



Our Home Our Responsibility

2019 Sustainability Report



 **Univar**Solutions

UnivarSolutions.com

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Foreword on COVID-19

The development and publication of the 2019 Sustainability Report comes at a time of unprecedented global change. As almost every country on Earth is faced with the myriad of challenges brought about by the novel coronavirus (COVID-19) pandemic, we know that the world left behind after this crisis subsides will look different from the one we knew before.

However, as a business that is continuing to supply essential products and services across some of the world's most heavily impacted communities, we stand in support of and solidarity with those around us. We have been relentless in our efforts to ensure all our sites that are delivering to hospitals, key manufacturers, energy providers, water treatment facilities, and other essential services remain open. Operating our warehouses, fleets, and supporting teams through this time is not without risk. We have taken every effort to minimize the risk to our people, communities, suppliers, and customers through these unprecedented, challenging times, so that we can help protect lives and support key services.

To those blending, loading, driving trucks, handling goods, and staffing our sites during these challenging times, I want to say thank you. I have absolutely no doubt that the work you are all carrying out has and will continue to save countless lives and maintain at least some normality for the world. From hand sanitizer to medical supplies, N95 face masks to cleaning products, food ingredients to medicines, and so much more, it's rewarding to see our chemicals and ingredients being used in applications directly impacting our ability to battle COVID-19. For our colleagues who have been able to work remotely and our fantastic IT teams who have enabled thousands of colleagues to keep our operations moving, I also thank you. Together we have shown the true value of Univar Solutions and you have all shown me the incredible things we can achieve together.

We have seen a lot of news in the last few months, but it is important to remember the positives. Entire communities, businesses, and governments have worked together to overcome this global pandemic and help society as a whole. Univar Solutions is an essential company that is supplying critical products, services, and solutions during an unprecedented time. From supporting INEOS in the U.K. to deliver 1 million bottles of hand sanitizer to the healthcare workers every week, to our facilities supporting the U.S. Transportation Security Administration (TSA) by blending, packaging, and delivering urgently needed products to help keep essential travel operating and protecting officers, Univar Solutions is pleased to help during this critical time.



To our customers, suppliers, communities, and investors, I want to take the opportunity to thank you for your support throughout this crisis. While we may not yet be clear of the danger of this epidemic, we know that we are stronger together. Throughout this crisis, I have been reassured knowing this too will pass and I am pleased to see how we are adapting to the new normal. Every day has its obstacles, but I'm confident that we will overcome them and be stronger for it in the end.

We are a values based, responsive business and I am proud to have seen everyone across our business step up at the time when our customers and communities have needed our support most. Thank you all.

Sincerely,

David Jukes
President and Chief Executive Officer

Statement from President and CEO David Jukes



2019 was a momentous year for us, as we became Univar Solutions. In this time, we have made great strides in bringing together our organizational values and mission, moving us toward our vision of redefining distribution and becoming the most valued chemical and ingredient distributor on the planet. Much of our efforts through 2019 have focused on the integration of our legacy organizations, especially in the U.S. Through these efforts, we have brought together the core principles of sustainability into the way we work. It is therefore my pleasure to present the 2019 Sustainability Report for Univar Solutions.

I want to start by highlighting what remains consistent in this year's report. Despite the significant development of our business through 2019, our common commitment to sustainable business has remained. Sustainable business is simply the right thing to do and that is why I'm proud to say this report remains a platform for openness, transparency, and a reflection of our journey. Our overarching commitments through our goals and our key areas of focus to deliver on our triple bottom line approach—people, planet, profit—remain unchanged. As such, we have brought our sustainability goals to 2021 forward and applied them to our new business as Univar Solutions.

Similarly, our commitment to the United Nations Global Compact (UNGC) remains a constant in our reporting. The principles of the initiative provide us with a cross-industry means to improve transparency and accountability on matters that shape the world around us. With this focus, the report continues to cover the most materially relevant issues facing our business. It is through this report that we are typifying what it means to be Univar Solutions,

bringing together a holistic coverage of our business impacts and actions while identifying what we are striving to achieve.

