

TODAY  
TOMORROW  
TOGETHER™

# SUSTAINABILITY

2020

## Sustainability Report

 **Univar**Solutions



# Statement from David Jukes



This past year has been one of significant challenge for our customers, suppliers, colleagues and communities as we've faced the many uncertainties from the COVID-19 global pandemic. In this time of uncertainty, our colleagues worked tirelessly to supply important products during a critical time to give our customers and suppliers the certainty needed to deliver the essentials. With a dedicated global response team focused on minimizing disruptions and ensuring the safety and well-being of our employees, customers, suppliers and the broader global community, I'm pleased to say Univar Solutions has been there every step of the way. As a result, I believe we are a stronger company.

If one thing has been made clear through the global pandemic, it is our purpose. From hand sanitizer to medical supplies, cleaning products, food ingredients, medicines and more, we saw firsthand the value of our chemicals and ingredients in helping keep our communities healthy, fed, clean and safe.



2020 brought unexpected changes in the way we work, live and travel. Throughout the year, we put safety first as we worked together to find solutions to the unusual challenges our business faced, resulting in our safest year on record. And while our sites continue to deliver the essentials, many of our colleagues shifted to remote working. We focused on supporting a positive work-life balance and helping them adapt to new digital tools brought online in record time as our technology teams worked tirelessly to get our business ready for the new normal.

These changes also helped decrease our carbon footprint through reduced energy and emissions. We are not taking these changes for granted. We are actively working to apply these learnings to ensure our new normal is more sustainable and better connected in all we do.

The challenges of COVID-19 and the racial injustice and social unrest we experienced in 2020 underscore how important it is that we address the root causes of racism and build a more equitable, inclusive society. In 2020, we ramped up our diversity, equity and inclusion efforts as a business by putting in place a multiyear DEI strategy. We worked with expert organizations externally and brought together stakeholders internally to define a roadmap for our business.

Throughout the year, we remained committed to our sustainability journey. For Univar Solutions, sustainability is fundamental to our ability to adapt and grow. Our commitment to grow Today, Tomorrow, Together is at the core of both our commercial strategic priorities and our sustainability approach. Through the development of sustainable solutions for our customers and engagement with our suppliers, we are growing our business profitably while addressing



the issues most important to our stakeholders. And we will continue to introduce more sustainable solutions for today's and tomorrow's global challenges that create value for our stakeholders, society and environment.

Despite the challenges of the pandemic, we made substantial progress on our sustainability journey in 2020. I am excited to share the progress we are making against our global sustainability goals to 2021 in this report. The achievements that I'm most proud of include:

- Reducing recordable safety incidents by more than 37 percent from 2019, resulting in our safest year since 2016.
- Improving our global rating on the Human Rights Campaign Foundation's 2021 Corporate Equality Index by a further 15 points, giving us the highest possible score of 100/100.
- Reducing the number of incidents of material releases globally by more than 40 percent from 2019.
- Continuing the rollout and investment across our business in low-carbon and resource efficient technologies.

Sustainability is fundamental to our future success. When we began our sustainability journey back in 2008, we did so with the belief that businesses must contribute to a healthy, sustainable world.

Now I'm proud to mark the next chapter in our journey with our new global sustainability goals to 2025. Capturing our business's potential to make a positive contribution to our world, we've established a new set of ambitious sustainability goals to 2025, with key emissions goals stretching to 2030, in support of our long-term commitment to achieve net-zero emissions by 2050.

This is an exciting time for our company as well as our industry and I look forward to supporting our teams to deliver on sustainability goals that are fundamental to our success. I hope you enjoy this culmination of our progress and ambitions as we begin the next stage of this bold journey, all while continuing to focus on Growing Together.

David Jukes  
President and Chief Executive Officer



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## A Snapshot of Our Business

We are a leading global chemical and ingredient distributor and provider of value-added services to customers across a wide range of diverse industries. We purchase chemicals and ingredients from thousands of chemical producers worldwide to warehouse, repackage, blend, dilute, transport and sell those chemicals to more than 100,000 customer locations across approximately 125 countries.

We operate an extensive worldwide chemical and ingredient distribution network, comprised of more than 600 facilities and serviced by hundreds of tractors, railcars, tankers and trailers operating daily through our facilities.

With our vision to redefine distribution and be the most valued chemical and ingredient distributor on the planet, we are setting out our journey with our people and planet in mind. Our mission to achieve this is simple: Streamline. Innovate. Grow. This mission is brought to life through our sustainability efforts as we advance our resource efficiency and develop innovative solutions to help deliver long-term, sustainable growth.

More human capital management and regulatory matters are addressed separately in [2020 Annual Report](#) and associated Form 10-K.

Our purpose is to help keep our communities healthy, fed, clean and safe.



# --- Our Sustainability Strategy



## Sustainability Is Fundamental to Our Success

For Univar Solutions, managing the Environmental, Social and Corporate Governance (ESG) risks and opportunities facing our business is fundamental to our ability to adapt and grow. By developing sustainable solutions for our broad customer base and partnering with suppliers to reduce the social and environmental impact of our product offerings, we are growing our business profitably while addressing the issues most important to our stakeholders.

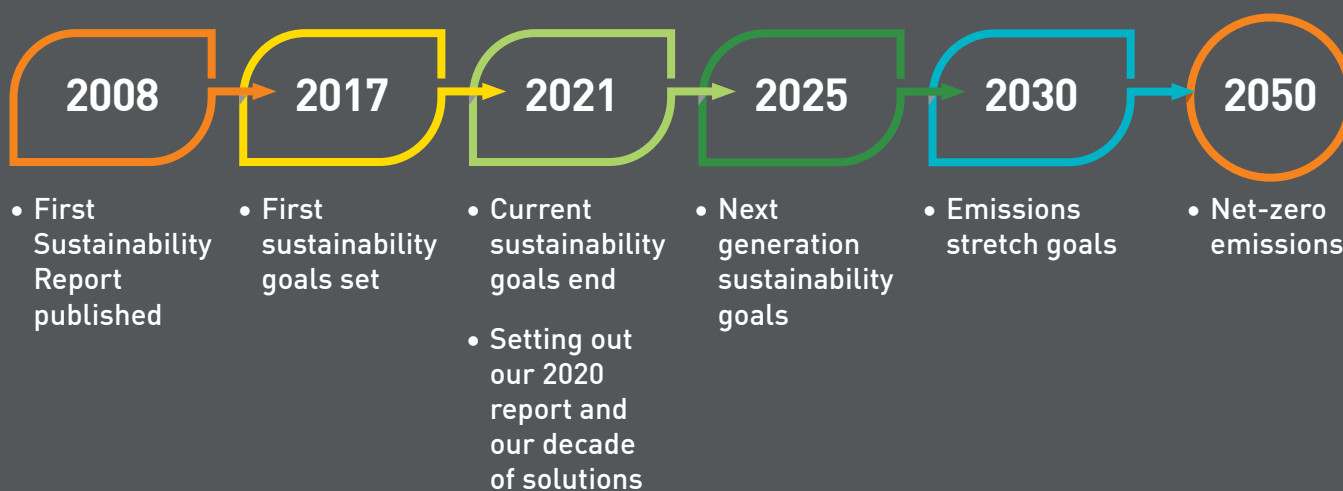
Embedding sustainable practices and thinking into business is what separates good intentions from meaningful actions. That is why we embed sustainability into every aspect of our business, from our processes and infrastructure to our culture and commercial strategy. And it's why we hold ourselves accountable to clear global goals and measurements to demonstrate the value that sustainability brings to our business.

Our sustainability strategy is shaped by ongoing stakeholder engagement to help determine the

critical issues that may affect our business—and where we can make a difference as well. Maintaining a close understanding of these issues will remain key to ensuring that we deliver on our sustainability vision to provide the solutions for today and tomorrow's global challenges while delivering value for our stakeholders.

This report marks a very significant step in Univar Solutions' proud journey to a more sustainable future. We have come a long way since 2008 in advancing our ambitions and positive impact, living up to our values and helping keep our communities healthy, fed, clean and safe.

We set out our progress to date against our global sustainability goals to 2021, as well as outline our next generation sustainability ambitions for Univar Solutions and the long-term impacts we are working to bring about for our business and the world around us.



## Our Global Sustainability Goals to 2021

2020 marked the penultimate year of our global sustainability goals to 2021, which we set out in 2017. Covering the most material aspects of sustainability to our business and shareholders, in 2020 we have continued to progress on our specific, measurable goals.

While we are beginning to look at our journey beyond 2021, the goals below remain our priority to address through the end of December 2021 and continue to shape the efforts of our teams in these areas.

This report serves as a marker of our progress against each of these key goals, to hold ourselves accountable to the ambitions and commitments we've made. It also explores how each of these goals is embedded into our business, as well as covering the governance and management of the material issues facing our business.



### Energy & Emissions

On-track to achieve ✓

**Measure** 15% reduction in energy and CO<sub>2</sub> emissions intensity

Energy  
Intensity  
**13.5%**

CO<sub>2</sub>  
Intensity  
**20.9%**



### Resource Use

On-track to achieve ✓

**Measure** 15% reduction in hazardous waste intensity

Hazardous  
Waste  
**12%**



### Responsible Handling

On-track to achieve ✓

**Measure** 15% reduction in significant spills

Significant  
Spills  
**38%**



### Safety

On-track to achieve ✓

**Measure** Annual total Case Incident Rate (TCIR) of **0.68**.

TCIR  
**0.36**

47% reduction from  
baseline



### Sustainable Supply Chain

On-track to achieve ✓

**Measure** Establish and implement product supplier assessment of environmental and social responsibility **in all regions**

Further  
embedded  
sustainability  
in assessments



### Equality, Diversity & Inclusion

On-track to achieve ✓

**Measure** Engage employees to identify **current culture** in areas of equality and diversity

Fostered  
7 Employee  
Resource  
Networks



## Our New Global Sustainability Goals to 2025 and Beyond

We are excited to share the next chapter in our sustainability journey. For the first time in this report, we set out our updated sustainability strategy, supported by a new set of global sustainability goals to 2025.

We have set an ambitious strategy that goes beyond reducing our impacts and instead challenges our business and supply chain to create collective benefits for the world around us. We will monitor and measure our progress between 2021 and 2030 and communicate our progress with transparency and accountability. These new global sustainability goals are underpinned by clear and measurable targets.

Through these goals—and together with our employees, customers, suppliers and other stakeholders—we will strive to deliver meaningful change for a more sustainable world. Our journey to achieving our new global sustainability goals to 2025 will be embedded in much of what we do as a business **Today. Tomorrow. Together.**



### Climate Action

Goals to 2025 and Beyond

**Objective:** Implement the technology, processes and culture to support our journey toward a net-zero carbon future.

- 20 percent absolute reduction in scope 1&2 CO<sub>2</sub>e by 2025 against 2019/2020 average baseline.
- 40 percent absolute reduction in scope 1&2 CO<sub>2</sub>e by 2030 against 2019/2020 average baseline.
- Achieve net-zero direct emissions by 2050.



### Serious About Safety

**Objective:** Keep our employees, vendors and customers safe at work through our safety focused culture and practices.

- Reduce TCIR 20 percent by 2025 from 2019/2020 average baseline.
- Achieve regional alignment on our global behavior-based safety program at 100 percent operations by 2025.



### Resource Use

**Objective:** Drive sustainable resource use through embedding the principles of circularity and operational excellence.

- Reduce hazardous waste 15 percent by 2025 from a 2019/2020 average baseline.
- Triple non-hazardous waste reuse, recovery and recycling rates by 2025 from a 2019/2020 average baseline.
- Introduce sustainable water use at all sites identified to have current or predicted high water risk.
- Reduce water waste 15 percent by 2025 from a 2019/2020 average baseline.



### Release Prevention

**Objective:** Support the responsible handling of materials across our operations and supply chain.

- Reduce significant chemical releases 40 percent by 2025 from 2019/2020 average baseline.



## Sustainable Sourcing

**Objective:** Drive improved sustainability performance and minimum standards across our diverse supplier base.

- 100 percent of new and active suppliers acknowledge our global supplier Code of Conduct by 2023.
- Assess 80 percent of suppliers (by spend) on their sustainability performance with minimum standards for those assessed being met by 2025.



## Sustainable Solutions

**Objective:** Leverage our portfolio of sustainable products, services, practices and technologies to support our customers' sustainability journeys.

- Develop and communicate product-level sustainability characteristics for Univar Solutions' product ranges, globally.
- Communicate the key sustainability impacts for non-product-related services to customers.
- Without compromising safety, offer circular packaging solutions for all suitable packed products.



## Diversity, Equity & Inclusion

**Objective:** Increase diverse representation at leadership levels and create the opportunities and culture to enable employees to bring their authentic selves to work.

- Maintain a score of 100 on the HRC Foundation's Corporate Equality Index.
- Maintain a score of at least 78 on the company's internal Employee Engagement Diversity & Inclusion Index.
- Increase female representation globally at the people leader level and above by 3 percent from 32 to 35 percent by 2025.
- Increase the ethnic diversity at the people-leader level and above in the USA by 2.2 percent from 17.8 to 20 percent by 2025.



## Community Engagement

**Objective:** Demonstrate our commitment to help keep society healthy, fed, clean and safe through financial investment and employee involvement in the communities in which we live and work.

- Charitable contributions through the Univar Solutions Foundation or other similar means.
- Employee volunteer hour contributions.
- Company matching gifts contributions.

