

GRI Standard	Disclosure	Location	Omission Explanation Section omitted, reason, explanation
GRI 102: General Disclosures 2016			
<i>Organizational Profile</i>			
102-1	Name of the organization	2021 ESG Report , pg. 1	
102-2	Activities, brands, products, and services	2021 ESG Report , pg. 4 2022 10-K , pg. 5-9	
102-3	Location of headquarters	2022 10-K , pg. 1, 22	
102-4	Location of operations	2021 ESG Report , pg. 4 2022 10-K , pg. 5-7	
102-5	Ownership and legal form	2022 10-K , pg. 5-7	
102-6	Markets served	2021 ESG Report , pg. 4 2022 10-K , pg. 5-9	
102-7	Scale of the organization	2021 ESG Report , pg. 2,4 2022 10-K , pg. 10, 22, 27, 29, 37	102-7 a. (v) Data not published due to confidentiality constraints.
102-8	Information on employees and other workers	2021 ESG Report , pg. 81	102-8 d-f. Not applicable.
102-9	Supply chain	2021 ESG Report , pg. 4 2022 10-K , pg. 9-10	
102-10	Significant changes to the organization and its supply chain	2022 10-K , pg. 5-9	
102-11	Precautionary Principle or approach	2021 ESG Report , pg. 23	
102-12	External initiatives	2021 ESG Report , pg. 73	
102-13	Membership of associations	2021 ESG Report , pg. 73	
<i>Strategy</i>			
102-14	Statement from senior decision-maker	2021 ESG Report , pg. 2-3	
102-15	Key impacts, risks, and opportunities	2021 ESG Report , pg. 16 2022 10-K , pg. 13-22	
<i>Ethics and Integrity</i>			
102-16	Values, principles, standards, and norms of behavior	2021 ESG Report , pg. 5, 23	

102-17	Mechanisms for advice and concerns about ethics	2021 ESG Report , pg. 17	
<i>Governance</i>			
102-18	Governance structure	2021 ESG Report , pg. 24 2022 Proxy , pg. 19	
102-19	Delegating authority	2021 ESG Report , pg. 24	
102-20	Executive-level responsibility for economic, environmental, and social topics	2021 ESG Report , pg. 24	
102-21	Consulting stakeholders on economic, environmental, and social topics	2021 ESG Report , pg. 19-21 2022 Proxy , pg. 25-26	
102-22	Composition of the highest governance body and its committees	2022 Proxy , pg. 3-11	
102-23	Chair of the highest governance body	2022 Proxy , pg. 18	
102-24	Nominating and selecting the highest governance body	2022 Proxy , pg. 23-25	
102-25	Conflicts of interest	2022 Proxy , pg. 26	
102-26	Role of highest governance body in setting purpose, values, and strategy	2021 ESG Report , pg. 24 2022 Proxy , pg. 19	
102-27	Collective knowledge of highest governance body	2022 Proxy , pg. 27	
102-28	Evaluating the highest governance body's performance	2021 ESG Report , pg. 24 2022 Proxy , pg. 27	
102-29	Identifying and managing economic, environmental, and social impacts	2021 ESG Report , pg. 19-21, 24 2022 Proxy , pg. 19	
102-30	Effectiveness of risk management processes	2021 ESG Report , pg. 24 2022 Proxy , pg. 19	
102-31	Review of economic, environmental, and social topics	2021 ESG Report , pg. 24 2022 Proxy , pg. 19, 23	

102-32	Highest governance body's role in sustainability reporting	2021 ESG Report , pg. 24 2022 Proxy , pg. 19	
102-33	Communicating critical concerns	2022 Proxy , pg. 26	
102-35	Remuneration policies	2022 Proxy , pg. 35-58	
102-36	Process for determining remuneration	2022 Proxy , pg. 35-58	
102-37	Stakeholders' involvement in remuneration	2022 Proxy , pg. 25, 36	
102-38	Annual total compensation ratio	2022 Proxy , pg. 60	102-38 We do not break down this information by significant operations.
<i>Stakeholder Engagement</i>			
102-40	List of stakeholder groups	2021 ESG Report , pg. 19-21	
102-41	Collective bargaining agreements	2022 10-K , pg. 10	
102-42	Identifying and selecting stakeholders	2021 ESG Report , pg. 19-21	
102-43	Approach to stakeholder engagement	2021 ESG Report , pg. 19-21 2022 Proxy , pg. 25-26	
102-44	Key topics and concerns raised	2021 ESG Report , pg. 19-21 2022 Proxy , pg. 25-26	
<i>Reporting Practice</i>			
102-45	Entities included in the consolidated financial statements	2021 ESG Report , pg. 12 2022 10-K , pg. 25	
102-46	Defining report content and topic Boundaries	2021 ESG Report , pg. 19-21	
102-47	List of material topics	2021 ESG Report , pg. 22	
102-48	Restatements of information	2021 ESG Report , pg. 85	
102-49	Changes in reporting	2021 ESG Report , pg. 22 ,84	
102-50	Reporting period	2021 ESG Report , pg. 12	
102-51	Date of most recent report	2021 ESG Report , pg. 12	
102-52	Reporting cycle	2021 ESG Report , pg. 12	
102-53	Contact point for questions regarding the report	2021 ESG Report , pg. 87	
102-54	Claims of reporting in accordance with the GRI Standards	2021 ESG Report , pg. 12, 82	

