsibility for the need to combat climate change.

Through 2017, we have continued to implement energy efficiency measures and lower carbon alternatives in our operations. Although we cannot make these changes to all of our operations at once, we have in place plans to roll out similar measures on a regional basis.

GOAL:

Minimize Univar’s environmental impact by reducing energy usage and associated emissions.

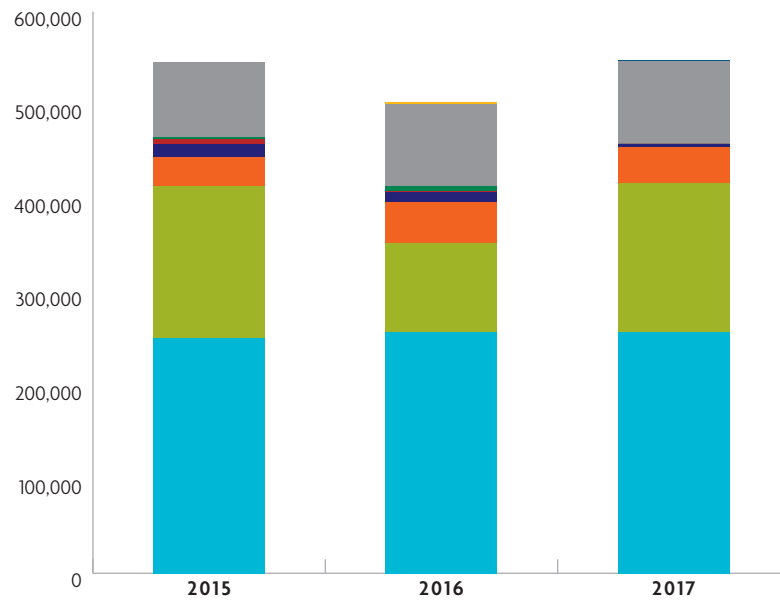
MEASUREMENT:

Reduce energy use (MWh) and emissions (tCO₂e) 15% by 2021 from 2016 baseline per Metric Ton (MT) merchanted.

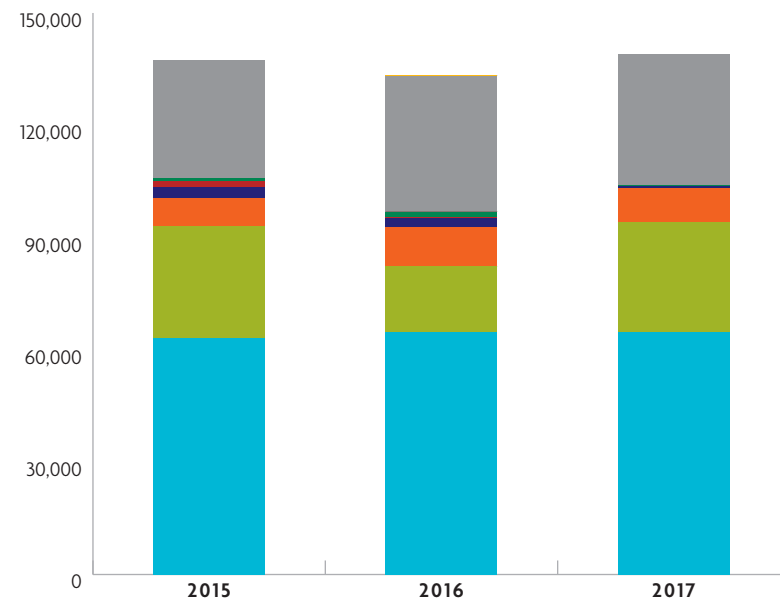
The figures below provide a breakdown of our energy use and emissions for 2017 and include our historic global data back to 2015.

Global Energy Consumptions (MWh)

- Scope 1**
- = Diesel
 - = Natural Gas
 - = Biogas
 - = Gasoline
 - = LPG
 - = Coal
 - = Gas Oil
 - = Heating Oil
- Scope 2**
- = Electricity
 - = Steam
 - = Renewable Energy



Global Emissions (tCO₂e)



This table details the exact breakdown of the energy use and emissions resulting from our operations globally over the last three years.

		2015		2016		2017	
		MWh	tCO ₂ e	MWh	tCO ₂ e	MWh	tCO ₂ e
SCOPE 1	■ = Diesel	251,174	63,180	257,693	64,811	257,644	64,786
	■ = Natural Gas	161,792	29,843	95,072	17,493	158,555	29,200
	■ = Biogas	0	0	0	0	625	0
	■ = Gasoline	31,014	7,451	43,852	10,548	38,633	9,291
	■ = LPG	14,611	3,138	10,670	2,289	2,314	496
	■ = Coal	4,805	1,578	720	232	0	0
	■ = Gas Oil	2,424	657	5,436	1,502	936	258
	■ = Heating Oil	101	25	0	0	0	0
TOTAL SCOPE 1	465,927	105,872	413,443	96,875	458,707	104,031	
SCOPE 2	■ = Electricity	80,143	31,510	88,555	36,204	88,207	34,872
	■ = Steam	88	18	1,311	268	624	95
	■ = Renewable Energy	0	0	249	0	228	0
TOTAL SCOPE 2	80,231	31,528	89,866	36,472	89,059	34,967	
TOTAL SCOPE 1 & 2	546,158	137,400	503,309	133,347	547,766	138,998	

	2015		2016		2017	
SCOPE 1 & 2 ENERGY AND EMISSIONS	Energy Consumed (MWh)	tCO ₂ e	Energy Consumed (MWh)	tCO ₂ e	Energy Consumed (MWh)	tCO ₂ e
PER FTE	59.35	14.93	57.22	15.16	62.52	15.86
PER MT MERCHANTED	0.131	0.033	0.106	0.028	0.14	0.04

As shown in the two tables above, our combined scope 1 and 2 energy use and emissions have shown overall increases in both absolute terms and intensity metrics in 2017 compared with our 2016 base-year. While we are disappointed to see that we did not continue the strong progress made in 2016, we have positive examples of improvements across the business when we examine the data more closely.