Where stated above, the baseline for our global goals have been set from our average 2019/2020 performance in this report. This has been done to ensure our goals remain ambitious while accounting for the unprecedented year our business faced in 2020 due to the COVID-19 pandemic.





## Energy & Emissions

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

**Measurement:** Reduce energy use (MWh) and emissions (tCO<sub>2</sub>e) 15 percent by 2021 from 2016 baseline per million USD in sales.

As a transporter of key chemical components, Univar Solutions understands that we have a direct impact on the environment through the energy we use and emissions we make. Energy and emissions are embedded throughout our supply chain, from the products we source, services we procure and the end of life of our materials.

Since 2008, we have been working to increase the efficiency of our fleet and site operations. Currently, over 90 percent of our emissions come from just three sources: vehicle diesel use, natural gas and electricity use. Working with internal experts and local leaders, we continue to find ways to minimize emissions and other energy usage while still providing our customers with the reliable service they expect from us. Reducing our energy usage and emissions has been a pillar of our global sustainability goals to 2021 and will continue to form part of our commitments for 2025 and beyond.

### Strategy

We recognize the importance of taking action to reduce our energy use and emissions, which is shared by our investors, customers and suppliers. We have broken down our energy and emissions reduction strategy into three key areas:

#### Infrastructure and Investment

- Energy efficient technology
- On-site renewable energy generation
- Latest emissions standard vehicles

#### Processes and Procedures

- Fleet route optimization tools
- Sourcing renewable energy
- Process reconfiguration to eliminate waste

#### Culture

- Employee sustainability awards
- Increased communications on sustainability

Our Global Sustainability Steering Committee leads our energy and emissions management strategy, working with regional leaders from across the business to identify opportunities and implement improvements. These strategies are reviewed by the Univar Solutions Executive Committee and the Board's Governance and Corporate Responsibility Committee. Through our central plans and actions, we are working to improve visibility, understanding and ownership of site level resource use and emissions.





We also strongly believe that having an accurate understanding of our emissions is critical to developing actionable reduction plans. We have worked with an independent assurance organization to assess our scope 1 and 2 emissions. We have seen marked success since setting our current goals in 2016 and have set even more ambitious targets for our 2025 sustainability objectives. While we aim to reduce all emissions, we place additional emphasis on our three largest sources: vehicle diesel use, natural gas and electricity use.

### Driving Global Change Through Local Action

Through 2020, we continued to make improvements to our site sustainability assessment program. We collaborated across the business and involved local operations management to gain visibility into how each site can contribute to our global sustainability goals. We identified opportunities to invest in more efficient equipment, eliminate wasteful processes and provide information to help colleagues make a personal positive impact. As we move into 2021, we are planning to expand this program to more sites, to ensure we continue to drive down our emissions.

### Committing to Emission Targets Across Our Supply Chain

We are working to fully map our scope 3 emissions and develop separate reduction plans in 2021 as part of our commitment to set goals in line with the Science Based Targets initiative (SBTi) well-below 2 degree campaign. We want to ensure we are not only driving improvements through our business, but also throughout our supply chain.



**From our efforts to reduce our energy use and emissions through efficiencies and clean technologies, we are supporting the following UN Sustainable Development Goals:**

#### SDG 7

**7** Affordable and clean energy



**Ensure access to affordable, reliable, sustainable and modern energy.**

**7.2** By 2030, increase substantially the share of renewable energy in the global energy mix.

**7.3** By 2030, double the global rate of improvement in energy efficiency.

#### SDG 8

**8** Decent work and economic growth



**Promote inclusive and sustainable economic growth, employment and decent work for all**

**8.4** Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead.

#### SDG 13

**13** Climate action



**Take urgent action to combat climate change and its impacts.**

**13.1** Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

**13.3** Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.



## Our Performance

In 2020, we made significant progress to reduce our energy usage and emissions, putting us one year ahead of schedule on our energy and emissions goals. The table below summarizes how our energy and emissions intensity have reduced in excess of our 15 percent goals, highlighting the steps Univar Solutions has taken to achieve our goals to 2021, 2025 and beyond. All data in this section of the report has been restated from our 2019 report due to acquisition, divestment and improved data quality changes. More detail on our methodology of re-statements are presented in the 'Behind the Report' section of this document.

Energy Intensity (MWh per USD million sales)	Emission Intensity (tCO <sub>2</sub> e per USD million sales)
<b>2016:</b> 84.05	<b>2016:</b> 21.68
<b>2020:</b> 72.71	<b>2020:</b> 17.15
Energy intensity reduction of <b>13.50%</b> from 2016 to 2020	Emission intensity reduction of <b>20.90%</b> from 2016 to 2020

The COVID-19 pandemic directly impacted our business's emissions by reducing the number of our sites hosting 100 percent of employees, significantly reducing business travel and reducing our fleet mileage as demands from customers changed. Such a significant reduction in fuel use and emissions is expected to be limited to 2020 although we expect to retain some of these efficiencies due to the new ways of working that we have embedded over the last year. While we expect our fleet mileage to increase as customer demand returns to pre-pandemic levels and business travel to pick up, we will continue to implement new emissions cutting processes to pursue our goals.

We are proud to report that our sustainability efforts have led to reductions across the majority of energy use categories against both our baseline and the previous reporting year.

### Energy Data by Key Source

MWh	2016	2017	2018	2019	2020	2020 % of Total Energy
Site Diesel	1,525	1,229	1,986	1,203	1,032	0.17%
Fleets Diesel	313,541	347,650	384,867	356,047	274,843	45.74%
Natural Gas	176,746	196,345	204,859	204,073	191,206	31.82%
Gasoline	47,280	40,007	36,898	34,440	22,945	3.82%
LPG	19,139	26,780	20,960	20,448	11,219	1.87%
Gas Oil	5,563	5,869	5,163	5,256	5,910	0.98%
Biogas	0	625	668	676	671	0.11%
Coal	720	0	0	0	0	0.00%
Grid Electricity	112,061	114,958	111,400	99,892	90,465	15.05%
Grid Renewable Electricity	0	228	229	221	1,742	0.29%
Heating (Network)	0	0	0	0	290	0.05%
Steam	2,012	1,330	1,327	1,310	592	0.10%
<b>Total Energy (MWh)</b>	<b>678,587</b>	<b>735,021</b>	<b>768,357</b>	<b>723,566</b>	<b>600,915</b>	<b>100.00%</b>
<b>Net Sales (USD millions)</b>	<b>8,073.7</b>	<b>8,253.7</b>	<b>8,632.5</b>	<b>9,286.9</b>	<b>8,265.0</b>	<b>-</b>
<b>Energy Intensity (Total emissions per USD millions in net sales)</b>	<b>84.05</b>	<b>89.05</b>	<b>89.01</b>	<b>77.91</b>	<b>72.71</b>	<b>-</b>



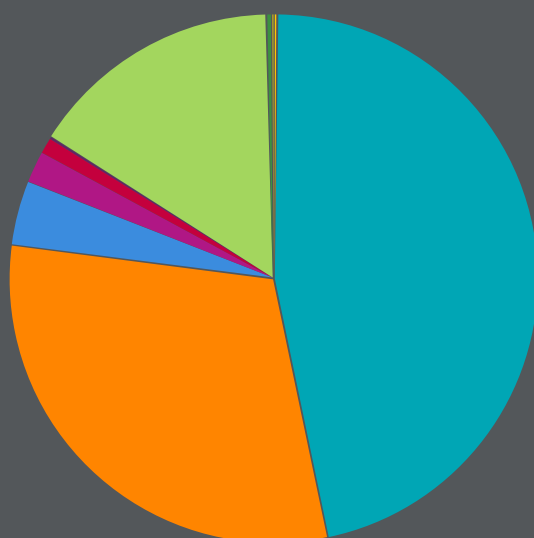


Our global emissions summary by the same categories also shows significant reductions across a majority of the sources.

tCO <sub>2</sub> e	2016	2017	2018	2019	2020	2020 % of Total Scope 1&2
Fleets Diesel	78,857	87,419	95,258	87,046	66,120	46.65%
Natural Gas	32,521	36,160	37,686	37,519	35,157	24.81%
Gasoline	11,372	9,621	8,626	8,050	5,259	3.71%
LPG	4,107	5,745	4,495	4,386	2,406	1.70%
Gas Oil	1,537	1,619	1,428	1,349	1,517	1.07%
Site Diesel	384	309	492	294	248	0.17%
Biogas	0	0	0	0	0	0.00%
Coal	232	0	0	0	0	0.00%
Heating Oil	0	0	0	0	0	0.00%
Refrigerants	0	0	0	0	341	0.24%
Scope 1 Total	129,010	140,873	147,985	138,644	111,048	78.35%
Grid Electricity	45,615	45,794	42,135	32,690	30,426	21.47%
Grid Renewable Electricity	0	0	0	0	102	0.07%
Heating (Network)	0	0	0	0	50	0.04%
Steam	411	263	326	231	102	0.07%
Scope 2 Total	46,026	46,057	42,461	32,921	30,680	21.65%
Global Scope 1 & 2 Total	175,036	186,930	190,446	171,565	141,728	100.00%
Net Sales (USD millions)	8,073.7	8,253.7	8,632.5	9,286.9	8,265.0	-
Emissions Intensity (Total emissions per USD millions in net sales)	21.68	22.65	22.06	18.47	17.15	-

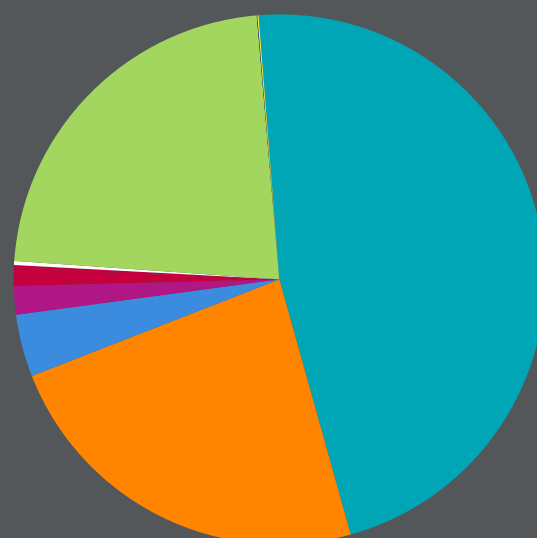
MWh	2016	2020	2016-2020 % Change	tCO <sub>2</sub> e	2016	2020	2016-2020 % Change
				Scope 1 Total	129,010	111,048	-13.92
				Scope 2 Total	46,026	30,680	-33.34
Total Energy Use	678,587	600,915	-11.45	Scope 1 & 2 Total	175,036	141,728	-19.03
Energy Intensity	84.05	72.71	-13.50	Emissions Intensity	21.68	17.15	-20.90

### MWh Consumption by Source



■ Fleets Diesel (45.74%)  
 ■ Natural Gas (31.82%)  
 ■ Grid Electricity (15.05%)  
 ■ Gasoline (3.82%)  
 ■ LPG (1.87%)  
 ■ Gas Oil (0.98%)  
 ■ Grid Renewable Electricity (0.29%)  
 ■ Site Diesel (0.17%)  
 ■ Biogas (0.11%)  
 ■ Steam (0.10%)  
 ■ Heating (Network) (0.05%)

### tCO<sub>2</sub>e Emission by Source



■ Fleets Diesel (46.65%)  
 ■ Natural Gas (24.81%)  
 ■ Grid Electricity (21.47%)  
 ■ Gasoline (3.71%)  
 ■ LPG (1.70%)  
 ■ Gas Oil (1.07%)  
 ■ Grid Renewable Electricity (0.07%)  
 ■ Site Diesel (0.17%)  
 ■ Steam (0.07%)  
 ■ Heating (Network) (0.04%)

## Targeting Reduction for Scope 3 Emissions

Tracking our scope 3 emissions is a core part of Univar Solutions' sustainability program to understand our broader impact and to improve our practices. The figures below detail the specific scope 3 categories against which we are reporting, covering emissions linked to our operations globally.

Scope 3 Category	Description	2020 (tCO <sub>2</sub> e)
1. Purchased goods and services	Water supply related emissions	226
3. Fuel- and energy-related activities (not included in scope 1 or scope 2)	Fuel- and energy-related activities (not included in scope 1 or scope 2) (Total Diesel WTT)	15,904
3. Fuel- and energy-related activities (not included in scope 1 or scope 2)	Fuel- and energy-related activities (not included in scope 1 or scope 2) (Total Natural Gas WTT)	4,572
3. Fuel- and energy-related activities (not included in scope 1 or scope 2)	Fuel- and energy-related activities (not included in scope 1 or scope 2) (Total Gasoline WTT)	1,440
3. Fuel- and energy-related activities (not included in scope 1 or scope 2)	Fuel- and energy-related activities (not included in scope 1 or scope 2) (Total LPG WTT)	294
3. Fuel- and energy-related activities (not included in scope 1 or scope 2)	Transmission and Distribution losses (All electricity)	1,849
3. Fuel- and energy-related activities (not included in scope 1 or scope 2)	Transmission and Distribution losses (All steam)	5
5. Waste generated in operations	Waste-related emissions whereby all waste is considered commercial and industrial waste, split by destination	17,203
<b>Total Scope 3 Emissions</b>		<b>41,493</b>

## Real-World Examples of Our Impact

Below are just a few examples of our energy and emissions strategy in action through 2020.