102-55	GRI content index	2021 ESG Report GRI Content Index	
102-56	External assurance	2021 ESG Report , pg. 84	
Topic-Specific Disclosures			
<i>Economic Performance</i>			
GRI 103: General Disclosures 2016			
103-1	Explanation of the material topic and its Boundary	2021 ESG Report , pg. 19-21 2022 10-K , pg. 1, 34-38, 48-52	
103-2	The management approach and its components	2022 10-K , pg. 1, 34-38, 48-52	
103-3	Evaluation of the management approach	2022 10-K , pg. 1, 24, 34-38, 48-52	
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	2022 10-K , pg. 37, 43-47	
201-2	Financial implications and other risks and opportunities due to climate change	2022 10-K , pg. 12, 13-15, 19	201-02 a. (iii, v) Information currently unavailable in suitable format. We intend to begin disclosures in 2023 reporting.
<i>Anti-corruption</i>			
GRI 103: General Disclosures 2016			
103-1	Explanation of the material topic and its Boundary	2021 ESG Report , pg. 19-21	
103-2	The management approach and its components	2021 ESG Report , pg. 12, 17	
103-3	Evaluation of the management approach	2021 ESG Report , pg. 24	
GRI 205: Anti-corruption 2016			
205-3	Confirmed incidents of corruption and actions taken	2021 ESG Report , pg. 84	
<i>Anti-competitive Behavior</i>			
GRI 103: General Disclosures 2016			
103-1	Explanation of the material topic and its Boundary	2021 ESG Report , pg. 19-21 2022 10-K , pg. 11-12	
103-2	The management approach and its components	2022 10-K , pg. 11-12	

103-3	Evaluation of the management approach	2022 10-K , pg. 11-12, 24	
GRI 206: Anti-competitive Behavior			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2022 10-K , pg. 80-81	
<i>Energy</i>			
GRI 103: General Disclosures 2016			
103-1	Explanation of the material topic and its Boundary	2021 ESG Report , pg. 19-22, 28-30, 85-86	
103-2	The management approach and its components	2021 ESG Report , pg. 26-30	
103-3	Evaluation of the management approach	2021 ESG Report , pg. 24, 28-30	
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	2021 ESG Report , pg. 74, 85-86	302-1 d. Not applicable. Our operations do not include the selling of electricity, heating, cooling or steam to other parties.
302-2	Energy consumption outside of the organization	2021 ESG Report , pg. 75, 85-86	302-2 a. Not applicable. Energy consumed outside of our organization has only been reported in CO ₂ values.
302-3	Energy intensity	2021 ESG Report , pg. 74	
302-4	Reduction of energy consumption	2021 ESG Report , pg. 6, 74, 76, 85-86	
<i>Water and Effluents</i>			
GRI 103: General Disclosures 2016			
103-1	Explanation of the material topic and its Boundary	2021 ESG Report , pg. 19-22, 36-37	
103-2	The management approach and its components	2021 ESG Report , pg. 31-32, 36-37	
103-3	Evaluation of the management approach	2021 ESG Report , pg. 24, 32, 36-37	
GRI 303 Water and Effluents 2018			
303-1	Interactions with water as a shared resource	2021 ESG Report , pg. 36	303-1 a. Information currently unavailable in suitable format. We intend to begin disclosures in 2023 reporting.
303-2	Management of water discharge-related impacts	2021 ESG Report , pg. 36-37, 84	