We are encouraged to see further reductions in absolute fuel used by our commercial and company vehicles as well as absolute reductions in electricity consumption despite acquisitions. These two groups of emissions sources form our largest and second largest energy use and emissions sources respectively and we are pleased to see improvements in these areas. These resource reductions and energy savings have also resulted in reduced emissions for these key aspects of our environmental impacts in 2017.

These changes are detailed in the table below.

	2016	2017	% CHANGE
Global electricity consumption (MWh)	88,555	88,207	-0.4
Global electricity consumption (tCO ₂ e)	36,204	34,872	-3.7
All vehicle use (MWh equivalent)	300,228	293,548	-2.2
All vehicle use (tCO ₂ e)	75,027	73,391	-2.2

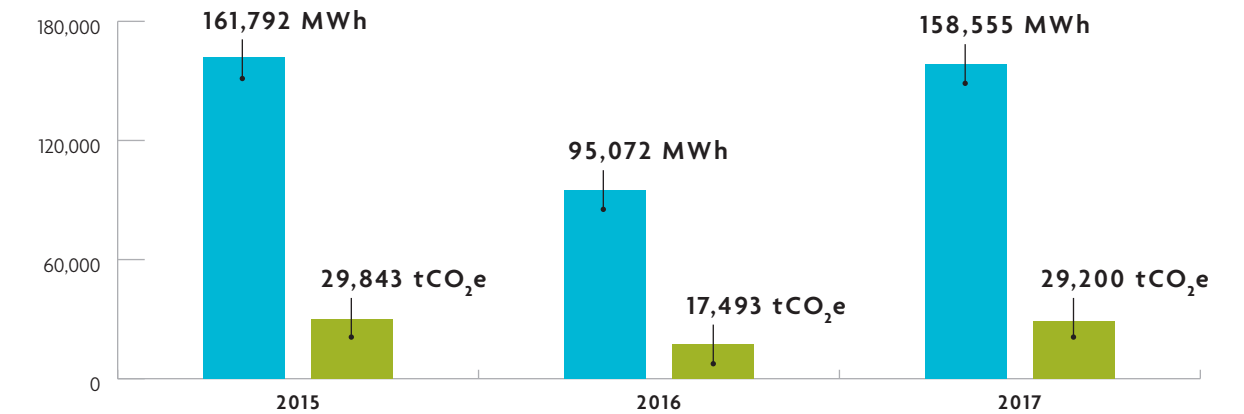
SUMMARY CHANGES FOR 2017 FROM 2016

+4.2%	Global total energy use up 8.8%
	Global total emissions up 4.2%
-3.7%	Global electricity use down 0.4%
	Emissions associated with electricity use down 3.7%
-2.2%	Global energy use from vehicles down 2.2%
	Global emissions from vehicles down 2.2%

Unfortunately, our progress in making these reductions was offset by unexpected increases in natural gas use, particularly across our North America and EMEA regions. Much of Univar's natural gas use closely relates to local ambient temperatures due to its use for space heating. This relationship explains, at least in part, the increases in gas consumption when considering that the 2017–2018 winter was one of the coldest recorded across Eastern U.S. and Europe for 30 years. This is in contrast to the winter of 2016–2017, which was one of the top 10 warmest winters recorded for the Eastern U.S.

We recognized this as a contributing factor to our emissions and energy reductions in our 2016 Sustainability Report. We also acknowledge that climatic factors will continue to affect our performance. The table below illustrates the variations in natural gas use and emissions from 2015 to 2017.

Natural Gas Consumption



We are also taking these mixed results as motivation to redouble our efforts across our operations to reduce the resources and energy we consume where possible. While climate and other external factors will always influence energy use, we have the ability to limit the impacts through achieving greater efficiencies and using alternative technologies. The galvanizing commitment to sustainability from our CEO, as well as the implementation of our global goal on energy and emissions, will play a significant part in Univar's path to a more efficient, lower emission future.

Although we have not reduced total emissions over 2016 we have continued to plan for and invest in further energy efficiency and energy saving efforts in every one of our regions. Below are just a few programs implemented through 2017, which all follow the guiding principles of our Sustainability Policy and facilitate collective progress to help us achieve our global sustainability goals.

Global and local actions to reduce energy use and emissions:

In 2017, our sites have continued to implement the principles set out in Univar's global Sustainability Policy, working together in the spirit of our One Univar Guiding Principle. Across all regions, Univar has taken action to reduce energy use and invested in more energy efficient technologies across our operations in areas in which we can improve our performance. We recognize that implementing such changes across all of our locations will be an ongoing effort, but it is one to which we are committed. We will continually improve our infrastructure across our operations to deliver the best option for our business, the environment and our stakeholders.

EMEA—Transport Management System (TMS):

Following implementation of similar systems in our U.S. business, we have worked to bring a new TMS into our EMEA business. As well as further improving Univar's on-time delivery rate, customer satisfaction and order transparency, our TMS will allow for better route optimization, reducing fuel use, the associated emissions and our contribution to congestion. We are further improving our fuel efficiencies through driver behavior training, vehicle tracking and driving-style data collection.

At Univar we understand that the journey toward a more sustainable future for both us and our supply chain is one of continual improvement. We will continue to invest in training, innovative solutions and technology to further our progress on reducing the impacts of our operations, both on the environment and society.

WATER USE

The availability of clean water across the world is an issue of growing concern. It is estimated that 2.1 billion people lack access to safe, readily available drinking water at home and while this number has been falling, increased risks from our changing climate present further challenges to meeting the world's water demands.

The issues with water availability are not limited to areas that historically suffer shortages. The OECD projects that many areas in which we operate, including Europe and the United States, may experience water stress and scarcity by 2050.

As a global chemical and ingredients distributor, access to a safe, reliable water source is key to running our operations. The reality is that unless individuals, organizations and governments take action to reduce water waste and prevent resource degradation, the availability and attainability of this resource will be in jeopardy.