### Investing in Infrastructure

Engineering teams completed the installation of high-efficiency lighting throughout our warehousing facility in Tonawanda, New York. These actions help reduce electricity use and associated emissions while improving visibility for operatives.

Renovations at our site in Morolo, Italy have set a benchmark for environmental sustainability for our Italian facilities. Our teams have worked to ensure the infrastructure improvements make a material difference to the site's efficiency, such as upgrading to external insulation, supported by solar thermal water heating. These measures have been coupled with the installation of a new PV solar array, powering the site's electricity demands and air source heat pump technology. Improvements expected include the energy use reductions and emissions by almost 50 percent, highlighting how local actions are helping us achieve our ambitions for a more sustainable future.



### Identifying Opportunities to Improve Processes and Procedures

Through our site sustainability assessment program, we have identified a number of opportunities at the local level that have allowed us to save energy and minimize emissions by working with site leadership to understand current processes and mapping them against business needs. From reprogramming heating system to optimal hours, proactive leak detection and repairs on compressed air lines and integrating energy considerations into close down processes, our teams are saving energy and costs long term through simple adjustments to existing systems.



### Rewarding Sustainability Leaders

The success of our sustainability journey is dependent on the understanding, buy-in and support of our colleagues across the business. Developing a culture where people are part of the solutions to sustainability and bring their mindsets on sustainability with them to work has helped us advance on our global sustainability goals with the speed required to address the challenges we face.

In 2020 we lost a dear colleague and champion of our sustainability journey, our Vice President of Global sustainability, Environment, Health & Safety, Phil Hockaday. As part of honoring Phil's legacy and his leadership on sustainability for Univar Solutions, we launched the Phil Hockaday Sustainability Award, identifying those across the business who have brought forward the best sustainability programs and ideas across the business.

Starting in 2020, this award will be presented each year to the person who has brought forward the best sustainability program that contributes to our global goals. The awardee receives public recognition, a keepsake trophy and a Univar Solutions equity award. Our people demonstrated how important sustainability is to them by sharing creative, meaningful ways to improve sustainability across our business. While this is just one way in which our colleagues are involved in our sustainability journey globally, we are proud to have seen them demonstrate just how much our teams are working to improve how we do business simply because it is the right thing to do.





## Resource Use

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

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

As we manufacture and supply chemical components globally, the use of a wide range of resources is unavoidable. Univar Solutions strives to act responsibly with our resources and waste treatments. We are actively working to embed more sustainable practices into our processes and services at each step of our supply chain to deliver results that align with the principles of the circular economy.

### Strategy

Our approach to resource use is a marked shift from the dominant linear resource use models many companies use today. Instead of moving from produce, consume, dispose, we are working to support opportunities that extend the life of the resources needed across our business to eliminate waste sources, recover materials and reduce losses. While zero waste is not always possible with some of our waste streams, we are identifying and implementing beneficial reuse and recovery of more materials that may otherwise have been waste.

Our efforts to reduce waste and increase resource circularity are supported by the same governance groups as those leading our direction on energy and emissions. Again implementation is delivered through a combination of central efforts and local action.

#### Infrastructure and Investment

- Procurement of returnable packaging
- Increased facilities for recycling

#### Processes and Procedures

- Identifying opportunities for general waste recycling
- Identifying beneficial reuse options for waste
- Reviewing processes for waste elimination opportunities

#### Culture

- Ongoing communications on local action
- Cross business action to support

Our organizational approach to resource use is based on the continued monitoring of our progress and internal reviews of our resource use and waste data to best target areas for further improvement. Given the role data plays in our sustainability planning, in 2020, we carried out a global data reassessment on all waste data to reflect structural changes to the business as well as to ensure data quality.

While our goal here focuses on hazardous waste we are also working to improve performance on and report on our progress for non-hazardous and water use as part of our holistic outlook on resource use and circularity.

## Our Performance

### Reducing Our Hazardous Waste

A significant portion of the materials that leave our sites as waste is categorized as hazardous. While we have taken steps to reduce the amount of hazardous waste we create, it is important to recognize that responsible handling of these waste streams is incredibly important to maintain the safety and well-being of our people and environment.

At the end of 2020 we reduced our hazardous waste intensity 12 percent from our baseline.

The data below highlights the breakdown of our hazardous waste figures from 2016, our baseline, through to 2020. The data through this section is based on the combined data of our legacy organizations and has been restated from our 2019 report. More on this is detailed in the 'Behind the Report' section of this document. Classification of hazardous waste is defined at the country-level.

Hazardous	2016	2017	2018	2019	2020	2020 % of Total
Packaging recycled (not used in its current form)	975	338	119	222	170	1.63%
Other recycled	2,304	1,905	3,573	1,246	439	4.21%
Incineration with energy recovery	2,043	2,655	2,099	1,934	3,111	29.81%
Incineration without energy recovery	579	476	559	21	251	2.41%
Landfill	234	1,415	1,628	1,276	1,408	13.49%
Other disposal (biological treatment etc.)	5,043	1,503	2,807	4,542	4,386	42.03%
Other disposal 2	313	67	68	1,032	670	6.42%
Other disposal 3	76	106	-	-	-	0.00%
Other disposal 4	14	-	-	-	-	0.00%
Total metric ton hazardous waste	11,581	8,465	10,853	10,273	10,435	100.00%
Metric ton hazardous waste per million USD in sales	1.43	1.03	1.26	1.11	1.26	

Since 2016, our baseline year, we have reduced hazardous waste intensity by 12 percent, which is encouraging progress against our goal of a 15 percent reduction in hazardous waste by the end of 2021. However, it is clear that the progress made so far is only part way to meeting our global goals to the end of 2021. Through the last year of our current goals we have the challenge to reduce hazardous waste significantly which will require action across our regions. By increasing our focus on reduction of product loss, improving process efficiencies and identifying further opportunities through beneficial reuse, we will continue our journey to implementing more circular resource use practices.

## Managing Non-Hazardous Waste

In 2020, we saw a minor increase in our non-hazardous waste totals from 2019. However, through the efforts of our teams globally, we have maintained absolute and intensity-based waste reductions from our 2016 baseline. While the amount of waste sent to recycling and incineration increased substantially, we also saw more waste sent to landfill than in our base year. Our new global sustainability goals to 2025 have been built with the complexities of our resource use and waste treatment priorities in mind. Moving forward, our teams will be setting out plans across our regions to improve application of the water management hierarchy, improving reuse, recycling and recovery rates while reducing the proportions of waste sent to landfill.

Non-Hazardous	2016	2017	2018	2019	2020	2020% of Total
Packaging recycled (not used in its current form)	1,321	897	657	1,258	1,069	2.91%
Other recycled	3,347	3,869	1,996	3,133	3,706	10.10%
Incineration with energy recovery	378	437	421	721	749	2.04%
Incineration without energy recovery	3,999	67	60	38	558	1.52%
Landfill	27,494	26,798	17,199	21,586	29,226	79.64%
Other disposal (biological treatment etc.)	627	928	6,051	7,405	1,264	3.44%
Other disposal 2	447	-	749	23	125	0.34%
Other disposal 3	3	-	-	-	-	0.00%
Total metric ton non hazardous waste	37,616	32,996	27,133	34,164	36,697	100.00%
Metric ton non hazardous waste per million USD in sales	4.65	3.99	3.14	3.67	4.44	

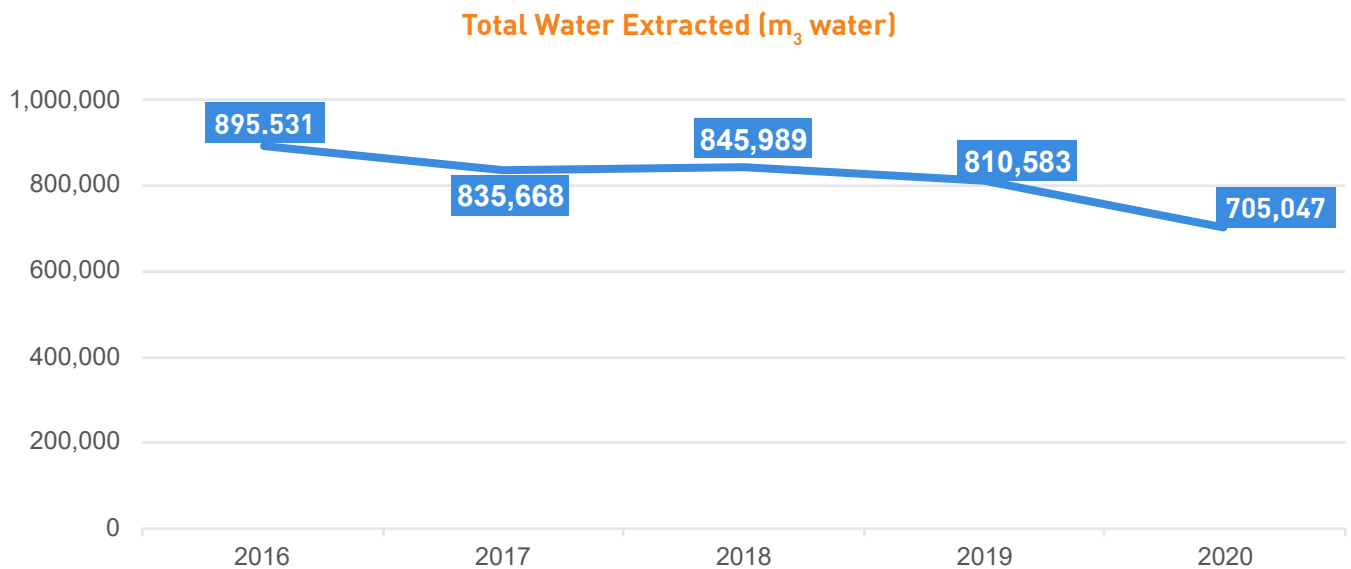




## Addressing Sustainable Water Use

The following figures reflect our water extraction, use and disposal from our 2016 baseline to the end of calendar year 2020. The baseline and historic data sets have been revised from previous reporting to reflect recalculations due to material structural changes as covered in the 'Behind the Report' section of this report.

m <sub>3</sub> Water	2016	2017	2018	2019	2020
Total Municipal	848,599	778,810	796,705	760,436	657,063
Total Own Source	46,932	56,858	49,284	50,147	47,984
Total Water Extracted	895,531	835,668	845,989	810,583	705,047
Total Water in Products	280,078	290,676	249,326	223,407	128,967
Total Waste Water	615,453	544,992	596,663	587,176	576,080



Despite the growth in sales and volumes from our baseline in 2016, we have seen significant reductions in water extraction and waste through 2020. From our baseline, absolute water extraction has reduced over 21 percent and total wastewater volumes have reduced 6.4 percent. In intensity terms, our wastewater figures are down over 8.6 percent from our baseline.

**21%**

reduction in water  
extraction

**8.6%**

reduction in  
wastewater intensity

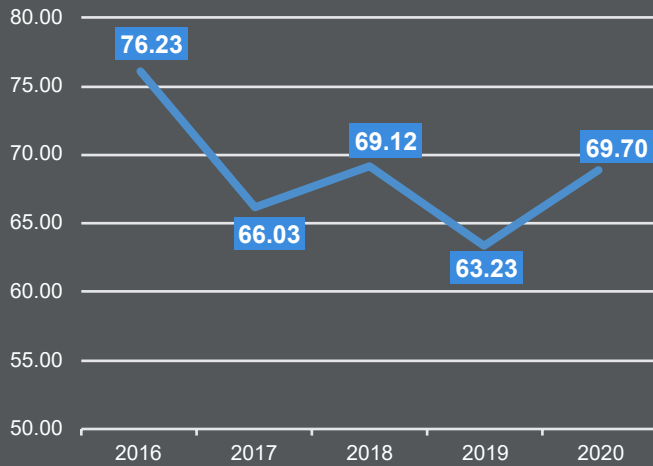
**15%**

locations in high  
water-risk areas

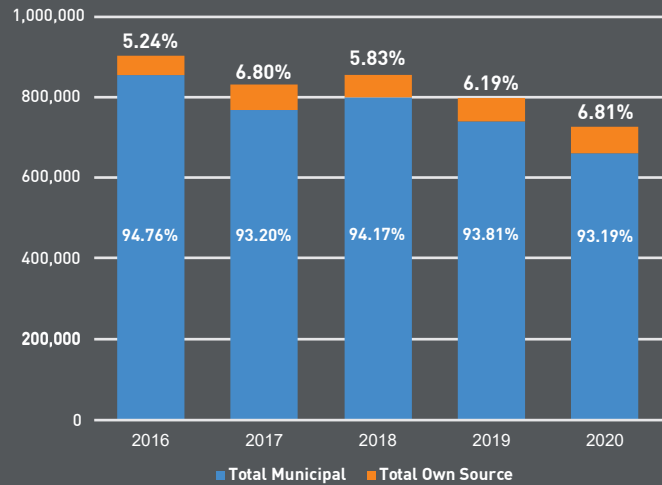
**28.9%**

water extraction in  
high water-risk areas

Wastewater Intensity per Million USD Sales



Water Extraction by Source (m³)



## Real-World Examples of Our Impacts

### Implementing a Circular Economy Across Our Supply Chain

At Univar Solutions, we strive to not only reduce our own waste, but also assist our customers in finding sustainable solutions for some of their waste too. Our ChemCare group assisted some of our customers in diverting 14,474 tons of waste into reuse applications and recycling an additional 11,490 tons.