303-3	Water withdrawal	2021 ESG Report , pg. 79	
<i>Emissions</i>			
GRI 103: General Disclosures 2016			
103-1	Explanation of the material topic and its Boundary	2021 ESG Report , pg. 19-22, 28-30, 86-87	
103-2	The management approach and its components	2021 ESG Report , pg. 26-30	
103-3	Evaluation of the management approach	2021 ESG Report , pg. 24, 27-30	
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	2021 ESG Report , pg. 6, 75-76, 85-86	305-1 c. Not calculated globally.
305-2	Energy indirect (Scope 2) GHG emissions	2021 ESG Report , pg. 6, 75-76, 85-86	
305-3	Other indirect (Scope 3) GHG emissions	2021 ESG Report , pg. 76, 85-86	305-3 c. Biogenic CO2 not calculated globally.
305-4	GHG emissions intensity	2021 ESG Report , pg. 75-76, 85-86	
305-5	Reduction of GHG emissions	2021 ESG Report , pg. 6, 75-76, 85-86	
305-6	Emissions of ozone-depleting substances (ODS)	2021 ESG Report , pg. 75, 85-86	
<i>Waste</i>			
GRI 103: General Disclosures 2016			
103-1	Explanation of the material topic and its Boundary	2021 ESG Report , pg. 19-22, 33-35, 40-41	
103-2	The management approach and its components	2021 ESG Report , pg. 31-35, 40-41	
103-3	Evaluation of the management approach	2021 ESG Report , pg. 24, 32-35, 40-41	
GRI 306: Waste 2020			
306-1	Waste generation and significant waste related impacts	No disclosure.	306-1 a. Information unavailable. Omission of detail on destination, quality and reuse, data not collated in necessary format. No current timeline of reporting this globally.
306-2	Management of significant waste-related impacts	2021 ESG Report , pg. 33-35, 40-41	

306-3	Waste generated	2021 ESG Report, pg. 77-79	306-3 b. Waste data includes all of waste generated by activities under direct control of Univar Solution and has been compiled by using our internal processes that capture data within our ERP system and in combination with external 3 rd party contractor reporting.
306-4	Waste diverted to disposal	2021 ESG Report, pg. 77-79	306-4 d-e. Waste data includes all of waste generated by activities under direct control of Univar Solution and has been compiled by using our internal processes that capture data within our ERP system and in combination with external 3 rd party contractor reporting. All waste reported is produced on-site.
306-5	Waste directed to disposal	2021 ESG Report, pg. 77-79	306-5 d-e. Waste data includes all of waste generated by activities under direct control of Univar Solution and has been compiled by using our internal processes that capture data within our ERP system and in combination with external 3 rd party contractor reporting. All waste is disposed off-site.
Environmental Compliance			
GRI 103: General Disclosures 2016			
103-1	Explanation of the material topic and its Boundary	2021 ESG Report, pg. 19-21, 84 Environmental, Health & Safety Policy Sustainability Policy	
103-2	The management approach and its components	2021 ESG Report, pg. 84 Environmental, Health & Safety Policy Sustainability Policy	
103-3	Evaluation of the management approach	2021 ESG Report, pg. 24, 84 Environmental, Health & Safety Policy Sustainability Policy	
GRI 307: Environmental Compliance 2016			
307-1	Non-compliance with environmental laws and regulations	2021 ESG Report, pg. 84	
Supplier Environmental Assessment			
GRI 103: General Disclosures 2016			
103-1	Explanation of the material topic and its Boundary	2021 ESG Report, pg. 19-22, 44-45	

103-2	The management approach and its components	2021 ESG Report, pg. 44-45 Global Supplier Code of Conduct	
103-3	Evaluation of the management approach	2021 ESG Report, pg. 24, 44-45	
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	2021 ESG Report, pg. 44-45	308-1 a. Quantified percentage not given, but it is stated that all new suppliers are assessed.
308-2	Negative environmental impacts in the supply chain and actions taken	2021 ESG Report, pg. 44-45	308-2 a. Quantified number not given, but it is stated that all suppliers are assessed. 308-2 b-e. Information unavailable. Data not processed in suitable format globally. We intend to begin making disclosures in 2023 reporting.
<i>Occupational Health and Safety</i>			
GRI 103: General Disclosures 2016			
103-1	Explanation of the material topic and its Boundary	2021 ESG Report, pg. 19-22, 55-58	
103-2	The management approach and its components	2021 ESG Report, pg. 53-58 2022 10-K, pg. 11	
103-3	Evaluation of the management approach	2021 ESG Report, pg. 24, 54-58 2022 10-K, pg. 11	
GRI 403: Occupational Health and Safety (2018)			
403-1	Occupational health and safety management system	2021 ESG Report, pg. 55-58	403-1 b. Information unavailable in a suitable format for this report.
403-2	Hazard identification, risk assessment, and incident investigation	2021 ESG Report, pg. 55-58	
403-3	Occupational health services	No disclosure.	403-3 Information unavailable in a suitable format for this report.
403-4	Worker participation, consultation, and communication on occupational health and safety	No disclosure.	403-4 Information unavailable in a suitable format for this report. We intend to begin making disclosures in 2023 reporting.
403-5	Worker training on occupational health and safety	2021 ESG Report, pg. 55-58	