However, 2019 also brings some important changes to our Sustainability Report, which we believe helps make this a more useful, comparable, and comprehensive tool for our stakeholders than ever before. Key reporting improvements include:

- Integrating Univar Solutions' sustainability performance data, where for the first time this report represents the combined impacts and aspects of the entirety of our new company, making our reporting more transparent and complete.
- Reporting in accordance with the Sustainability Accounting Standards Board (SASB) for the chemical sector to increase the ability of our key stakeholders to access key information.
- Expanding our toolkit of monitoring and managing our global impacts through the introduction of scope 3 emissions reporting.
- Integrating the material contributions our business makes to the United Nations Sustainable Development Goals (UN SDGs), highlighting the ability of responsible business to make a positive impact on society, the environment and our economies.
- Achieving external assurance on our global sustainability reporting claims as well as assurance on our scope 1 and 2 emissions, safety, and release metrics. This significant milestone is a marked development as we move to demonstrate our robust, honest, and open approach to better business.

As our business has grown and developed over the last 12 months, so has the scope and prominence of our global sustainability agenda. While this and more is covered in the report, we have made some key achievements through our sustainability efforts that I believe are instrumental in meeting our goals and building a more sustainable future. In 2019 we:

- Publicly pledged to develop and deliver on targets consistent with the Science Based Targets initiative (SBTi) campaign to limit global temperature increases to 1.5°C to 2050.
- Continued to improve on our industry leading safety record¹ and again achieved our safest year from our baseline record set in 2016.
- Continued our commitments to advancing the principles of a circular economy, reducing our hazardous waste intensity by 21 percent.
- Reduced our global energy and emissions intensity 9 percent and 16 percent respectively, evidencing our ongoing commitments to meet our goals to 2021.
- Launched our Site Sustainability Assessment program with the purpose of achieving our global goals through a focus on local action.

- Furthered our action for transparency and accountability to stakeholders by making our CDP responses public.
- Improved our rating on the Human Rights Campaign Foundation's 2020 Corporate Equality Index (CEI)² by 20 points, giving us a score of 85/100 on this platform focused on highlighting organizational progress in equality, diversity, and inclusion matters.

At Univar Solutions, 2019 has been a year of which we can all be proud. I am truly thankful to each one of our colleagues for their outstanding efforts this year, without whom, none of this would be possible. One thing that will always be the same in our sustainability agenda is that for us, this is a journey. As we move through 2020, the "Year of the Solution" for Univar Solutions, we are furthering our collaborative efforts within and beyond our gates to create a more sustainable world. Our drive throughout this journey will be unrelenting as we move toward our global goals in 2021 and beyond, setting ever increasingly ambitious targets for our business. I look forward to having our key stakeholders join us on this journey so that we can all realize the value in this people, planet, profit approach and work toward a more sustainable future.



¹ [American Chemistry Council](#), Total Case Incident Rate (TCIR) for ACC member companies

² Human Rights Campaign Foundation, [Corporate Equality Index](#)

Our Global Sustainability Goals

When we first set out in formalizing our sustainability journey in 2008, we did so with belief that this is “**Our home, Our responsibility.**” Our global sustainability goals to 2021, set out in 2017, remain at the center of our wider sustainability strategy. These goals, on our six key areas of responsibility, run to 2021 and form the basis of how we monitor our performance against some of the most important aspects of our impact on the world around us.



Safety

Continuously improve our proud safety record, protecting our workforce and demonstrating we are **serious about safety.**



Equality, Diversity & Inclusion

Demonstrate our commitment to providing equal and equitable opportunities to all employees, through training, education, and reporting.