Two of the biggest industries with which we collaborated to reduce waste were the pharmaceutical and electronics manufacturing markets. One of the streams was an isopropyl alcohol side stream. We were able to recover material that would have become waste and work with partners to use this material as an ingredient in manufacturing a commercial chemical, as well as reprocessing it to produce an industrial grade IPA.

In another instance, we were able to take a spent sulfuric acid stream that would have otherwise gone to landfill and recycle it to create an industrial grade product. We can also take a propylene glycol by-product stream and move it into a multitude of applications such as antifreeze and industrial coatings. These innovative recycling tactics reduce waste generation, remove material from landfills and deliver extra value to our customers, demonstrating the additional value of Univar Solutions diverse networks and logistics for circular resource use.



Through our commitments and actions on reducing resource use and supporting circular principles we are supporting the following UN SDGs:

**9** Industry, innovation and infrastructure



## SDG 9

**Build resilient infrastructure, promote sustainable industrialization and foster innovation.**

**9.4** By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

**12** Responsible consumption and production



## SDG 12

**Ensure sustainable consumption and production patterns.**

**12.2** By 2030, achieve the sustainable management and efficient use of natural resources.

**12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

**12.6** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

**17** Partnerships for the goals



## SDG 17

**Strengthen the means of implementation and Revitalize the global partnership for sustainable development.**

**17.16** Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries.

### Site-level Ownership

Across our locations the implementation, maintenance and continual improvement of our environmental management systems continue to support improved waste management across the business. This has been supported in a small number of locations where we have been able to successfully carry out our sustainability assessments, working with local operations management to identify opportunities for improvement and to own the positive change on-site.

### Minimizing Waste in Our Operations

Of course, prevention of waste is preferred where possible. Our EHS and Operations teams are globally working on release prevention plans and helping to directly limit our waste originating from product loss. This is supported by the efforts of our teams, which are helping find positive reuse applications and recycling opportunities, delivering the best possible outcomes against the waste management hierarchy.

### Maximizing Recycling Across Our Supply Chain

Our ChemCare business supports our own sites in the collection of materials that cannot readily be reused. Leveraging the networks of ChemCare across North America allows us greater control over the waste treatment options for materials leaving our sites. With this, we are able to send significant proportions of our waste for recycling or for energy generation. Outside of our own waste, our business supports customers with the responsible handling of their own waste. In 2020, we supported customers by handling over 200,000 tons of waste, diverting over 55 percent of this from landfill by using it for energy, heat generation and regeneration, or recycling.



## Identifying and Addressing Water Risk

At Univar Solutions, we recognize that the availability of fresh water is critical to our business and a basic human right that is under increased stress. While our operations are not considered to be high-intensity water-consuming facilities, we recognize that there is potential for our locations to have an impact on local water resources in both extraction and in effluents.

We have set internal goals to reduce both freshwater extraction as well as the amount of wastewater we produce. Beyond this, our locations take appropriate action through on-site treatment and monitoring of effluent to help ensure that we prevent release of wastewater that may be detrimental to local water quality treatment facilities.



Our broad reach across geographies is one of our core strengths at Univar Solutions. However, not all of the areas in which we operate have the same long-term security and availability of fresh water. While this is not an operational issue at any of our sites, we recognize that increased water stress over time has the potential to impact our business and the communities we serve.

To better understand this risk and support future efforts to manage it, in 2019 we carried out a water stress risk assessment for all our operations. Water risk is determined to be present in locations where extraction exceeds the ability for natural systems to replenish resources, either now or in the foreseeable future. Water stress differs from the more acutely challenging water scarcity. However, water stress has the potential to contribute to scarcity, so through application of the precautionary principle we look to take action to help reduce the likelihood of water availability and quality deterioration.

As of 2019, 15 percent of our locations, making up 28.9 percent of our annual water extraction, were in high or extremely high water risk areas. This assessment was carried out using the World Resources Institute's Aqeduct database.

Understanding and monitoring where this risk exists is helping us prioritize our mitigation and impact reduction efforts. To help address this, through our new global sustainability goals to 2025, we are setting our public goals on reducing water consumption across our operations. As part of this, our global sustainability strategy and the work through our regional governance groups we will be targeting water use sources and improvement opportunities, giving particular focus to operations in high water stress locations.





## Responsible Handling

**Goal:** Protect our people, communities and environment by leading a zero-release culture to minimize major releases.

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



If handled improperly, the millions of tons of chemicals we handle globally pose a risk to the health of our people, communities and local environments. That is why Univar Solutions remains steadfast in our commitment to preventing and minimizing chemical releases across our operations. Within this goal, we are consistently striving toward a zero-release culture while measuring ourselves against a short-term meaningful absolute reduction target. This commitment is supported by our comprehensive environmental management systems, which are designed to meet and often exceed legally binding commitments, adding best practice across our regions.

### Strategy

Our efforts to prevent accidental releases cover all stages of our handling of materials from receiving goods, processing on-site and delivering to customers through our global fleet. We also work directly with customers and suppliers on sharing information on product hazards, handling instructions and reporting of issues to help prevent accidental releases in the wider supply chain. Minimizing the impacts of any release is another key aspect of responsible handling. By focusing on prevention with secondary and tertiary containment practices in place to prevent loss, we are working to ensure that any significant release does not have an impact on the wider environment.

#### Infrastructure and Investment

- Mechanical integrity
- Secondary containment

#### Processes and Procedures

- Release Prevention Action Plan
- Investigation of significant releases for root cause

#### Culture

- Zero release expectation
- “Serious about Release Prevention”

Univar Solutions maintains a global Serious About Safety culture focused on hazard recognition and mitigation. Our release prevention action plan, Serious About Release Prevention, was built on the foundation of our Serious About Safety value. This makes it easier for facility employees to commit to this key safety pillar.

Univar Solutions was particularly effective in execution of our global release prevention action plan and reinforcement of our zero-release culture. Investigations of every significant release event produced key learnings and corrective actions that were broadly communicated across our network. The development and execution of our release prevention plans are overseen by our global release prevention steering committee and is owned by our global team of environmental, health, safety & operations leaders.

Through our efforts to protect the safety of our people and our customers, we are supporting the following UN SDGs:

### 3 Good health and wellbeing



#### SDG 3

**Ensure healthy lives and promote well-being for all at all ages.**

**3.9** By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution.

### 12 Responsible consumption and production



#### SDG 12

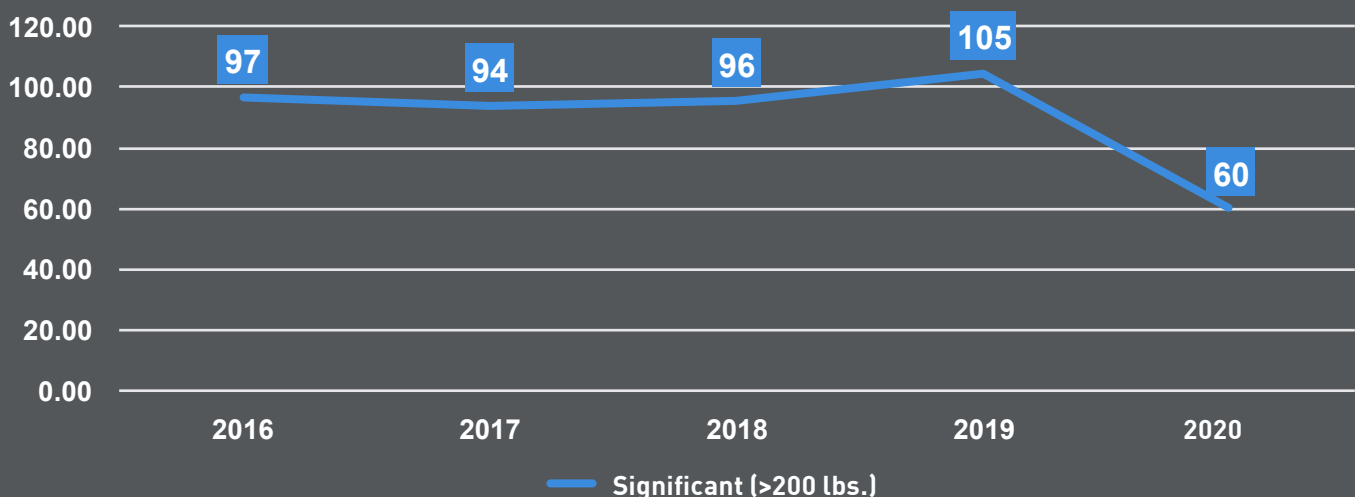
**Ensure sustainable consumption and production patterns.**

**12.4** By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

## Our Performance

During 2020, we saw a marked decrease in the number of significant release events compared to the 2016 baseline (60 vs. 97). Each region set a target for the total significant release events and executed a common action plan to achieve individual performance. Leadership provided by a global steering committee not only monitored performance, but also communicated best practices. Together our teams have helped us reduce significant spills by 38 percent of our 2016 baseline, significantly exceeding our 15 percent goal for the end of 2021.

### Year-Over-Year Release Significance History





## Real-World Examples of Our Impacts

We published a new standard in 2020, Incidental Spill Response. This standard highlighted the potential hazards of accidental release events and established a strict protocol for emergency response. In combination with executive leadership support, release prevention and actions have been embedded into employee mindsets through safety stand-downs, demonstrating strides forward on our mission to reduce unintended releases.

To support a culture of chemical release prevention in 2020, all facilities reviewed and developed stronger written procedures for bulk transfer operations. The EHS Departments in all regions held safety stand-downs to review the importance of release prevention with drivers and material handlers. Our drivers were empowered to fill out delivery problem reports when they felt that a bulk delivery at a customer site presented an unacceptable risk of having an accidental release. Additionally, all Operations leadership attended monthly safety calls where release incidents were presented along with corrective actions and shared learnings.

## Responsible Remediation

Our priority when handling and storing materials is twofold: safety and release prevention. However, there have been occasions where the land we are operating on has become contaminated as a result of either a previous owner, third party or Univar Solutions action. In rare instances where secondary and tertiary containment measures are not effective, we remain committed to responsible remediation.

Univar Solutions is committed to adopting sustainable solutions, or “green remediation,” for our global portfolio of projects. We balance the best future use of the property with community concerns and technical feasibility of remedial alternatives. Our ultimate goal is to protect human health while restoring the environment using responsible remedial approaches. For example, employing a strategy of enhanced natural attenuation eliminates the need for power to operate a more active remediation technology, does not deplete the natural resource as a groundwater recovery system may and limits the waste generation associated with active remediation systems. While enhanced natural attenuation may not be the best approach for all sites, Univar Solutions actively evaluates each site’s challenges and selects the best remedy considering the social, economic and environmental conditions.



## Safety

**Goal:** Continuously improve our proud safety record, protecting our workforce and demonstrating we are Serious About Safety.

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



As a global leader in chemical and ingredient distribution, our business demands that we make safety central to all aspects of our global business operations. By ensuring safe transport, storage of products, operational practices and working conditions, we can protect our employees, customers, suppliers, communities and the environment.

### Strategy

Being Serious About Safety is a core value of Univar Solutions. Consistent with this, we take a holistic approach to incorporating safety into our day-to-day operations.

- First, we adhere to the highest industry standards and follow all laws and regulations that govern our operations throughout the world.
- Second, we continually seek to go beyond what is required by law as we improve our processes and sharpen our recognition, evaluation and control of hazards.
- Third, we train and retrain our people to make safety the top priority as they carry out their roles and responsibilities. Safety training is delivered to all of our teams on the topics most relevant to their roles through our training matrices and is delivered through a combination of in-person training, online materials and safety focused events across the business.

#### Infrastructure and Investment

- Maintenance investment for fleet and assets
- Capital investment to continually improve safe working conditions

#### Processes and Procedures

- Train and retrain our people to make safety the top priority
- Investigation of recordable injuries for root cause

#### Culture

- Serious About Safety as a core value
- Stop Work Authority empowerment for all employees

Our focus on prioritizing safety in all that we do and our commitment to put safety before profit start at the highest levels of our organization. It is fully endorsed by our CEO and Executive Committee, as well as our Board. The Executive Committee reviews monthly Safety and Environmental performance, including injuries, incidents and ongoing improvement activities while the Board's Governance and Corporate Responsibility Committee reviews performance against TCIR quarterly.



In 2020, we enhanced our globally binding Environmental, Health & Safety (EHS) Policy, which underpins our approach to ensuring we provide safe working conditions, protect the environment and challenge ourselves to continually improve in all aspects of EHS. This is further bolstered by our active participation in programs such as Responsible Care, Responsible Distribution, ISO standards and our engagement with regulators at development stages of regulations. We have developed a best-in-class safety culture using the guiding principles from these standards, industry best practices and our own learnings from past experiences within our business.

In addition, we conduct regular internal audits and external third-party verifications to ensure we are adhering to the high standards we have set out for our company. Our internal EHS audits take place at all our sites globally, with each region using its own dedicated management system to address local legislative requirements and enable us to not only meet our global standards but also our priorities at the regional level.