403-6	Promotion of worker health	No disclosure.	403-6 Information unavailable in a suitable format for this report. We intend to begin making disclosures in 2023 reporting.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2021 ESG Report , pg. 55-58	
403-9	Work-related injuries	2021 ESG Report , pg. 80	403-9 a. (ii, iv, v) No disclosure. Information unavailable in a suitable format for this report. We intend to begin making disclosures in 2023 reporting. 403-9 b-c. No disclosure. Information unavailable in a suitable format for this report. We do not currently have a timeline for making these disclosures. 403-9 e-g. Total Case Incident Rate is calculated in accordance with OSHA calculation by using the following formula: Number of OSHA Recordable injuries and illnesses X 200,000 / Employee total hours worked = Total Case Incident Rate. The rate covers all of Univar Solutions' employees globally.
Diversity and Equal Opportunity			
GRI 103: General Disclosures 2016			
103-1	Explanation of the material topic and its Boundary	2021 ESG Report , pg. 19-22 62-66	
103-2	The management approach and its components	2021 ESG Report , pg. 59-66 2022 10-K , pg. 11 2022 Proxy , pg. 19, 24, 32	
103-3	Evaluation of the management approach	2021 ESG Report , pg. 24, 61-66 2022 10-K , pg. 11 2022 Proxy , pg. 19, 49	
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	2021 ESG Report , pg. 82 2022 Proxy , pg. 4-11	405-1 b. (ii) No disclosure. Information not currently available globally in comparable format.
Non-discrimination			
GRI 103: General Disclosures 2016			
103-1	Explanation of the material topic and its Boundary	2021 ESG Report , pg. 19-21, 62-66	

103-2	The management approach and its components	2021 ESG Report , pg. 62-66 2022 10-K , pg. 11 2022 Proxy , pg. 19, 24, 32	
103-3	Evaluation of the management approach	2021 ESG Report , pg. 24, 61-66 2022 10-K , pg. 11 2022 Proxy , pg. 19, 49	
<i>Local Communities</i>			
GRI 103: General Disclosures 2016			
103-1	Explanation of the material topic and its Boundary	2021 ESG Report , pg. 19-22, 67-71	
103-2	The management approach and its components	2021 ESG Report , pg. 67-71	
103-3	Evaluation of the management approach	2021 ESG Report , pg. 24, 68-71	
<i>Supplier Social Assessment</i>			
GRI 103: General Disclosures 2016			
103-1	Explanation of the material topic and its Boundary	2021 ESG Report , pg. 19-22, 42-45	
103-2	The management approach and its components	2021 ESG Report , pg. 42-45 Global Supplier Code of Conduct	
103-3	Evaluation of the management approach	2021 ESG Report , pg. 24, 43-45	
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	2021 ESG Report , pg. 44-45	414-1 a. Quantified percentage not given, but it is stated that all new suppliers are assessed.
414-2	Negative social impacts in the supply chain and actions taken	2021 ESG Report , pg. 44-45	414-2 a. Quantified number not given, but it is stated that all suppliers are assessed. 414-2 b-e. Information unavailable. Data not processed in suitable format globally. We intend to begin making disclosures in 2023 reporting.
<i>Public Policy</i>			
GRI 103: General Disclosures 2016			
103-1	Explanation of the material topic and its Boundary	2021 ESG Report , pg. 17, 19-21 Political Contributions Policy	

103-2	The management approach and its components	2021 ESG Report, pg. 17 Political Contributions Policy	
103-3	Evaluation of the management approach	2021 ESG Report, pg. 17, 24	
GRI 415: Public Policy 2016			
415-1	Political Contributions	2021 ESG Report, pg. 18 Political Contributions Policy	
<i>Customer Health and Safety</i>			
GRI 103: General Disclosures 2016			
103-1	Explanation of the material topic and its Boundary	2021 ESG Report, pg. 19-21, 58	
103-2	The management approach and its components	2021 ESG Report, pg. 58	
103-3	Evaluation of the management approach	2021 ESG Report, pg. 24, 58	