In order to ensure we contribute to maintaining high quality, clear and plentiful water supplies, Univar is taking action to reduce total water use and improving the quality of our wastewater. We are committed to ensuring that our operations do not negatively impact the quality of or access to local water sources. Univar further supports reduced water consumption and improved access to sanitation and safe water through our range of water treatment products.

We facilitate responsible water management downstream of our operations by providing safety and environmental information including details of materials posing hazards to water sources and aquatic life. Upstream, we are fostering more responsible supplier behaviors through the extended scope of our supplier assessments.

Univar has not knowingly had any negative impact on a specific water source through extraction or through the disposal of wastewater during 2017.

This table reflects Univar's global consumption of fresh water.

	2016	2017
Municipal Source	630,019	559,939
Owned Source	46,755	56,758
TOTAL EXTRACTION	676,774	616,697
-8.9% TOTAL WATER EXTRACTION REDUCED		
Used in Product	268,695	250,938
TOTAL WASTEWATER	408,079	365,759
-10.4% TOTAL WASTEWATER REDUCED		

Figures in m³.

Our 2017 water consumption has decreased significantly in absolute terms from our revised 2016 figures. We are encouraged to see an 8.9% reduction in total water extraction from 2016 and we will continue to apply the water management hierarchy to reduce resource use and costs across our operations. By factoring into our calculations the total amount of water used in our products, we can see that the total amount of wastewater produced has also decreased from our 2016 total by 10.4%.

The revisions to water figures published in Univar's 2016 Sustainability Report are covered in greater detail in the "Behind the Report" section.

We are committed to reducing the quantities of water consumed through our operations. However, we are steadfast in our commitment to honest and transparent disclosures on any significant changes to our previous and current reports. Having made the revisions to our historical data we now have greater confidence in the figures published on water consumption.

The total amount of wastewater produced has decreased from our 2016 total by

10.4%

WASTE AND RESOURCE CONSUMPTION

GOAL:

Reduce resource consumption of operations while delivering business growth.

MEASUREMENT:

Reduce hazardous waste 15% by 2021 against 2016 baseline per MT merchanted.

We have taken further actions in 2017 not only to reduce the quantities of waste produced, but also to eliminate part of our waste streams where possible. We continue to prioritize waste reduction where possible and waste elimination in line with our application of the waste management hierarchy. Where elimination is not possible, we continue our leading work on the use of reusable containers across our operations globally, reducing wider resource use, energy, water and emissions.

Univar's Global Waste Figures for 2016 and 2017:	NON-HAZARDOUS WASTE		HAZARDOUS WASTE	
	2016	2017	2016	2017
Packaging recycled (not reused in its current form)	658	825	247	335
Other recycled	1,383	1,010	2,080	883
Incineration with energy recovery	228	1,226	1,632	1,763
Incineration without energy recovery	88	76	229	449
Landfill	7,760	9,727	1,369	1,004
Other disposal (biological treatment etc.)	961	2,379	2,491	2,622
TOTAL	11,079	15,243	8,049	7,055

*Figures in metric ton.

Our non-hazardous waste total quantity has increased notably from our figures published in our 2016 Sustainability Report. The overall waste increase is due in part to the inclusion of data from new acquisitions through 2016 and 2017 which are now part of our global reporting. However, as noted in our 2016 Sustainability Report we have worked to ensure all regions report non-hazardous waste more consistently, including smaller waste units and leased office locations. More specifically, our observed non-hazardous waste increase significantly relates to an increase in waste data collection from our U.S. locations where we have achieved more comprehensive data reporting. This is not the case with hazardous waste for which we have already developed accurate and mature systems for measurement.

We have worked to ensure all regions report non-hazardous waste more consistently.

Our performance against our goal on hazardous waste is highlighted below:

	2016	2017	% CHANGE
Absolute	8,049	7,055	-12.3
Per MT Merchanted	0.17	0.25	6.3

While our hazardous waste intensity metric increased 6.3% from 2016, we are encouraged to see a significant 12.3% absolute reduction of hazardous waste produced. We anticipate hazardous waste volumes will fall further in both absolute and intensity terms through our global programs.

Univar is continuing to work to reduce our hazardous waste through our focus on responsible handling, eliminating accidental releases and reducing the waste created through those releases. This global effort, alongside our improved inventory management systems, which minimize product loss, will help drive down the quantity of hazardous waste created by our operations globally. These actions all contribute to our goal to reduce our hazardous waste 15% by 2021.

Our ChemCare business, in partnership with Systech, delivers hazardous waste collection and disposal services across the U.S. This service works to maximize the potential for recovering energy from our customers' waste products. While controlled energy recovery from chemical waste does release carbon emissions, the use of this waste resource offsets the need for non-renewable fossil fuels from being burned. Specifically, this energy recovery provides an alternative fuel source to fire cement kilns in processing plants. Over the past 41 years this partnership has helped prevent the use of over 500,000 metric tons of coal.

12.3%
absolute reduction of hazardous waste produced



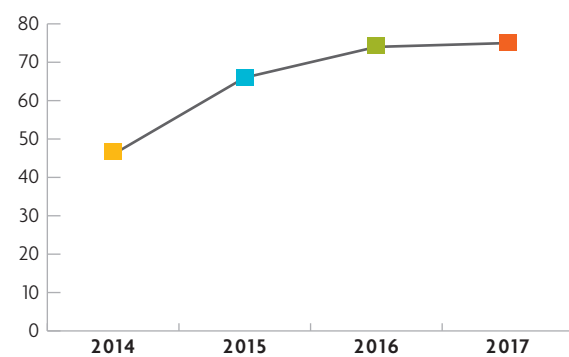


RESPONSIBLE HANDLING

The materials we handle present one of the most significant risks that our operations pose to the environment. We are steadfast in our commitment to responsible handling, preventing any releases across our operations and ensuring our trained people handle any unplanned releases.

The figures below identify the number of significant releases (>90Kg/200Lbs) for 2017 alongside our global historic data dating back to 2014.