[Read Our Global EHS Policy Here](#)

**Through our efforts to protect the safety of our people and our customers, we are supporting the following UN SDGs:**

**3** Good health and wellbeing



**SDG 3**

**Ensure healthy lives and promote well-being for all at all ages.**

**3.9** By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

**12** Responsible consumption and production



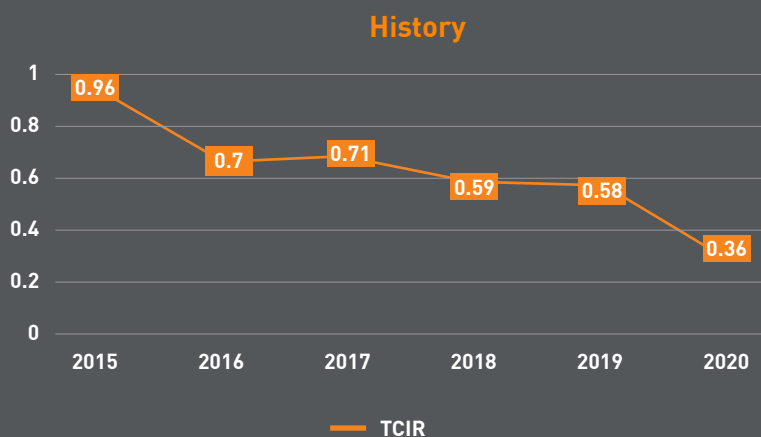
**SDG 12**

**Ensure sustainable consumption and production patterns.**

**12.4** By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

## Our Performance

Total Case Incident Rate (TCIR)<sup>1</sup> is our key performance indicator when it comes to evaluating safety performance. In 2020 we set another record and achieved our lowest TCIR ever of 0.36, well below our goal of 0.68. As a company with safety at its core, we are never satisfied no matter how low the number of incidents reported. We continually look for areas of improvement to help ensure every Univar Solutions employee goes home to their family unharmed each day and that we continue to keep our communities safe.



<sup>1</sup> TCIR is the U.S. Occupational Safety and Health Administration (OSHA) method for calculating rates of recordable injuries per 200,000 hours worked. COVID-19 work-related cases were not incorporated into the TCIR calculation in 2020, as they were managed under our COVID-19 response program and tracked in compliance with local regional guidelines.



TCIR is not the only safety metric we use. Our regional global teams leverage proactive or 'leading' indicator metrics and processes such as:

- Training
- Change Management
- Spot it & Stop It
- Maintenance Programs
- EHS Audits
- Pre-Delivery Inspection Program
- Contractor Management
- Ergonomics

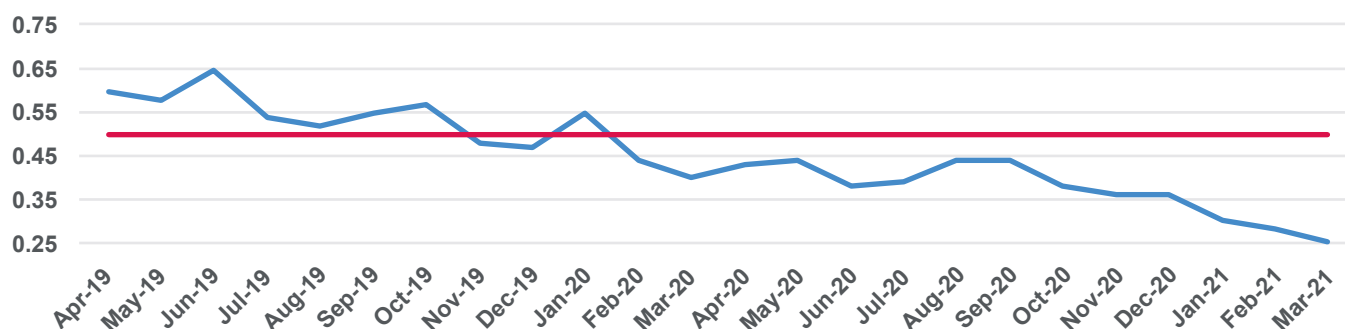
Through our proactive approaches on safety performance we are able to go beyond the reactive measures that can be implemented after an incident occurs. Instead we are helping prevent unsafe conditions and actions from occurring in the first place, which may otherwise have led to accidents or incidents. Our success in achieving our lowest TCIR rate in 2020 we believe is in part a result of maturation of these programs.

We also continue to report and take action to improve performance on our fleet incident rate. When transporting millions of tons of chemicals and ingredients every year, it is imperative that we take our safety mindset and action on the road with us.

Univar Solutions continued to reduce its DOT recordable incidents per one million miles driven through the first quarter of 2021. Our rolling 12-month performance has continued to improve despite a particularly challenging year, demonstrating just how committed our drivers and operations teams are to living our core value of being Serious About Safety every day.

The red goal line of 0.5 DOT recordable incidents remains a best-in-class industry metric. In 2020 our employee fatality rate was zero.

**DOT Recordable Accident Rate**



## Real-World Examples of Our Impact

### Encouraging the Reporting of Safety Concerns and Incidents

At Univar Solutions, workers are empowered to report any unsafe conditions and their right to refuse unsafe work is supported by our Stop Work Authority policies. We have implemented a Spot It & Stop It program that enables all employees to exercise Stop Work Authority or take other corrective action when they observe an unsafe behavior or condition. This program also provides employees full visibility into the status of the corrective actions.

All our people are also encouraged to report any incidents and near misses. Once such an occurrence is reported, it is then promptly investigated to determine the root cause and correct the safety issue. The methodologies for investigations used are Apollo Root Cause, 5 Whys and fishbone diagram analyses, depending on the severity of the incident. All incidents are categorized based on severity and escalated to executive management accordingly.

We have established various channels of communication through which our incident learnings are shared globally with our employees. Our EHS team works collaboratively with our communications team and our People Leaders to create materials that are shared with our employees during meetings as safety shares, via emails/posters/videos and during safety stand downs. Univar Solutions conducts safety stand downs to address significant incidents and injury trends and to elevate awareness of safety. Safety stand downs require all branches to cease operations for a short period of time and create a forum for management and employees to review safety topics and discuss prevention strategies.

### Recognizing Safety in Practice

Each quarter, our President and CEO recognizes employees whose behavior and performance exemplifies each of our five values: Serious About Safety, Where People Matter, We Are Valuable to Others, We Do What We Say and Together We Win. 2020 Serious About Safety winners were recognized for their contributions to improving safety at Univar Solutions and in the communities we serve.



### Responding to the COVID-19 Pandemic

As the pandemic started to affect parts of the world in the first quarter of 2020, Univar Solutions recognized the need to establish a global COVID-19 response team to keep our people, customers, communities and supply chain partners safe. We acted quickly in transitioning our people who could work from home to a remote environment and implemented COVID-19 protocols for our essential workers, such as, health checks, case intake processes, contact tracing, cleaning procedures and visitor controls. We ensured we operated in compliance with all regional requirements. This includes our operations teams and drivers, who have seamlessly continued to manage our inventory and deliveries in order to provide the necessary ingredients and chemicals other essential industries need to keep running and serving their own customers. As we have navigated the pandemic, our priority at all times has been to keep our people safe and in turn keep our customers and partners safe.

### Continually Raising the Bar and Enhancing Our Approach to Safety

We are continually evolving and improving our systems and we truly believe that there is no room for complacency when it comes to safety. To that end, our global teams are currently hard at work in developing behavior-based safety (BBS) solutions that combine the commonly used BBS techniques, while considering specific hazards our employees could encounter. We are conducting pilots in 2021 to further fine tune this program. Our BBS solution, will provide our frontline management an opportunity to observe workers performing a variety of tasks and provide on-the-spot coaching. Over more traditional approaches, this program is designed to create a partnership between management and employees, driving understanding of critical behaviors that can lead to unsafe actions and working to prevent these occurring. We believe programs such as this will further improve our industry leading safety culture and create an even safer working environment for our people and our customers.



## Sustainable Supply Chain

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

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

Working with supply chain partners who share our values is more important than ever to us as a company, our customers and broader stakeholder groups. By engaging with our suppliers on their standards and practices with respect to environmental, social and ethical issues, we are not only reducing the risk of harmful practices within our own supply chain, but also promoting the need for greater transparency and improved performance across supply chains worldwide.

Advancing sustainability in what we do is a fundamental element of our global business strategy. We're working to build a business whose way of sourcing, operating and selling is increasingly aligned with our sustainability goals. We view sustainability not as a compromise of "green" at the expense of growth, but instead a better way of doing business—delivering measurable and meaningful benefits to our stakeholders globally and contributing to preserving a healthy environment while continuing to grow our business.

### Strategy

Our commercial sustainability working groups, with the support of our senior leadership team, are working to embed sustainable practices, products and services across Univar Solutions. While we are making progress and addressing this head on, we also recognize it will take time. We also know that it requires the support of our suppliers and meaningful engagement with customers to ensure that we are making an impact across the supply chain.

#### Sustainable Sourcing

- Supplier onboarding and supplier assessments
- Supplier Code of Conduct

#### Sustainable Solutions

- Sustainable ingredients to meet customer needs
- Service offerings which help our customers meet their sustainability goals



Through our commitments and actions on facilitating greater supply chain transparency and sustainable practices we are supporting the following UN SDG:

**8** Decent work and economic growth



**SDG 8**

**Promote inclusive and sustainable economic growth, employment and decent work for all.**

**8.7** Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers and by 2025 end child labour in all its forms.

## Our Performance

In 2017, we began developing a standard set of areas on which to engage suppliers across our regions. This work was carried out as an extension of our existing supplier assessment by centrally embedding additional areas of focus into established processes. As part of this work, we added new considerations in the areas of quality, safety, environmental, social and ethics. In 2018, we introduced these to all our EMEA suppliers and have since begun to do so across the USA, Canada and Latin America, covering suppliers to these regions across the world, enabling us to foster improved practices. Under our current supplier onboarding and reassessment timeframes, we expect to have introduced this to all suppliers globally by 2025. Although our efforts to carry out due diligence on suppliers has and will continue to be strengthened, we cannot guarantee the absence of supplier unethical practices. Instead we continue to focus on identifying opportunities to reduce risk, improve due diligence and increase engagement and collaboration within the supply chain.

In 2020 we assessed over 180 new suppliers against environmental, social and ethical considerations.

In addition, through 2021 we will be bringing online our global Supplier Code of Conduct. Consistent with our efforts to improve responsible practices downstream, this Code of Conduct will also be made available as a

resource to our indirect suppliers as we seek to set out clear expectations across the supply chain. This global document will document our expectations of suppliers across a holistic breadth of environmental, social and ethical issues. Through our Supplier Code of Conduct we will be making clear to our supply chain our expectations on performance on a range of sustainability considerations.

In 2020 we helped reinforce our position of supporting fundamental rights across our value chains through the publication of our **Position Statement on Human Rights**. Through this Statement, we have made clear the expectations we have for our stakeholders on upholding ethical standards that promote respect for people everywhere, without discrimination.

## Real-World Examples of Our Impact

Driving greater sustainability within the supply chain goes beyond assessing our suppliers for good practices. It is also about delivering the value of sustainability to our customers. To do so, we need to understand our customers' needs and develop the products, services and materials to support their respective sustainability goals. In 2020, we continued to enhance our sustainable solutions offerings, helping customers make progress in their own sustainability journeys while contributing to protecting the environment and society.

In addition, supporting of our new goals to 2025, we are committed to continuously adding new products to our offerings which contribute to sustainable development in either their manufacture or application, compared with conventional options.

## Research and Development Through Our Global Solution Centers

Our global Solution Centers provide new formulations and recipes for our suppliers and customers.

Increasingly, responsibly sourced and sustainable ingredients are a key part of the technical brief from our customers and suppliers, as the market demand for "natural and green" materials increases. Within our Solution Centers, we have technical experts and products that help create the next generation green and sustainable products for launch into the marketplace.

We also continually strive to make our laboratories actively contribute towards our sustainability goals such as sourcing environmentally friendly packaging where possible, as well as looking at new ways to save energy and reduce waste within our Solution Centers.



### Supplying Safer Alternatives

In 2020 we announced our agreement with Fluid Energy Group for the Enviro-Syn® HCR™ Modified / Synthetic Aci™ systems and associated products including its Modified Caustic systems (CSR) which are used in multiple industrial applications. These patented product lines are unique, globally proven and will expand Univar Solutions portfolio of safer, more sustainable, eco-friendly and technically advanced specialty chemical solutions.

These product technologies are designed to help enhance and provide effective alternatives to traditional, highly hazardous, commodity acids and alkali products. These product ranges are more environmentally responsible, biodegradable, non-volatile and demonstrate low toxicity over incumbents. Compared to conventional hydrochloric acid (HCl) and caustic soda (NaOH), Enviro-Syn HCR and CSR systems provide better technical properties in many aspects and lower fuming and disassociation rates.

### Products Designed to Reduce Environmental Impacts

As a global leader in chemical and ingredient distribution the industries we serve are diverse and are increasingly looking to responsible distributors like Univar Solutions to deliver the materials that can support their sustainability journeys.

Below are just a few ways in which we are delivering more sustainable products to our key markets, working with our suppliers and customers to deliver more sustainable materials:

Industry	Materials and Impacts
Food Ingredients	The food and ingredients markets we serve help keep communities across the world fed. Not only are we contributing to the supply of good nutrition, but product ranges we offer are helping prevent food waste, reduce energy intensity of food production and reducing associated emissions. From supplying enzymes for more sustainable and efficient animal protein food processing to ingredients to connecting customers with solutions for plant-based proteins with less resource intensity, we are supporting more sustainable solutions for our supply chain.
Beauty and Personal Care	For our beauty and personal care markets we're proud to offer a range of Ecocert®- and Cosmos®-certified Korean flower extracts, Ecocert®-certified surfactant and solubilizer options and organic butters as part of our curated personal care portfolios. Our formulation teams have also developed our 'Clean by Design' principles, helping inform and build consumer confidence in responsible ingredients.
Coating and Adhesives	Working with our suppliers and formulations experts internally, our teams are able to offer low Volatile Organic Compounds (VOC) products that reduce health and environmental hazards while maintaining material efficacy.

