

Fighting Against Forced and Child Labour Report 2023

(relating to the financial year ended 31 December 2023)

Preventing all forms of slavery in our business & supply chains

In the context of the provision of the Bill S-211- Fighting Against Forced Labour and Child Labour in Supply Chains, Univar Solutions Canada Ltd. and its subsidiaries explains in this statement our efforts to identify, assess and manage the risks of modern slavery and human trafficking within our business and our supply chain.

Structure, activities, and supply chain

Univar Solutions Canada Ltd. is a chemical distributor within Canada. Univar Solutions Canada Ltd. is the parent company of Univar Canada I&S Ltd., FloChem Ltd., FloChem Leasing Ltd., and FloChem Properties Ltd., which have commercial operations within Canada. The parent company of Univar Solutions Canada Ltd. is Windsor UK Holdco (Cayman Islands) which is 100% owned by Univar Solutions Inc. (DE) (“Univar Solutions”). Univar Solutions Inc. has its commercial headquarters in the United States of America at Downers Grove, IL.

Univar Solutions Canada Ltd. and its subsidiaries are global distributors of commodity and specialty chemicals and ingredients, as well as a provider of value-added services, to customers across a wide range of diverse industries. Univar Solutions purchases chemicals and ingredients from producers worldwide to warehouse, repackage, blend, dilute, transport, dispose and sell those materials safely and ethically. Univar Solutions operates an extensive worldwide chemical and ingredient distribution network, including approximately 9,800 employees worldwide and 746 employees in Canada. Our business is serviced by approximately: 4,900 tractors, tankers, and trailers; around 2,500 rail cars; 120 rail and barge terminals; and 20 deep sea terminals, focused on the timely and safe delivery.

Chemical and ingredient producers rely on us to safely warehouse, repackage, transport, market and sell their products. Univar Solutions Canada Ltd. is a third party verified Responsible Distribution Canada (RDC) member. The RDC program is an effort to be accountable for materials through their life cycle, including always being socially responsible.

Our commitment

As a leading global distributor of chemical raw materials and ingredients, and a critical component of supply chains across the world, our business touches countless people across the globe. Our core value to be ‘valuable to others’ drives our efforts to conduct our business with dignity and respect for every person we impact. This includes working to protect the rights of individuals who work in our business, either directly or indirectly through the suppliers that provide us with products and services. We therefore strive to guard against being complicit, even unknowingly, in human rights abuses. We also encourage our suppliers and business partners to adopt a similar approach and take measures to help confirm they operate in a manner that demonstrates respect for people and upholds their rights.

Protection

Our Anti-Modern Slavery Policy reflect our commitment to implement, enforce and maintain effective processes and controls that are designed to ensure modern slavery and human trafficking are not present in our supply chain.

[Univar Solutions' Global Code of Conduct](#), defines the standards of behaviour expected of all our employees with regard to ethical, respectful and inclusive practices. Our employees are trained in our Code of Conduct and required to review and acknowledge compliance each year. We encourage our suppliers to acknowledge our Supplier Code of Conduct and commit to high ethical practices in their business.

Supported by comprehensive compliance policies and procedures, we comply with all applicable laws governing employment and hours of work and rest for all our employees around the world. Our reporting mechanisms, including a 24/7 hotline, enable any individual to report compliance concerns, including those related to human rights, without fear of retaliation. All reports of suspected or alleged human rights abuses are promptly investigated and corrective actions are taken as required. Through our risk management process, we consider adverse human rights impacts associated with our business activities and implement remediation measures where relevant.

Through supply chain mapping, vigilance, and oversight, as well as business partner collaboration, we continue to help confront modern slavery.

Due diligence processes in relation to modern slavery and human trafficking

Additionally, we further identify and mitigate risk in our supply chain through:

- Building long-standing relationships with suppliers and embed our expectations of business behaviour from the beginning.
- Clauses in certain purchase orders/contracts specifying forced labour standards
- Monitoring potential risk areas in our business and supply chain in relation to modern slavery and human trafficking (e.g. geography, product sector)
- Utilizing 3rd party software to identify potential risk points
- Additional questionnaires related to modern slavery and human trafficking to be completed by the supplier when the risk is deemed to be medium or high

Remediation

Univar Solutions Canada Ltd. employs third-party tools designed to identify supply chain red flags or incidents, helping us detect issues in advance and take appropriate corrective actions. Through 2023, Univar Solutions Canada Ltd. did not identify any instances of child labour or forced labour requiring remediation.

Consistent, independent assessments of our suppliers is vital in our efforts to ensure that forced and child labour is not being used in our supply chain. We continue to monitor developments to remain aware of any other instances of unethical conduct and will respond where appropriate, in line with legal requirements.

Training

All Univar Solutions' employees are expected to follow and complete the mandatory Code of Conduct training, which is available in all the languages of the countries where Univar Solutions is established.

Product management teams are also regularly trained on specific modern slavery and human trafficking topics and on how to resolve issues with suppliers that are not compliant.

Supplementary ethical and humane sourcing training was provided to employees who are most likely to encounter these issues in their professional roles.

Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind Univar Solutions Canada Ltd.



Full name: Jumoke Onibokun
Title: Secretary
Date: 5/31/2024