



Univar
Solutions

ESG Report

Executive Summary

2023



TODAY
TOMORROW
TOGETHER™

SUSTAINABILITY



This report marks our eighth global report on Univar Solutions Environmental, Social and Governance (ESG) journey

I recognize the importance of highlighting the progress of our ESG goals, setting out our progress and areas of challenge clearly. Importantly however, I look forward to seeing our business achieve its growth goals in parallel with, and supported through, our focus on sustainable business.

By leveraging our strong journey to date with our unique position as a global leader in chemical and ingredient distribution, we are focused on driving forward sustainable practices and reducing emissions across our value chain. This is an important step in acting on what matters and I encourage all colleagues and stakeholders to embrace the challenge and opportunities ahead.



David Jukes
President and
Chief Executive Officer

Growing Together



The report marks an important step in our journey as we further embed ESG into our culture. The report:

- Includes updates on all our global ESG goals
- Highlights external assurance on key data points
- Introduces a new goal for 2024, our first Scope 3 goal to reduce emissions of our value chain
- Highlights our improved independent ESG ratings
- Demonstrated Univar Solutions integration into strategy, demonstrating our strong case for sustainable business.
- Marks our first steps towards alignment with the Corporate Sustainability Reporting Directive (CSRD), helping align with evolving ESG disclosure requirements

The full report is available in our [ESG Resources Hub](#)

Basis of the 2023 ESG Report

The 2023 ESG Report has been shaped around robust frameworks and materiality

For our 2023 report we made a significant change from the format followed in previous reporting years. For the first time, we have shaped the report around the European Sustainability Reporting Standards (ESRS), helping evolve our disclosures in advance of requirements set out under the Corporate Sustainability Reporting Directive (CSRD).

In addition, the report is informed by the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), the Taskforce on Climate Related Financial Disclosures (TCFD) and the principles of the United Nations Global Compact (UNGC).

The contents of the report have been shaped by our inaugural double materiality assessment, helping ensure our disclosures are focused on the most important topics for our business.


Outside In

Financial Materiality:

Sustainability Matters/Topics which could have material financial effects on the Company.



Company



Double
Materiality



Planet &
Society

Impact Materiality:

Sustainability Matters/Topics which the Company can have material impact externally – i.e. on the planet and society.

Inside Out

Progress on ESG Goals to 2025 and Beyond



Our Global ESG Goals are the foundation of our program and are centred on the topics most material to our business and stakeholders.

Environmental Goals

Climate Action

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

Resource Use

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

Release Prevention

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

Target for 2025	Updates to 2023
<ul style="list-style-type: none"> 20 percent absolute reduction in Scopes 1 and 2 CO₂e by 2025 against baseline. 40 percent absolute reduction in Scopes 1 and 2 CO₂e by 2030 against baseline. 15 percent intensity reduction in Scope 3 by 2030 against baseline. Achieve net-zero direct emissions by 2050. 	<ul style="list-style-type: none"> Scope 1 & 2 emissions reduced 19.90 percent from baseline. Scope 3 emissions intensity baseline set in 2023 at 874 tCO₂e/\$M revenue.

Target for 2025	Updates to 2023
<ul style="list-style-type: none"> Reduce 15 percent of hazardous waste by 2025 against baseline. Triple reuse, recovery, and recycling rate of non-hazardous waste by 2025 in comparison to the baseline. Introduce sustainable water use at all sites identified to have current or predicted high water risk. Reduce water waste 15 percent by 2025 against baseline. 	<ul style="list-style-type: none"> 16.51 percent reduction of hazardous waste from baseline. Increased reuse, recovery and recycling rates by 21.97 percent. Increased sustainability assessment coverage at high-risk water sites. Reduced water waste 34.64 percent from our baseline.

Target for 2025	Updates to 2023
<ul style="list-style-type: none"> Reduce significant chemical releases 40 percent by 2025 (against our baseline). 	<ul style="list-style-type: none"> 76 Significant releases in 2023 down 7.3% from a baseline of 82. Continued our global roll out of behavior based safety training with focus on release prevention.

Progress on ESG Goals to 2025 and Beyond



Our Global ESG Goals are the foundation of our program and are centred on the topics most material to our business and stakeholders.

Social Goals

Serious About Safety

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

Diversity, Equity, and Inclusion

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

Community Engagement

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.

Target for 2025	Updates to 2023
<ul style="list-style-type: none"> Reduce Total Case Incident Rate (TCIR) 20 percent by 2025 from baseline. Achieve regional alignment on our global behavior-based safety program at 100 percent operations by 2025. 	<ul style="list-style-type: none"> Our TCIR increased to 0.45 from an all-time low of 0.33 in 2022. Despite this increase our TCIR is down 4% from the baseline of 0.47.

Target for 2025	Updates to 2023
<ul style="list-style-type: none"> Maintain a score of 100 on the Corporate Equality Index (CEI). Maintain a score of at least 78 on the company's internal Employee Engagement Diversity, Equity and Inclusion Index ("DEI Index"). Increase female representation globally at the people-leader level and above by 2.8 percent from 32.2 to 35.0 percent by 2025. Increase the ethnic diversity at the people-leader level and above in the US by 2.3 percent from 18.7 to 21 percent by 2025. 	<ul style="list-style-type: none"> Maintained our 100 score on the CEI. Increased our DEI Index score to 80. Increased female people leader representation to 35.4 percent. Increased ethnically diverse US people leader representation 23.1 percent.

Target for 2025	Updates to 2023
<ul style="list-style-type: none"> Charitable contributions through the Univar Solutions Foundation or other similar means. Employee volunteer hour contributions. 	<ul style="list-style-type: none"> Expanded employee volunteerism paid time off programs to 13 countries around the globe. Approximately \$230,000 USD in charitable contributions.

Progress on ESG Goals to 2025 and Beyond



Our Global ESG Goals are the foundation of our program and are centred on the topics most material to our business and stakeholders.

Governance and Commercial Goals

Sustainable Sourcing

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

Sustainable Solutions

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

Target for 2025

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

Updates to 2023

- At the end of 2023 all targeted suppliers were issued our Supplier Code of Conduct.
- 54.4 percent of suppliers (by spend) assessed via EcoVadis.

Target for 2025

- Develop and communicate product-level sustainability characteristics for our 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.

Updates to 2023

- Our product sustainability characteristic framework (**Sustainable and Natural Products** (SNP)) portfolio expanded across our regions.
- 608 unique materials with sustainable characteristics now available via our SNP portfolio.
- Trialing further low emissions deliveries, supporting customer goals.

Further details on our progress against these goals, our supporting Policies, strategy and detailed metrics can be found in our [2023 ESG Report](#).

Other Achievements Highlighted in the 2023 ESG Report

Our Performance on External Ratings

- Achieved a Gold rating in our latest EcoVadis rating, placing us in the top 3% of all assessed companies with a score of 76/100.
- Rated 'B' by CDP for our Climate assessment.
- Named by Time Magazine, in partnership with Statista, as one of the Best Companies for Future Leaders among 2,000 companies.
- Certified by the Human Rights Campaign Foundation's Corporate Equality Index as a Best Place to Work for LGBTQ+ Equality.
- Signatory of CEO Action for Diversity & Inclusion, the largest CEO-led coalition to advance diversity, equity, and inclusion.
- Named on Newsweek's list of America's Most Responsible Companies for Third Year.
- Named on the inaugural list of America's Climate Leaders for 2023 by Statista.





Growing Together

Learn more at
univarsolutions.com