Significant Releases



GOAL:

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

MEASUREMENT:

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

In 2017, we have renewed our efforts to reduce the incidences and causes of spills across our operations globally. We initiated a new global program focused on making improvements across the business which will assist us in achieving our global goal on responsible handling. As well as improving responsible handling practices, our focus on minimizing releases has led to more comprehensive reporting. This in turn has increased the number of significant spills recorded and reported globally. Through investing in equipment and infrastructure upgrades, as well as additional employee training and collaboration with our stakeholders, we are confident we will see further improvements in our product handling performance.

By minimizing the need for environmental remediation, we reduce reputational risk and reduce unplanned costs to our business.

SUPPLY CHAIN SUSTAINABILITY

At Univar, we know that the need for, and our influence on, sustainable business practices goes beyond our gates.

While we consider risk, our work on supply chain engagement and assessment focuses on achieving collective improvements through the supply chain. With thousands of suppliers worldwide, we know that we can achieve far greater collective good than focusing on our own operations alone.

As discussed in our 2016 Sustainability Report, we have this year developed our supplier assessment processes to ensure that we are considering a more comprehensive range of environmental, social and ethical topics.

To ensure that we remain accountable for progressing this critical area of influence, we have made it one of our sustainability goals for 2021.

In 2017, we have developed our supplier assessment process in our EMEA region to reflect our increased focus on supplier environmental management, actions to mitigate climate change, ethical labor practices, commitment to the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, and supplier health and safety.

While some aspects of these revised assessments are scored, we have also established some topics as absolute requirements. We are committed to doing everything reasonably possible to ensure that our suppliers are operating in an economically, environmentally and socially responsible manner. Through 2018 and moving forward, we will implement this enhanced supplier assessment across the rest of our operations globally in line with our supplier assessment timelines.

We are not trying to sanction suppliers who do not initially score well, rather, this is an opportunity for suppliers to improve their own performance and subsequently the performance of our upstream supply chain.

SAFE-TAINER™ System

One example of a sustainable solution offered by Univar is the SAFE-TAINER™ System. For over 20 years we have worked with SAFECHEM on the innovative closed-loop SAFE-TAINER™ System. This durable and secure system reduces the amount of resources used compared with non-reusable containers and reduces the risk of unintended releases through the use of dry-break connections, reducing environmental impacts and hazards during material handling.

™ Trademark of SAFECHEM

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.



SOCIAL RESPONSIBILITY

OCCUPATIONAL HEALTH AND SAFETY

At Univar, our commitment to the health and safety of our employees, contractors and visitors is unwavering. We have a safety record that we are proud of as we focus on keeping health, safety, security and environmental issues at the heart of our planning for all existing and new operations, products, processes and facilities. Through our implementation and maintenance of appropriate health and safety management systems and our strong, supportive safety culture, we will continue to improve in all aspects of our health, safety and well-being.

While our industry leading safety performance is a great achievement, we are focused on doing even better because one person injured is one too many.

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

2017 was Univar's safest year ever in our core chemical distribution business, with a 10% total case incident rate (TCIR) reduction. Company-wide, TCIR was flat, primarily due to onboarding of recent acquisitions. Nevertheless, Univar continues to outperform the key safety indicators for the global chemical distribution industry categories and many other subcategories.

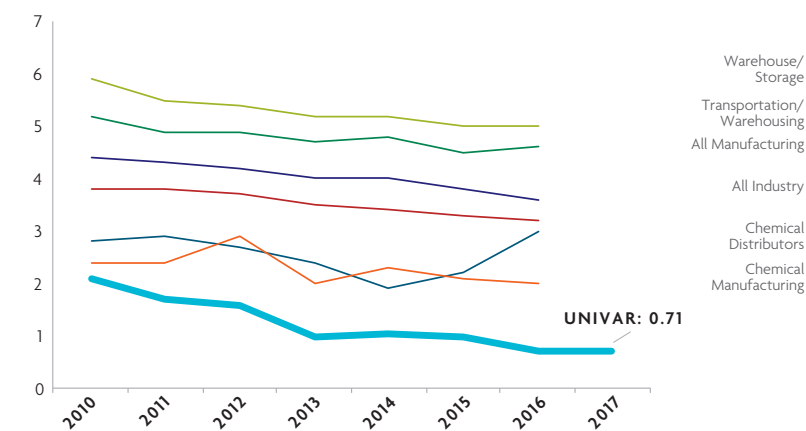
GOAL:

Continuously improve Univar's 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.

Univar Total Case Incident Rate Vs. Industry



Source: U.S. Bureau of Labor Statistics

Our global safety teams are committed to continuing the consistent improvements in safety performance that we have seen over the last 12 years. We employ a range of tools and methods to help us improve our performance and culture when it comes to the health and safety of our people at Univar, including:

Commitment to safe operations and taking pride in our achievements runs throughout our organization. In 2017, three separate U.S. Univar sites celebrated 10 years without an OSHA recordable injury. Our Milwaukee, Jacksonville and Burlington sites all passed this milestone during the year and celebrated their exemplary safety achievement, highlighting that Univar is Serious about Safety.



Management-worker safety committees



Accident prevention



Process and procedural controls



Role-specific safety training



On-site audits



Incident investigation and improvements

We deliver on our duty to provide customers with comprehensive and relevant information about the properties and hazards of the products we supply.

SAFETY IN THE SUPPLY CHAIN

Our focus on safety is not restricted to our own operations. We actively work with both suppliers and customers to improve health and safety performance across our supply chain.

As discussed in the Sustainable Supply Chain section of the report, we have worked to expand the focus of health and safety in our supplier assessments. The aim of this is to evidence Univar's required standards and commitment to safety from our suppliers. Univar is collaborating to ensure good performance is maintained by compliant suppliers and that demonstrative improvements can be achieved by suppliers still developing safety systems and culture.

We deliver on our duty to provide customers with comprehensive and relevant information about the properties and hazards of the products we supply. This is especially pertinent given the potentially significant environmental and safety risks inherent to some of our products. We closely monitor and adapt to any changes in national and international chemical labeling legislation, such as the Globally Harmonized System of Classification and Labelling of Chemicals.