## ChemCare®

Our ChemCare waste management business collects both hazardous and non-hazardous waste products at customer locations in the US and Canada and then works with vendors in the waste disposal business to safely transport these materials to licensed third-party treatment, storage and disposal facilities. Through the ChemCare team's focus on sustainability, we have supported customers in diverting over 100,000 tons of waste from landfills.

## MiniBulk

MiniBulk is a sustainable storage solution that helps our customers' facilities run more safely and smoothly. MiniBulk enhances productivity and reduces total cost of ownership through our installation of storage tanks on-site for bulk deliveries. Through this, customer drum and tote storage is eliminated, providing space for safe operations and significantly reducing volume of packaging waste compared with traditional delivery. Due to reduced container movements we can also help minimize the potential heavy lifting injuries related to moving drums or totes of chemicals across customer plants. Additionally, because there are no drum heel losses of residual product, our customers are also able to reduce chemical waste.

## OnSite Services

Univar Solutions is committed to offering OnSite Services to deliver custom solutions that simplify our customers' environmental responsibilities while achieving long-term sustainability. With a deep understanding of how to address environmental challenges, our teams support on-site minimization of waste, using economics and compliance as leading drivers to support customers in meeting their own sustainability goals.

## Customer Emergency Response Services

Through our ChemCare business we also offer disaster response services to customers with end-to-end solutions to help prevent releases to the environment, support remediation of spills and facilitate responsible handling practices when removing waste to minimize the impact on the environment and communities.



## Future Growth in Sustainable Solutions

In our next-generation sustainability goals, we have set out ambitious goals to assess and foster better practices upstream and to deliver positive impacts to our customers and communities. We are creating sustainable solutions across the full value chain.

We will continue to share our progress as we further our efforts of bringing our sustainability journey to life.





## Equality, Diversity & Inclusion

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

**Measurement:** Engage our employees globally through structured, confidential surveys to identify our current organizational culture on areas of equality and diversity.



As an organization with a global footprint and customer base, we recognize that creating a work environment that is respectful and inclusive and empowers diverse perspectives is both the right thing to do and a competitive advantage for our business. By fostering a culture that mitigates unconscious bias and where employees are able to bring their authentic selves to work, we are establishing a sustainable workplace that values and supports all people. We strive to offer an inclusive culture with equal and equitable opportunities that lives up to our core value of being a place Where People Matter.

Advancing diversity, equity and inclusion (DEI) for all people—in the workplace is a responsibility that starts at the highest levels of our organization and is shared throughout our company. From senior executives sponsoring and driving forward initiatives down through every layer of the organization, we are working and growing in our understanding together.

“

*We are on a journey to realize the unstoppable power that comes from providing a fully inclusive culture where every person knows they are celebrated for being just who they are and valued for the creativity they bring to our vision to redefine distribution.”*

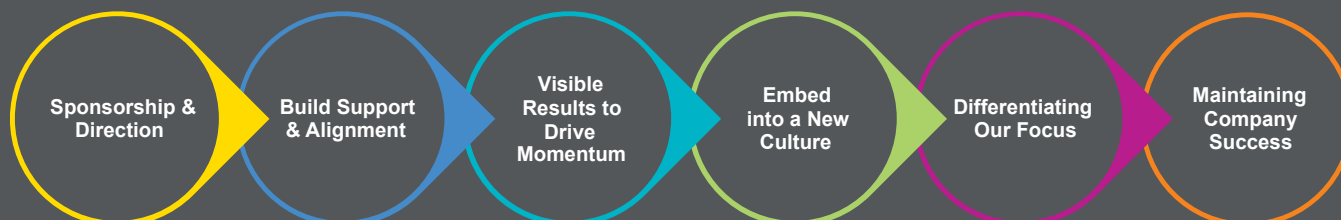
**Brandon Lyssy, Director Global Engagement & Inclusion**





## Strategy

With such increased attention on the need for advancing diversity, equity and inclusion, 2020 provided an opportunity for us to put authentic vision and a multiyear strategy into place for the organization. We spent considerable time partnering with expert organizations and conducting research into creating the right areas of focus and a roadmap toward progress for us that holds to our purpose, vision and our values as a leading distributor of ingredients.



### Inclusive Culture

- Diverse perspectives are engaged and valued
- Office of Inclusion supporting (7) Employee Resource Networks

### Talent Mangement

- Investing to grow our people
- Ensuring equitable treatment through the employee life cycle

### Measurement and Accountability

- Annual employee survey measuring Inclusion sentiment
- Signatory status with CEO Action
- Human capital data reporting on the makeup of our teams



As part of this work, we outlined a set of guiding principles that are used across the organization to inspire our DEI initiatives and help us identify new and creative ways to develop our people and positively impact the communities in which we live and work.



### Creating Opportunity & Building Talent

- Creating greater transparency into our current talent through people profiles, going beyond traditional search methods and offering increased skill development.

### Developing Awareness & Advocacy

- Through voluntary education and communication, raising self-understanding, mitigating unconscious bias and using our voice to advocate for social justice.

### Creating Community

- Leveraging Employee Resource Networks to bring our differences together to achieve common goals, partnering with our local communities to advance STEM opportunities for underrepresented groups and giving back to organizations that advance equality.

### Helping the Business Win

- Improving equitable policies like flexible work, advancing knowledge around inclusive language in our marketing materials and mitigating bias from hiring processes.

## Our Performance

### Navigating a Year of Unpredictable Challenges

2020 brought with it unprecedented challenges from the global COVID-19 pandemic, as well as social unrest across the world in the wake of acts of racial injustice in the United States. As an organization where people matter, it was imperative that we did all that we could to support our employees during that tumultuous year.

We chose to increase our focus and increase visible activity to address pressing concerns on the minds of our employee base with regards to key DEI issues. We altered our execution strategy to take all planned events into a virtual meeting environment, resulting in an increase in participation and greater ability for employees to engage from environments that traditionally would have been difficult for us to reach, such as our operational sites. Moving to virtual platforms with video capability enabled us to bring employees from countries around the world together in more collaborative and interactive ways. This also allowed us to create greater personal connections which, in turn, facilitates better understanding of one another and the various backgrounds and perspectives that we bring to Univar Solutions every day.

To further increase connectivity, we began transitioning from traditional email communication to streamlined news-like emails to provide information to employees on a regular basis. Additionally, we launched internal social media tools, with targeted groups set up for inclusion and each of our Employee Resource Networks as a place where team members can share information in real time, foster two-way communication, feature employee talent and show peer-to-peer recognition for one another.



## Championing Inclusion and Expanding Our Affinity Networks

To support the ongoing success of our efforts, we established greater opportunities for leaders and team members to be part of the decision-making process through the creation of inclusion councils. Our Global Inclusion Council serves as our governing steering committee and is made up of senior leaders and employee volunteers leading DEI initiatives around the world. In addition, our newly-formed USA Inclusion Council and Canada Inclusion Council—which comprise key leaders, representatives from Human Resources, Legal and our business—take our global strategy and customizing programs to ensure local country needs are met. Supporting all our efforts globally is our Office of Inclusion, a cross-functional and diverse group of employee volunteers passionate and experienced in turning strategy into action. These employees are going above and beyond their daily responsibilities to champion increased representation and promote a culture of inclusion across the globe. Together, the Office of Inclusion and our inclusion councils have over 80 employees at every level of the organization participating in supporting and driving these initiatives.

Over the course of the year, we also expanded our existing three Employee Resource Networks (ERNs) and now have seven ERNs serving a wide cross section of our employees. Our ERNs include the Ability Network (focused on employees with visible and invisible disabilities), the Black | African American Leadership Network, the Canada Indigenous Network, the Hispanic or Latinx Network, the LGBT+ Network, the Veterans Network and the Women's Inclusion Network. In 2020, participation in these collective networks exceeded 1,300 employees globally, demonstrating our collective commitment to advance DEI.

At all times and across our work in this area we adhere to our global Position Statement on Diversity, Equity and Inclusion and Human Rights.

Access our Global Position Statement Here

Through our efforts to advance practices around equal, diverse and inclusive workplaces we are supporting the following UN SDGs:

### SDG 5

**5** Gender equality



**Achieve gender equality and empower all women and girls.**

**5.1** End all forms of discrimination against all women and girls everywhere.

**5.5** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decisionmaking in political, economic and public life.

### SDG 10

**10** Reduced inequalities



**Reduce inequality within and among countries.**

**10.2** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

**10.3** Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

**10.4** Adopt policies, especially fiscal, wage and social protection policies and progressively achieve greater equality.

### SDG 16

**16** Peace, justice and strong institutions



**Promote just, peaceful and inclusive societies.**

**16.B** Promote and enforce non-discriminatory laws and policies for sustainable development.

## Real-World Examples of Our Impact

### Spotlight: Our 4 Newest ERNs in Action

#### Breaking Disability Stereotypes Through Our Ability ERN

The impacts of the global pandemic on mental health have penetrated nearly every aspect of our lives. In 2020, our increased attention and support for mental wellness in the workplace provided a natural launch point for our Ability Employee Resource Network, which draws attention to support and increased equity for persons with visible or invisible disabilities. Over the course of the year, this network sponsored multiple virtual events that advocated for greater understanding of neurodiversity, reducing stigma and showcasing skills often overlooked in persons with disabilities.

#### Advocating for Indigenous Populations Through Our Canada ERN

In 2021, leaders in Canada recognized an opportunity to advocate for increased inclusion and equity among indigenous employee populations. This led to the creation of the first chapter of our Indigenous Employee Resource Network, which seeks to promote an inclusive culture by working to remove perceived barriers to development opportunities for indigenous populations, break stereotypes and promote cultural awareness across Canadian provinces. This network also sponsors greater community involvement and advocacy throughout Canada.



#### Driving Cultural Dexterity With Our HOLA! Network

Our Hispanic or Latinx Network, affectionately named “HOLA!” brought together team members across the globe focused on providing professional development and broad cultural awareness. Through virtual events, a month-long Hispanic heritage campaign and close work with our Indirect Procurement team, this network has helped raise awareness of cultural dexterity and create a greater understanding of how different people and perspective can come together to achieve common goals.

#### Standing Up for Social Justice and Equality With the Black | African American Leadership Network

The events witnessed in the United States in 2020 leading to the Black Lives Matter movement ignited a worldwide spotlight on social justice. While we had begun discussions around the creation of our Black | African American Leadership Network in late 2019, it was clear to us that we needed to accelerate support for this network and be a voice for advocacy in our industry. Network core team members came together to build a plan to increase equitable opportunities for Black and African American employees, as well as contribute to the company’s public stance on social justice advocacy.



## Investing in Our People

We are only as capable, dynamic and innovative as our people. The know-how and dedication of our teams are our strengths and we are committed as a business to ensuring that our colleagues are supported to continue learning on the job. In 2020, our employees completed over 70,000 hours of training in our central training systems. This equates to each employee globally completing an average of 7.4 hours of training each per year.

In 2020 our colleagues completed over 70,000 hours of training



## The Proof Is in Our Feedback and External Recognition

In 2020, we expanded our employee engagement survey to include feedback opportunities that measure the employee experience related to DEI. Our nine-question inclusion index gives us insight across the globe into how employees are perceiving our progress and where we need to deepen our focus and further improve.

**79.3%**  
Overall Inclusion  
Favorability<sup>1</sup>

**87%**  
Company Commitment  
Favorability<sup>1</sup>

**85%**  
Ability to Be Authentic  
Favorability<sup>1</sup>



The progress we have made and our commitments are also being recognized by independent third parties. We continue to participate on The Conference Board's Global Executive DEI Council. And we are proud to report that building off of our 2019 commitment, in 2020 we achieved signatory status with CEO Action, the largest CEO-driven commitment to advancing DEI. Additionally, thanks to our efforts to improve equitable policies, increase education and advocate for equality, we scored a 100 on the Corporate Equality Index (CEI) and are now certified as one of the Best Places to Work for LGBTQ Equality by the Human Rights Campaign Foundation.

Thanks to the dedication and focus across Latin America, the company was recently awarded the Great Place to Work Certification™ in Brazil. Additionally, the team in Mexico secured the CEI certification in the first year of their participation.

<sup>1</sup> Figures on % favorability from the "We Listen" survey do not represent 100 percent of employees. We are working to improve participation in employee surveys in the future.

## Reporting on the Makeup of Our Teams

Our people are what makes Univar Solutions. We share a commitment to advancing our mission, living our values and delivering for our customers. And while we are one team, we also recognize and embrace the value in our differences. For 2020, we are increasing the transparency of our reporting to include metrics at the manager, director and above and board levels, including gender and racial/ethnic diversity.

In this same timeframe, we had 302 senior leaders, nine of which represent the executive leadership committee and 1,595 people managers. Based on self-identification data, of our people managers, 32 percent are female and 67.5 percent are male. At the director and above level, 24.2 percent are female and 75.8 percent are male. In the US, 17.8 percent of our people managers are racially and ethnically diverse. Of our 10 members of the Board of Directors, 20% are female, 80% are male, 10 percent Black/African American and 90 percent White. As of December 31, 2020, approximately 24 percent of our labor force is covered by a collective bargaining agreement, including approximately 12 percent, 46 percent and 23 percent of our labor force in the US, Europe and Canada, respectively.

