

## Modern Slavery Statement 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 UK Modern Slavery Act 2015, Univar Solutions B.V. 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.

### Our organisation's structure

Univar Solutions B.V. is the trading company within the UK. The ultimate parent company of Univar Solutions B.V. is Univar Solutions Inc., which has its commercial headquarters in the United States of America at Downers Grove, IL.

### 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 us to conduct our business with dignity and respect for every person we impact. This includes protecting 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 commit to taking, and to guard against being complicit, even unknowingly, in human rights abuses. We also commit to encouraging our suppliers and business partners to adopt a similar approach and confirm they operate in a manner that demonstrates respect for people and upholds their rights.

### Protection

[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 immediately 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.

## 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.
- Monitoring potential risk areas in our business and supply chain in relation to modern slavery and human trafficking (e.g. geography, products)
- 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.


## Training

All Univar Solutions' employees are expected to follow and complete the 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.

This statement is made in accordance with the Modern Slavery Act 2015 section 54(1) and constitutes Univar Solutions' slavery and human trafficking statement for the financial year ending 31 December 2023.

Signed on behalf of the board of directors of Univar Solutions B.V.,

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Robert Janssens

Director