Through provision of safety data sheets (SDS) and the knowledge and expertise of our dedicated technical teams, we deliver information to customers on the physical and chemical properties of the products we deliver as well as the hazards and correct handling guidance. Our technical service teams also provide customers with guidance on product compatibility and appropriate applications. 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.

TRAINING AND EDUCATION

Univar is committed to growing our people to grow our business. We offer a wide variety of formal and informal learning and development opportunities across the organization including, but not limited to, in-person and virtual instructor-led sessions, an extensive collection of eLearning resources, on-the-job learning, select job-rotation programs, tuition reimbursement programs for external programs as well as coaching and mentoring programs. Due to the diversity of our learning opportunities as well as the dispersed way in which the management and recording of training is handled across different parts of the company, we do not aggregate and report on the total hours of training that our employees receive across the organization.

Learning is a continual process at Univar, whether through formal learning programs, growth opportunities within a role or through project involvement or self-development. Examples of programs we offer include:

All global employees are required to complete training on a variety of legal and compliance topics. Topics range from our annual Code of Conduct training that is required of all employees, to geography- and role-specific topics such as Anti-Corruption, Conflict of Interest, Privacy and Data Protection. Because we are Serious about Safety, extensive safety training is also conducted on an annual basis with over 95,100 course completions during 2017 in the U.S. alone. Additionally, all meetings with 3 or more persons start with a Safety Share to ensure that safety is always the first topic on every agenda.

Our learning management system, known as "The U" offers employees, at all levels of the organization and across all geographies, over 70,000 on-demand course, video and book titles to support their personal and professional development. In 2017, 2,435 employees engaged with over 8,120 resources in our collection. In addition to the open collection, we offer asynchronous learning programs such as onboarding programs to orient new members of our team. We also offer a continuous improvement program that challenges our employees to find opportunities to eliminate waste, solve problems and innovate. Other programs support our desire to create a diverse and inclusive workplace as well as contain custom-created content to support Univar's own processes.

We offer and share a variety of leadership development opportunities from classroom-based programs across geographies to 1:1 executive coaching relationships. Univar uses both internal facilitators to bring a Univar-context to the training as well as external trainers who are experts in their respective fields.

Our Training team works hard to ensure that our sales team is knowledgeable about our products, industries, sales processes and tools through robust onboarding programs, selling-skills curriculum and supplier/product training.

Our employees participate in a formal annual performance review process, and employees and managers are encouraged to discuss performance and update goals throughout the year. We revised our competency framework for the 2016 cycle then made some minor updates for 2017 to ensure that our competencies help us to deliver on our strategic priorities and remain relevant to our people and our business.

Our performance management process:

Ensures that priorities are clear
Provides a framework for ongoing feedback and coaching

Documents accountability
Provides a focus on behaviors (competencies) and communicates the expectation of "how" we work together
Identifies opportunities for development to improve in current role and prepare for future roles





We are committed to a work environment free of discrimination and harassment.

RESPONSIBLE LABOR PRACTICES

Univar is fully committed to adhering to the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We fully recognize and respect the freedom of association and right to collective bargaining for all Univar workers and operations globally.

In 2017, we had approximately 590 employees in the United States subject to various collective bargaining agreements, most of which have a three-year term. In addition, in several of our international facilities, particularly those in Europe, works councils represent employees and are pursuant to local law consisting of employee representatives who have certain rights to negotiate working terms and to receive notice of significant actions. As of December 31, 2017, approximately 25% of our labor force is under a collective bargaining agreement. This includes approximately 14% of our labor force in the United States, approximately 20% of our labor force in Canada, approximately 68% of our labor force in Latin America and approximately 46% of our labor force in Europe. Approximately 4% of our labor force is under a collective bargaining agreement that will expire within one year. These arrangements grant certain protections to employees and subject us to employment terms that are similar to collective bargaining agreements.

In a similar vein, Univar is committed to ensure that our operations and our supply chain sourcing are carried out free of child, forced or compulsory labor, including all forms of modern slavery. With incidences of slavery increasing in the world and child labor still present in some industries, we must remain alert to the risks faced in the supply chain and proactively prevent such practices from occurring in our supply chain. We are confident that our ethical labor policies and compliance with local and international laws lowers the risk in our operations.

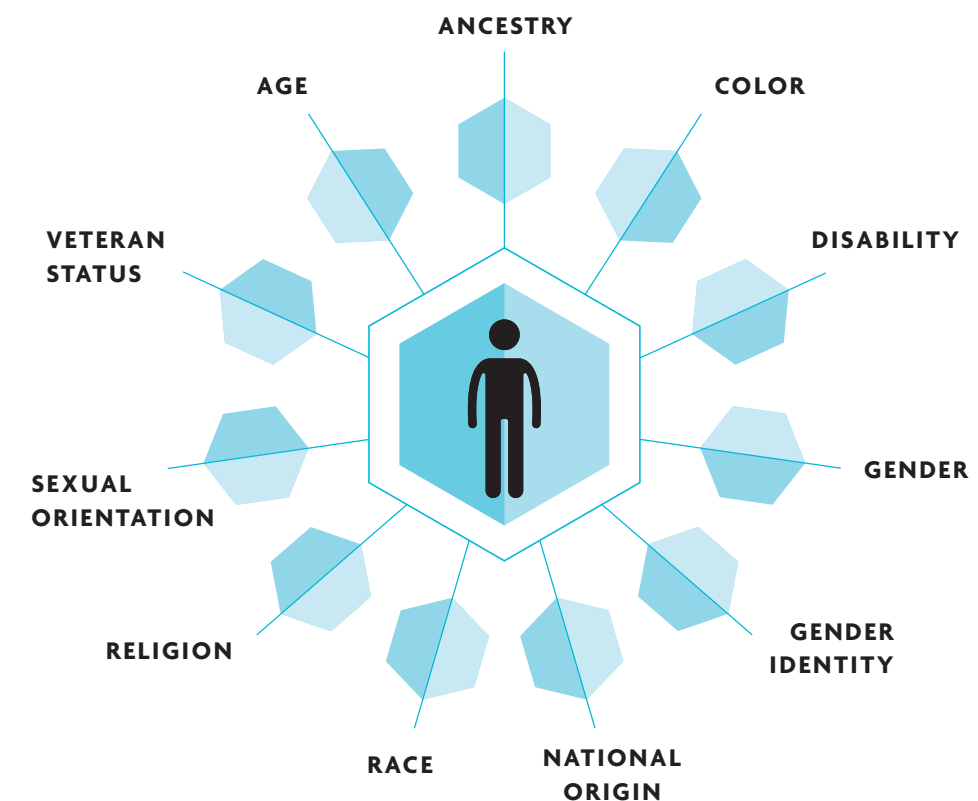
Our revised supplier assessment has greater focus on these areas and we continue to communicate Univar's zero tolerance policy on these issues with suppliers. To ensure compliance, we carry out due diligence appropriate to our risk assessments and conduct on-site audits where appropriate.