**23.7%**  
Total employees<sup>1</sup>

**2,140 full-time**  
**100 part-time**  
Employee status<sup>1</sup>

**57% male**  
**43% female**  
Employee gender<sup>1</sup>

**EMEA**

**APAC**

**CANADA**

**USA**

**LATAM**

**7.3%**  
Total employees<sup>1</sup>

**665 full-time**  
**4 part-time**  
**17 temporary**  
Employee status<sup>1</sup>

**62% male**  
**38% female**  
Employee gender<sup>1</sup>

**11.5%**  
Total employees<sup>1</sup>

**1,082 full-time**  
**8 part-time**  
Employee status<sup>1</sup>

**57% male**  
**36% female**  
**7% undisclosed**  
Employee gender<sup>1</sup>

**56.6%**  
Total employees<sup>1</sup>

**5,346 full-time**  
**13 part-time**  
Employee status<sup>1</sup>

**69% male**  
**30% female**  
**1% undisclosed**  
Employee gender<sup>1</sup>

**0.9%**  
Total employees<sup>1</sup>

**86 full-time**  
**0 part-time**  
Employee status<sup>1</sup>

**45% male**  
**55% female**  
**0% undisclosed**  
Employee gender<sup>1</sup>

<sup>1</sup> Full-time, part-time and temporary employee data included to meet Global Reporting Initiative (GRI) standards.





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# Community Involvement

## Community Involvement

2020 has brought our purpose of helping keep our communities healthy, fed, clean and safe to the fore. Through our products, we continue to safely deliver the chemicals and ingredients needed to produce clean water, reduce food waste, make travel possible and keep the lights on. While this positive impact on our communities is something we're proud to deliver, our work with the communities in which we operate does not end there. Through our teams across the world, we have continued to support a number of local charities, nonprofit organizations and community groups.



## Real-World Examples of Our Impact

### North America

For many years, Univar Solutions has given back through our annual charity golf competition held in the UK to support The Prostate Project. Last year a similar event was planned in the US to support the Prostate Cancer Foundation of Chicago. Both of these worthy charities fund research into the causes, detection and cure of prostate cancer—a disease all men are at risk for according to the CDC.

Due to COVID-19, our 2020 charity golf competition to support the Prostate Cancer Foundation of Chicago was cancelled. Instead we set out our 'Ready, Set, Match', fundraiser in October, where Univar Solutions matched donations raised by our teams.

### Ride MS

We are proud to support the Bike MS Tour de Farms ride. With each pedal stroke, we are one step closer to a world free of Multiple Sclerosis. 2020 was a little different as we came together virtually for the same great cause. Despite the additional challenge, we were proud to be Presenting Sponsors of the in-person and virtual hybrid Tour de Farms ride in Illinois.

### Supporting the Navajo Nation During COVID-19

As a purpose-driven and values-based company, Univar Solutions, in partnership with Mauser Packaging Solutions, acquired sixty 275-gallon intermediate bulk containers (IBCs) for delivery to the Navajo Nation. The IBCs were used to store and distribute 16,500 gallons of much needed water to many remote areas. The response from the Navajo Nation was overwhelming as the Utah Diné Bikéyah, along with local community members, assisted our teams with distributing the IBCs and helped bring a sustainable water supply solution to an area that experienced significant interruption to normal water supply at the height of the pandemic.







## Latin America

In Mexico our teams brought together the resources and gave their time to support families struggling with hardships due to the pandemic. In total our teams helped 70 families with essentials, delivering food parcels to those in need through communities near our plants and branches.

In Brazil our teams supported fundraising for the 'Conducting the Future' project run by the Hatus Institute. Through this project we helped 1,500 children from underprivileged backgrounds learn to play music and practice together when this may otherwise not have been possible.



## EMEA

### Responding to the Fight Against the Spread of COVID-19

As a purpose-driven and values-based company, our core values include always being Serious About Safety and a place where people matter.

In April 2020, the Univar Solutions team in the UK mobilized the full capabilities of its Middlesbrough, Homecare & Industrial Cleaning Solutions Center to provide technical and formulation advice. Meanwhile, its team located at the Cadishead production site provided packaging, bottling, warehousing and logistics support in a matter of days to ensure the commitment made to the UK National Health Service was properly met.

Our technical expertise, product range and logistics network allowed us to help get this project off the ground and become a reality in just a matter of days. We are proud to have been able to play our part and make a contribution to the people of the UK.

### Supporting Access to Water Through AquAid

In 2020, we partnered with AquAid to help provide clean drinking water to rural communities across Africa through supporting donations to install community-based water pumps. Each pump can produce up to 10,000 liters of potable water per day, supporting over 300 people in each village or community who are now able to collect clean drinking water and water for productive use every day.

By reducing the distance communities must travel for water, children have more time to attend school and farmers are better equipped to grow crops, creating a sustainable source of income while improving health and sanitary conditions.

A photograph of an industrial facility, possibly a refinery or chemical plant, at sunset. The sky is filled with dramatic, colorful clouds in shades of orange, yellow, and purple. The sun is low on the horizon, casting a warm glow over the scene. In the foreground, there is a large, dark, curved structure, likely a storage tank, and a line of trees. The background shows several tall, vertical industrial structures, including distillation columns and towers, some of which are illuminated by lights. The overall atmosphere is industrial yet serene due to the natural lighting.

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# Governance

## Embedding Sustainability Governance

Embedding sustainable practices and thinking into business is what separates good intentions from meaningful actions. That's why sustainability is integrated throughout our organizational structure, including our processes, infrastructure and culture.

Through 2020, we established key sustainability committees to enable robust governance to ensure that we are best able to integrate our current and future sustainability strategies into our everyday business.

Our Board of Director's Governance and Corporate Responsibility Committee meets quarterly to oversee progress against our global sustainability goals. This committee reviews and monitors all policies and activities that support Univar Solutions' broader sustainability strategy.

Our Global Sustainability Steering Committee drives the sustainability strategy through cross-functional and regional collaboration. Led by our Global Director of Sustainability and supported by senior leaders across the business, this group shapes our sustainability programs and activities. This committee reports quarterly to our Executive Committee, including our President and CEO David Jukes. Through this, our Executive Committee are actively engaged in contributing to and overseeing progress against our global sustainability goals.

We cannot embed sustainable practices, systems and culture without our people. Through local working groups, employee networks and collaborations with our communities, customers and suppliers, we empower every person across our business to be a contributor to our sustainability journey.





## Our Vision, Mission and Values

The vision, mission and values we hold as a business underpin our commercial and sustainability strategy. With our vision to redefine distribution and be the most valued chemical and ingredient distributor on the planet, we are at the highest level, setting us to deliver with a planet-based mindset.

Our mission to achieve this is simple: Streamline. Innovate. Grow. This mission is brought to life through our sustainability efforts as we advance our resource efficiency and develop innovative solutions to help deliver long-term, sustainable growth.

We put this to work every day through our values:



### Serious About Safety

At Univar Solutions the health and safety of our people come before anything else. We have a strong culture of safety and see this as a fundamental aspect of social responsibility.

### We Do What We Say

Actions speak louder than words. We hold the commitments we make and remain accountable and trusted, including on our sustainability goals.

### Where People Matter

Caring for our people and communities is core to responsible business. Our "Where People Matter" value means taking care of others and valuing individual contribution.

### Valuable to Others

Because we play a part in delivering the chemicals and ingredients that touch almost every part of daily life for much of the world, the positive changes we make are helping deliver value to our stakeholders across the planet.

### Together We Win

We are only successful in our journey if our customers, suppliers and broader stakeholders are also a successful part of our sustainability journey.





## Understanding and Managing Risks and Opportunities

Understanding and embedding management of key risks and opportunities our business faces are fundamental to our ability to adapt and grow.

Risk identification and management are a core part of safe and responsible operation across all our business functions. Our global risk management steering committee made up of leaders across key functions of our organization are responsible for the identification and management of these risks.

However, not all environmental, social and economic risks and opportunities are declared in our 2020 Annual Report. From the threats to our business and supply chains from increased frequency of extreme weather events, to changing consumer trends of environmentally conscious products, Univar Solutions is shaped in part by the world around us while actively working to develop the solutions for these same challenges.

We closely monitor and actively address risks and opportunities posed to the business through developing physical climate trends, legislative requirements and social and political developments. By developing sustainable solutions for our broad customer base and partnering with suppliers to reduce the negative social and environmental impact of our products, we are growing our business while addressing the issues most important to our stakeholders.

Further details on the key market, policy and climate risks and opportunities are detailed in our publicly available CDP responses for 2020.



## Identifying Material Issues through Stakeholder Engagement

Our global sustainability goals to 2021 have been informed by our ongoing stakeholder engagement, helping determine material issues to our business. Ongoing monitoring of these material issues is key to ensuring that we can deliver on our sustainability vision to provide the solutions for today and tomorrow's global challenges while delivering value for our stakeholders.

We define materiality through three questions:

Does the topic relate to the reasonable expectations and interests of the identified stakeholders?

Is the inclusion and presentation of the topic relevant to the broader context of sustainability beyond Univar Solutions?

Does the topic reflect the significant aspects of Univar Solutions operations, including our economic, environmental and social impacts, comprehensively?

Both internal and external stakeholders play important roles in Univar Solutions' sustainability journey and we engage them regularly on all aspects of our business, including sustainability. In 2020, our stakeholder engagement efforts and materiality assessment were particularly important in helping to shape our new sustainability goals to 2025 and beyond. As we progress in our journey, we are continuing to expand our stakeholder engagement efforts and will build this into our materiality assessment in future years, ensuring our journey ahead is built with our value chain's needs in mind.

More specifically, through 2020 we worked through the actions detailed on the next page, to understand from some of our key stakeholders what issues around sustainability are important to them and how this reflects against the significant aspects of our operations.

### Customers

- Customer-focused technical expertise
- Passive research on customer sustainability priorities<sup>1</sup>
- Ongoing customer sustainability collaborative efforts
- Active key account surveys on sustainability priorities<sup>1</sup>

### Suppliers

- Active sustainability surveys with direct suppliers<sup>1</sup>
- Supplier transparency and sustainability collaboration
- Passive research on supplier sustainability priorities<sup>1</sup>

### Employees

- Company-wide safety, environmental and ethics training
- Regular safety and environmental awareness events
- Community engagement and charitable giving
- Global employee feedback surveys
- Regular sustainability communications

### Investors and Shareholders

- Working to support shareholder sustainability priorities
- Actively assessing key investor ESG platforms for priorities<sup>1</sup>
- Delivering reporting and disclosures in line with key investor sustainability

### Industrial Associations

- Association board membership and supporting strategic priorities
- Committee participation and information sharing
- Supporting education and engagement efforts on sustainability

### Univar Solutions Leadership

- Regular reviews of progress against sustainability goals
- Action to attain leadership review and approval of global goals
- Embedding sustainable thinking into organizational vernacular

1. Activities carried out that directly informed our 2020 materiality assessment.

Through our active stakeholder engagement actions carried out through 2020, we have built out our materiality assessment, providing an updated outlook on the most significant sustainability topics for our business and stakeholders. The outputs of this assessment have been used for three primary purposes:

To provide context on how our goals to 2021 and current strategy aligns with changing priorities

To inform priority of our current disclosures within the framework of our existing goals and reporting

To inform the direction and priorities within our forward-looking strategy as we set our global sustainability goals to 2025 and beyond

Materiality of sustainability topics has been determined through a process of direct and passive engagement with a number of our key stakeholder groups. As highlighted in the figure above, not all key stakeholder groups have been engaged in a way that directly informed the materiality assessment.

However, the engagement with key stakeholders and the learnings from this process in 2020 has provided valuable insight and helped shape our ambitious goals to 2025 and beyond. While many of the issues that have been material for our business in previous reporting have remained to make the list, a number of new topics have been added to the list, each having an impact on our long term strategy and the global sustainability goals to 2025. The material issues identified through the 2020 engagement and materiality process are identified below and are listed alongside to the goal(s) to 2025 through which they are addressed.

Identified Material Topic	Link to Goals Ending 2025
Employee Safety	The safety of our employees, customers and wider community is paramount. This is material for Univar Solutions and our stakeholders. Occupational safety is central to our safety goal to 2025.
Climate Change and Emissions	The need for meaningful action on climate change and emissions reduction is clear to us and our stakeholders. Our ambitious goals on climate action to 2025, 2030 and beyond are direct reflections of importance of this core issue.
Regulatory Compliance	While not linked explicitly to current goals or our new goals to 2025, regulatory compliance is common across our regions and operations as minimum standards for our locations to meet and exceed.
Ethics, Governance and Transparency	Good governance, improving ethics and transparency does not feature as a specific goal to either the end of 2021, nor our goals to 2025, but instead underpins our whole sustainability and organizational strategy.
Product Stewardship	The responsible stewardship of the materials we handle and sell is core to the operations of our business. Through our long-standing commitment and action to support industry principles of Responsible Care and Responsible Distribution, product stewardship remains a material issue tied to and beyond the scope of any single sustainability goal.
Spill Prevention	Embedded within our release prevention goals to 2021 and 2025, responsible handling of materials is fundamentally important to our business, impacting safety, waste and regulatory compliance.
Diversity, Equity and Inclusion	Focus on this area for our business and stakeholders has continued to grow as we increasingly recognize our duty and opportunity to deliver fairer, more equitable places to work and live. Informed by our stakeholder engagement, our goals to 2025 in this area are more ambitious than ever, targeting tangible impacts for our culture and teams.
Innovation and Innovative Products*	For the first time in 2020, innovation and innovative products has been identified as a material issue. We have subsequently worked to build this into our strategy and global goals to 2025, supporting our operations, customers and suppliers to deliver sustainable solutions.
Sustainable Supply Chains	Our goals to 2025 serve as a significant evolution from our initial goals on sustainable supply chains and continue to meet increasing stakeholder and organizational ability to make a material difference in this space.
Waste	Waste in all forms continues to be a material issue for Univar Solutions, not least because of our ability as a business to make positive changes.
Water*	Within our goal to 2025, we have for the first time set a public, quantitative goal on water. Informed by our 2020 materiality assessment, we will be focusing more not only on water use efficiency but also risk.
Circular Economy	Embedded within our new goals to 2025 on resource use, addressing the implementation of the principles of a circular economy will also feature in our efforts to deliver sustainable solutions.
Community Engagement*	Working to support our communities has long been something our teams across the business have been proud to do. This combined with the demonstrated materiality of this topic through the 2020 assessment has led to our business setting a public goal to support our communities in a targeted way for the first time.