DIVERSITY, EQUAL OPPORTUNITIES AND NON-DISCRIMINATION

Any act of discrimination in the workplace is not only a breach of national legislation, but also is a breach of a person's human rights with wider social and economic consequences. Univar is committed to maintaining a strong ethical standard in regards to the elimination and prevention of discrimination in the workplace as a core principle of our global Code of Conduct and an International Labour Organization (ILO) fundamental right at work.

We are committed to a work environment free of discrimination and harassment, and we embrace a culture of mutual respect and appreciation for the differences of others. We must always treat employees, customers and business partners, such as vendors and suppliers, with dignity and respect.

Univar prohibits discrimination in the workplace based on the following personal characteristics:



GOAL:

Demonstrate Univar's commitment to providing equal opportunities to all employees, through training, education and reporting.

MEASUREMENT:

Invest in an easy to use reporting system which allows us to record, investigate and track all complaints with regard to diversity and equal opportunities.

We value diversity in our workforce and provide equal employment opportunities for all applicants and employees. We do not discriminate against any applicant on the basis of the personal characteristics listed above.

LOCAL COMMUNITIES AND GOODWILL

In 2017, we have not shied away from getting involved with our communities. In addition to providing employment to almost 8,800 people in over 600 locations worldwide, we recognize that our operations can play a significant positive impact in our local communities.

We recognize that the nature of our business is not free from potential harm to the local environment. Through our mature, responsible environmental and safety management systems, we minimize the risks associated with our operations and do not consider any to have any significant negative impacts to our communities.

In addition, we pride ourselves on our positive relationships with public services such as local fire departments, safety regulators and environmental bodies who together help us to ensure that we are operating as responsibly as possible, reducing any negative impacts on the local community and environment.

COMMUNITY ENGAGEMENT HIGHLIGHTS

SOCIOECONOMIC COMPLIANCE, CUSTOMER PRIVACY AND MARKETING AND LABELING

Building on reporting from 2016, Univar was once again not subject to any substantiated complaints or incidences of corruption, bribery, anti-competitive behavior, data loss or privacy breaches. Furthermore, we were not in breach of and did not receive any material penalties in relation to the sale of banned products, non-compliance with marketing and labeling regulations, product health and safety, occupational health and safety or environmental laws and regulations. We believe that the honesty, integrity and vigilance of our employees in 2017 evidences the effectiveness of our training and responsible culture.

Significant penalties/fines are considered to be those in excess of \$100,000.

CHEMISTRY FOR KIDS

Univar in the Nordics is a member of IKEM, representing 1,400 chemical and plastic companies operating in Sweden. IKEM works to promote chemistry's important role in how we live today and develop sustainable solutions for the future. It sponsors Kemins-Dag, an annual event to spark children's interest in chemistry. As part of the project, teachers received 4,500 experiment kits enabling 110,000 children to take part in fun and educational experiments across Sweden. Member companies contributed through donations as well as chemicals used in the kits. In 2017, Univar Nordics donated citric acid for the experiment kits.

YOU BE THE CHEMIST

For the second year, Univar sponsored the local "You Be The Chemist Challenge®" for pre-teen students in DuPage County, Illinois. The "You Be The Chemist Challenge®" is an interactive academic contest that encourages students aged 11–14 to explore chemistry concepts and their real-world applications. The challenge provides a unique opportunity for a variety of individuals and organizations—including schools and chemical industry companies—to come together and show their support for science, technology, engineering and math (STEM) education.

MOROLO FAMILY DAY

Univar Italy organized a family and friends open day at its warehouse in Morolo. It was a great opportunity for families, children and friends to find out about the working activities in a business in their community from the people who know it best: our staff. Guests were also able to explore the warehouse through site tours, wearing suitable protective clothing, learning more about the range of products stocked there and asking questions about anything from chemistry to deliveries.

SUPPORTING EDUCATION IN KENYA

As part of our efforts to support International Women's Day, we invited employees to help us support a small rural school in Kenya which we have supported for a number of years in their drive to encourage more girls to attend classes. Unfortunately, a lack of access to some of the everyday essentials often prevent girls from attending, so as part of our ongoing support, Univar and our employees contributed necessities to make it more convenient for girls to attend as well as stationery items for all students to enhance their learning experience.

FUNDRAISING EVENTS

Our people are at the center of Univar's positive, responsible culture. Almost invariably, every location in which we operate runs fundraising events, raising money and resources for a broad range of charities with meaningful impacts on our local communities.

CHARITIES COMMITTEE

In 2017, we established our global Charitable Contribution Committee. This committee ensures that all Univar supported charitable contributions meet Univar's ethical eligibility criteria. Through this we are ensuring that any charitable contribution from Univar is made with integrity to appropriate and responsible charitable organizations.

THE UNIVAR FOUNDATION

The Univar Foundation was set up in 2017. The foundation, a vehicle for Univar and our employees to support colleagues in the event of hardship as a result of unforeseen disasters and emergencies, is funded both through employees' voluntary contributions and Company contributions. The first action taken by the Foundation formed a major part of Univar's response to Hurricane Harvey as detailed below.

HURRICANE HARVEY RELIEF

In 2017, Hurricane Harvey had a devastating effect on many of the communities and businesses in the Gulf Coast region. After confirming the safety of our people, Univar and our employees committed to assisting the community with recovery efforts. Through a combination of contributions from Univar and our employees, a total of \$78,000 was raised to assist our colleagues with repair damages suffered as a result of the hurricane across the region.

PROSTATE PROJECT

The Univar regional EMEA team hosted the annual charity golf event to raise money for the Prostate Project. The money raised funded important research that has made breakthroughs in identifying the early signs of prostate cancer, including a new urine test that will make a big difference in reducing the number of false positive diagnoses. An auction and raffle at the event dinner helped us raise a total of more than \$47,000 for this valuable research and charity.

BEHIND THE REPORT

ORGANIZATIONAL STRUCTURE

The Company's operations are structured into four operating segments that represent the geographic areas under which the Company manages its business:

- Univar USA ("USA")
- Univar Canada ("Canada")
- Univar Europe, the Middle East and Africa ("EMEA")
- Rest of the World ("Rest of World")

Rest of World includes certain developing businesses in Latin America (including Brazil and Mexico) and the Asia-Pacific region. This report reflects all of Univar's operations across these geographical areas.

CHANGES TO THE ORGANIZATION

In the year ended December 31, 2017, the Company completed two acquisitions.

On September 21, 2017, the Company completed an acquisition of 100% of the equity interest in Tagma Brazil Ltd. ("Tagma"), a leading Brazilian provider of customized formulation and packaging services for crop protection chemicals that include herbicides, insecticides, fungicides and surfactants. This acquisition expands Univar's agriculture business in one of the world's fastest-growing agricultural markets.

On September 29, 2017, the Company completed a definitive asset purchase agreement with PVS Minibulk, Inc. ("PVS"), a provider of Minibulk services for inorganic chemicals in California, Oregon, and Washington. This acquisition expands and strengthens Univar's MiniBulk business in the West Coast market as the Company has the opportunity to service PVS customers and integrate them into the Univar business.

EMISSIONS DATA METHOD

Our energy and emissions data collection methodology aligns to the GHG Protocol Corporate Accounting and Reporting Standard. Data has been collated for all operational sites and significant offices for 2017 and emission calculations are based on 2017 UK Government GHG factors for all conversions with the exception of non-UK electricity, which was calculated using 2015 UK Government GHG factors. These factors are now available via the International Energy Institute. Our energy and emissions relate to our scope 1 (direct) and scope 2 (indirect) emissions. Where appropriate, we have made informed estimations for a small number of sites. At present, we do not collect data on or report our scope 3 emissions. However, as part of our ongoing stakeholder engagement, we are considering areas of our scope 3 emissions, which we may report in the future.

Univar produced a global baseline for energy and emissions based on 2015 data, allowing us to carry out short-term, useful reduction calculations in our 2016 Sustainability Report. Although Univar has collected and assessed our energy and emissions data since 2007, in some regions, 2015 was the first year in which data from our global sites was sufficiently complete and transparent.

Despite the improvements in data leading up to 2015, Univar has selected 2016 to serve as the baseline for our sustainability goals to 2021.

RESTATEMENTS OF INFORMATION

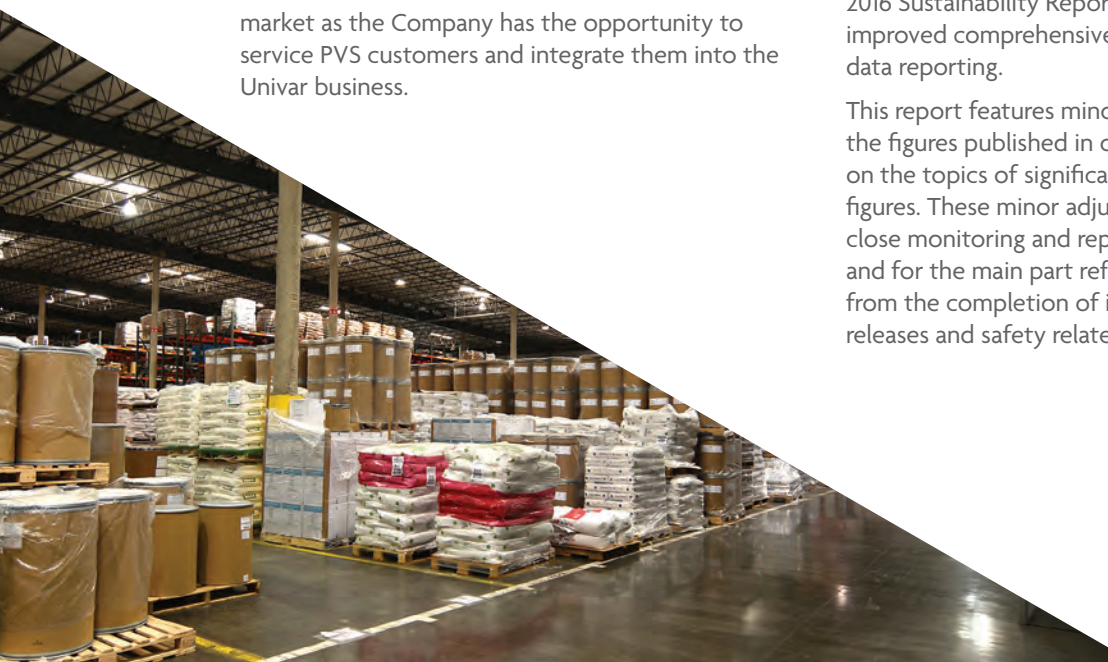
The calculated totals and historic figures for Univar's global operational water consumption has changed significantly from that reported in our 2016 Sustainability Report. This is due primarily to improved comprehensiveness and accuracy of our data reporting.