\*Indicates that an identified material topic is a new topic identified through the 2020 materiality assessment process, expanding the scope of the strategy to 2025.


This report for 2020 does not fully cover all of the material topics identified in our materiality assessment. However, through 2021 we plan to further strengthen our stakeholder engagement processes to include a broader set of our key stakeholders to help ensure that our materiality assessments are more representative and holistic, helping better inform future actions and report on issues in the most suitable way possible. Subsequent reports will address all material issues identified in the development of the global strategy and goals to 2025.

## Working With Industry Associations and Initiatives

Actively working with industry associations and initiatives is an important part of how we remain at the forefront of changes and opportunities through the regions and industries we support. It enables us to deliver the best possible service to our customers while advancing the industry.

Our participation in these associations and initiatives is guided by a set of principles that reflect both our values and our sustainability strategy.

Key Associations and Groups We Are Involved In	Key Initiatives Supported
<u>National Association of Chemical Distributors (NACD)</u>	Responsible Distribution 
<u>Responsible Distribution Canada (RDC)</u>	
<u>European Association of Chemical Distributors (FECC)</u>	Responsible Care
<u>American Chemistry Council (ACC) Affiliate Member</u>	

United Nations Global Compact (UNGC)	
<p>Since 2018 Univar Solutions has been committed to the UN Global Compact corporate responsibility initiative and its principles:</p> <ul style="list-style-type: none"> <li>• Upholding human rights</li> <li>• Uphold good labor practices</li> <li>• Support environmental responsibility and precautionary approach</li> <li>• Work against corruption in all forms.</li> </ul>	



Univar Solutions were also involved in the following industry associations and initiatives in 2020:

#### Industry Associations

- [National Association of the Chemical Industry Mexico \(ANIQ\)](#)
- [Brazilian Association of Chemical Distributors \(Associquim\)](#)
- [International Chemical Trade Association \(ICTA\)](#)

#### Initiatives and Reporting Platforms

- [CDP](#)
- [EcoVadis](#)
- [RSPO](#)
- [Sedex](#)
- [Global Food Safety Initiative](#)
- [Cosmos Organic](#)
- [Fair for Life](#)



## Committing to Transparency in Reporting

Since setting out our first sustainability goals in 2016, we have been committed to transparency in reporting on our progress. As we set out our next-generation goals to 2025 and beyond, transparency and accountability will continue to be an important part of our reporting and communication.

This sustainability report delivers transparent, balanced and representative disclosures in accordance with the Global Reporting Initiative (GRI). Beyond this core framework, we have also integrated disclosures and commitment to the principles of the United Nations Global Compact (UNGC). Our alignment with the key 10 principles on specifics within human rights, labor, environment and anti-corruption, our policies, processes and performance are a continued demonstration of our commitment to the Global Compact and the principles of better business on

which it is based. We have also integrated relevant disclosures of both the Sustainability Accounting Standards Board (SASB) and United Nations Sustainable Development Goals (SDGs).

As we move into 2021, we will begin identifying opportunities for additional disclosures to the Task Force on Climate-Related Financial Disclosures (TCFD) to enhance our transparency on the risks we face from climate change.

We also recognize that we have further work to do to increase the balance and representativeness of our sustainability reporting to stakeholders. We will continue in our efforts to improve transparency of our reporting in order to best inform our stakeholders of the details of our progress and areas in which we have faced challenges.

## Ensuring Ethical Conduct in Our Business

At Univar Solutions, strong governance, accountability and ethical conduct are core to our business and our values. Across our business we have in place robust policies, processes and tools to help minimize the risk of unethical behavior internally and in interactions with our stakeholders. Bribery and corruption and anti-competitive and anti-trust practices are prime examples of unethical behavior that we are proactively working to prevent, detect and mitigate as part of the everyday responsibilities of our teams globally.

In addition to our internal teams and governance focused on ethical business, the Board's Governance & Corporate Responsibility Committee oversees risk associated with the corporate governance of the Company and environmental, health, safety, sustainability and corporate social responsibility risks.

We ensure these policies and actions are part of our everyday businesses through policies and initiatives, including:

### Code of Conduct

- Through our global Code of Conduct, available in 22 languages, we publicly communicate our standards to all stakeholders.
- All employees are required to attest that they have read and understand our Code of Conduct.

### Ethical Practices Training

- Each year, every single employee at Univar Solutions completes engaging refresher training on our Code of Conduct.
- This 100 % coverage includes part-time and full-time employees across all regions in which we operate.

### Ethics Month

- This is the start of our annual global code of conduct training period and provides an opportunity to re-engage on and reinforce the importance of ethics and compliance in all that we do. The month features communications from several different senior leaders across the globe as well as contests and games relating to training completion and compliance knowledge.

### Independent Ethics Alertline

- Hosted by NAVEX Global, our employees can confidentially report suspected incidences of unethical behavior. Our policies on whistleblowing are clear. Any person who uses the Alertline in good faith will be protected from retaliation.
- Our all-employee monthly ethics bulletins support ongoing understanding of ethics issues facing our business and wider value chains.



## Political Spending

Univar Solutions does not engage in direct lobbying activities with political parties, candidates for public office or political organizations. Additionally, we do not directly make contributions, donations, gifts or loans for the benefit of these groups. However, we fully respect the rights of our employees and stakeholders to participate in such activities directly and indirectly as private citizens so long as this is not done with any use of their role at Univar Solutions when carrying out these activities.



## Behind the Report

## Legal Compliance

Legal compliance is the minimum standards to which Univar Solutions holds ourselves across the geographies in which we operate, committing ourselves to higher standards in many areas through our ethics, safety and environmental management systems.

Through 2020, we did not have any criminal violations or other material claims made against us in regard to any law on anti-bribery, corruption, fair-competition, labor practices, human rights or privacy. Additionally, we are not aware of any instances or material violations of occupational health and safety or environmental responsibility that were not swiftly and satisfactorily addressed.

### Chemical Safety Regulatory Compliance

As a global leader in chemical and ingredient distribution we have a duty to safety manage the materials we supply. In line with key principles of Responsible Care and Responsible Distributions we are working to foster the safe use of chemicals through the supply chain and communicating hazards and risks of chemical products. We are committed to complying with all regulations on material safety and enabling communication of material hazards and handling information for customers across the regions in which we operate.



In line with legal requirements and the principles to which we're aligned, we supply all customers with a Safety Data Sheet (SDS) for all products that pose environmental or health and safety hazards. These documents identify specific hazards, handling guidance and disposal information per material. Beyond this, our teams of technical experts at Univar Solutions are on hand to support our customers in the safe use of materials. Together, our teams are helping enable the safe, responsible use of materials not only across our operations, but across our supply chains.

A key piece of legislation we are continuing to implement across the business is REACH, the European Union's regulation for the Registration, Evaluation, Authorization and Restriction of Chemicals, a piece of legislation affecting many of our customers and suppliers.

Univar Solutions has been involved in the REACH process for several years, including working with the FECC and other European trade bodies to develop more practical and effective legislation. Through our proactively involved position on this legislation, we are uniquely placed to monitor, advise and manage REACH compliance for our customers.

In EMEA and beyond we are in continuously working with our suppliers regarding joint support for the products we will deliver under REACH. We are working with our supply chain to help ensure that as appropriate, products we distribute will be carried through the initial REACH registration as well as subsequent authorization process. Our teams will guide our customers at each step, in close partnership with our suppliers, to support compliance with REACH.





## Report Assurance

This year, we engaged with ERM Certification and Verification Services to undertake independent limited assurance in line with ISAE 3000 to affirm that we have indeed reported in accordance with the GRI Standards Core option and selected SASB Chemical sector disclosures. Limited assurance also extends to the year's data for reported scope 1 & 2 GHG emissions. The assurance statement from ERM CVS, providing further details on this assurance work for both 2019 and 2020 can be found on our [website](#).

## Changes to the Scope of Reporting

In 2020, we made a number of divestitures which have, to varying degrees, impacted the scope of our reporting. The divestitures of Univar Solutions' Environmental Services business in December 2019, Industrial Spill and Emergency Response businesses (Weavertown Environmental Group and Bodine) in September 2020, the Canadian Agriculture services business in November 2020 and the wind down of the Canadian Agriculture wholesale distribution business in December 2020 have meant that these parts of the business were only included until the point of divestiture or closure.

Upon reviewing the significance of these divestitures on the global emissions figures and using the restatement significance test of the collective divestments totaling 10 percent or more than the baseline, a baseline recalculation was conducted. Data covering energy, emission, waste and water has been recalculated from our 2016 baseline and for all subsequent years. These restatements, in line with the GHG Protocol Corporate Accounting and Reporting Standard (for emissions), support our reporting principles of accuracy, balance, clarity, comparability, reliability and timeliness help ensure our disclosures remain as meaningful as possible and accountable to our goals.

## Emission Methodology

The GHG Protocol Corporate Accounting and Reporting Standard remains to be the standard upon which our global emissions calculations and reporting is based. The baseline for our goals for the end of 2021 is calendar year 2016. For all emissions stated in metric ton of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e), these represent the collective emissions of the associated CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. The only exception to this is the disclosure of a small quantity of refrigerant gases being disclosed for the first time in 2020.

We have continued to follow the operational control boundaries in our scope 1 and 2 data collection and reporting globally, covering all operations considered to be under Univar Solutions' operational control. As in previous years of reporting, this excludes third-party warehouses, haulage and all other sources outside of our operational control.

For 2020, all scope 1 emissions have been calculated using the latest UK government GHG factors to calculate emissions related to our corresponding activities. The only exception for scope 1 emissions is refrigerants used in air conditioning that escape as fugitive emissions. For all refrigerant data, emissions factors are sourced from the **2014 Environmental Protection Agency's** factors. In 2020 only UK refrigerant fugitive emissions were reported as a first step in our effort to expand reporting on this emission source.

All scope 2 electricity grid factors for the countries in which we operate for the 2020 data in this report are based on the 2017 International Energy Agency (IEA) data set. Reporting on scope 1 and 2 in this report is externally assured as part of our work with ERM CVS. The data within it covers all of operations within our operational control where data could be attained.

Although limited in breadth and completeness, our ongoing scope 3 emissions reporting is a part of our journey of tracking and taking action to reduce emissions embedded within the wider supply chain.

These limited scope 3 emission disclosures are reported in line with the GHG Protocol Technical Guidance for Calculating Scope 3 Emissions. The emissions factors used for all scope 3 reporting are based off the UK government GHG factors for 2020 with all electricity transmission and distribution attributed to UK factors.

We are working to map out our global scope 3 emissions sufficiently to enable the development of scope 3 reduction plans and goal setting in line with the Science Based Target initiative (SBTi). We expect to achieve this in Q4 2021. As in previous years, the Global Warming Potentials (GWPs) used in the calculation of CO<sub>2</sub>e are based on the Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report (AR4) over a 100-year period.

Across all scopes and regions, where primary data has not been available at a small percentage of locations, estimates have been applied to calculate data. This has been conducted on a headcount basis and in the majority of instances has only applied to office only locations which typically have fewer variables in emissions sources. Estimations total less than 4 percent of our locations when compared with the number of locations for which we have primary data. This percentage is likely to be less in total emissions estimated (percent) due to the typically lower resource use intensity nature of our office operations. For these locations estimated per capita metrics for energy, waste and water have been applied.

In other exceptions, where primary data has not been available for this reporting period but has been historically, we have made informed estimations and extrapolations.

All estimates made through 2020 have been done in accordance with our internal emissions calculation process to help ensure consistency and comparability between reporting periods. We have made significant improvements to our processes in this area since our first external assurance report in 2019 and will continue to work to improve data quality moving forward.



## GRI and SASB Content Index

Through our work with ERM CVS, we are pleased to say that this report has been assured to be written in accordance with the GRI Standards Core option. As part of this, it has been submitted to GRI with notification of the claim made. Additionally, we have continued to prepare the report in accordance with the Sustainability Accounting Standards Board (SASB) disclosures for the Chemical industry. For both GRI and SASB standards, we have not been able to fulfill every disclosure outlined by the guidance. To support our reporting principles of accuracy, transparency and comparability, omissions of individual disclosures are detailed in our respective content indices for 2020, which can be found on the **Univar Solutions Sustainability Resource area**.



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*Growing* Together

**UnivarSolutions.com**

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