This report features minor adjustments to some of the figures published in our 2016 Sustainability Report on the topics of significant releases and Univar's TCIR figures. These minor adjustments reflect Univar's close monitoring and reporting of these subjects and for the main part reflect changes determined from the completion of investigations into accidental releases and safety related incidents.

GRI CONTENT INDEX

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. Details of any omissions of individual GRI Standards, or parts thereof, are provided in the GRI Content Index and reasons given. Currently, neither this report nor the data within it have been externally verified.

Disclosure reference	Page number(s)	Omissions		
		Part Omitted	Reason	Explanation
GRI 101: Foundation 2016 (No disclosures)				
GRI 102: General disclosures 2016				
102-1	Pg. 2	No Omission		
102-2	Pg. 2, 3	No Omission		
102-3	Pg. 3	No Omission		
102-4	Pg. 3	No Omission		
102-5	Pg. 38	No Omission		
102-6	Pg. 4	No Omission		
102-7	Pg. 3, 5	No Omission		
102-8	Pg. 5	No Omission		
102-9	Pg. 6	No Omission		
102-10	Pg. 38	No Omission		
102-11	Pg. 9	No Omission		
102-12	Pg. 7	No Omission		
102-13	Pg. 7	No Omission		
102-14	Pg. 1	No Omission		
102-16	Pg. 8	No Omission		
102-17	Pg. 8, 33, 34	No Omission		
102-18	Pg. 9	No Omission		
102-40	Pg. 11	No Omission		
102-41	Pg. 34	No Omission		
102-42	Pg. 10	No Omission		
102-43	Pg. 10	No Omission		
102-44	Pg. 10	No Omission		
102-45	Pg. 38	No Omission		
102-46	Pg. 12	No Omission		
102-47	Pg. 14	No Omission		
102-48	Pg. 38	No Omission		
102-49	Pg. 38	No Omission		
102-50	Pg. 3	No Omission		
102-51	Pg. 1	No Omission		
102-52	Pg. 1	No Omission		
102-53	Pg. 1	No Omission		
102-54	Pg. 39	No Omission		
102-55	Pg. 39, 40, 41	No Omission		
102-56	Pg. 39	No Omission		



GRI 103: Management Approach 2016		
103-1	Management approach applied throughout 2017 Sustainability Report disclosures	No Omission
103-2	Management approach applied throughout 2017 Sustainability Report disclosures	No Omission
103-3	Management approach applied throughout 2017 Sustainability Report disclosures	No Omission
GRI 201: Economic Performance 2016		
201-1	Pg. 16	No Omission
201-2	Pg. 17	No Omission
GRI 205: Anti-corruption 2016		
205-1	Pg. 17	No Omission
205-2	Pg. 17	No Omission
205-3	Pg. 36	No Omission
GRI 206: Anti-competitive Behavior 2016		
206-1	Pg. 36	No Omission
GRI 301: Materials 2016		
301-3	Pg. 26	301-3 (a) reported as absolute weight, not %, data unavailable at present
GRI 302: Energy 2016		
302-1	Pg. 20, 21, 22, 23	No Omission
302-3	Pg. 21	No Omission
GRI 303: Water 2016		
303-1	Pg. 24, 25	No Omission
303-2	Pg. 24	No Omission
GRI 305: Emissions 2016		
305-1	Pg. 20, 21, 22, 23	No Omission
305-2	Pg. 20, 21, 22, 23	No Omission
305-4	Pg. 20, 21, 22, 23	No Omission
305-5	Pg. 20, 21, 22, 23	No Omission
GRI 306: Effluents and Waste 2016		
306-1	Pg. 24, 25	No Omission
306-2	Pg. 26, 27	No Omission
306-3	Pg. 28	No Omission
GRI 307: Environmental Compliance 2016		
307-1	Pg. 36	No Omission
GRI 308: Supplier Environmental Assessment 2016		
308-1	Pg. 6, 10, 29	No Omission

GRI 403: Occupational Health and Safety 2016		
403-1	Pg. 11, 31	No Omission
403-2	Pg. 31	403-2 region and gender omitted, not applicable
GRI 404: Training and Education 2016		
404-2	Pg. 33	No Omission
404-3	Pg. 33	No Omission
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Pg. 34, 35	405-1 partial omission, data currently not available due to collection method, improvements planned
405-2	Pg. 34, 35	405-2 partial omission, data currently not available due to collection method, improvements planned
GRI 406: Non-Discrimination 2016		
406-1	Pg. 34, 35	406-1 (a) omission, data currently not available, improvements ongoing
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Pg. 34	No Omission
GRI 408: Child Labor 2016		
408-1	Pg. 34	No Omission
GRI 409: Forced or Compulsory Labor 2016		
409-1	Pg. 34	No Omission
GRI 413: Local Communities 2016		
413-1	Pg. 36, 37	413-1 (a) partial omission, not reported as %, data unavailable
413-2	Pg. 36, 37	No Omission
GRI 414: Supplier Social Assessment 2016		
414-1	Pg. 6, 10, 29	No Omission
414-2	Pg. 6, 10, 29	No Omission
GRI 416: Customer Health and Safety 2016		
416-1	Pg. 32	No Omission
416-2	Pg. 36	No Omission
GRI 417: Marketing and Labeling 2016		
417-01	Pg. 32	No Omission
417-02	Pg. 36	No Omission
417-03	Pg. 36	No Omission
GRI 418: Customer Privacy 2016		
418-01	Pg. 36	No Omission
GRI 419: Socioeconomic Compliance 2016		
419-01	Pg. 36	No Omission



© 2018 Univar Inc. All rights reserved. UNIVAR, the hexagon, and other identified trademarks are the property of Univar Inc. or affiliated companies. All other trademarks not owned by Univar Inc. or affiliated companies that appear in this material are the property of their respective owners. PC-1487-1117



Univar
3075 Highland Pkwy, Suite 200
Downers Grove, IL 60515
www.univar.com