Energy & Emissions

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



Resource Use

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



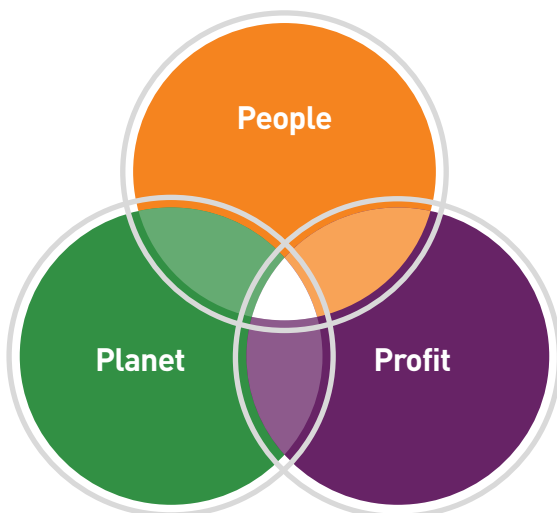
Responsible Handling

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



Sustainable Supply Chain

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

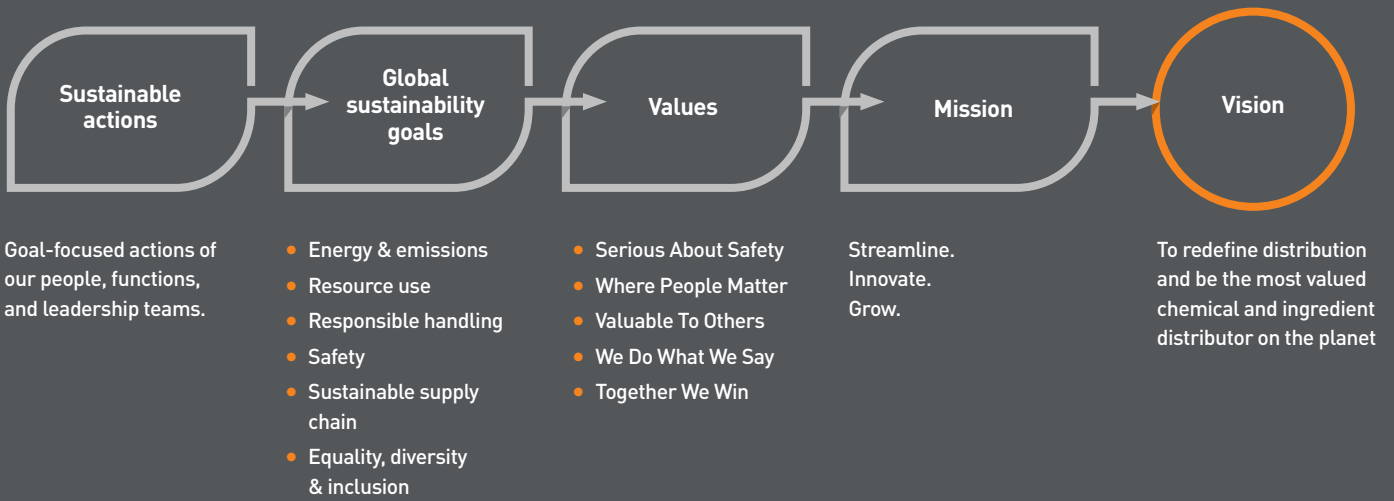


Our goals remain relevant to the key aspects of our business where we have the potential to influence our economic, environmental, and social impacts and those of our wider supply chain. The specific metrics and achievements we have set against each of our goals and our performance from 2016 to 2019 are identified more closely in the subsequent sections of this report.

As highlighted in our strategy, sustainability is the common thread bringing our cultural values, mission, and vision together. For us this can only be realized when we consider our economic, environmental, and social value together (people, planet, and profit). It is through this people, planet, profit approach that we have structured this report and presented our key areas of focus.

Realizing our Vision Through Sustainable Business

Our journey to a more sustainable future belongs to every person at Univar Solutions. While we adopt a central approach to sustainability, it is only with the actions of each individual colleague that we can achieve our global goals and vision.



The Foundations of Sustainable Business

Beneath the headlines of sustainable business is the structure, culture, and actions that help us get there. The following section highlights how stakeholder inclusiveness, context, materiality, completeness, and transparency underpin our agenda for better business. Combined with our commitment to report in a matter that is accurate, balanced, clear, and comparable, we are confident that this report serves as a reliable and timely reflection of our approach. This year for the first time, we're supporting this claim through independent assurance against these reporting principles. More information can be found in the "Behind the figures" section of this report.

Our Home, Our Responsibility is more than a tagline. The simple phrase embodies our sustainability agenda across our people, planet, profit focus. Ensuring that every person across our global team understands what our

responsibilities are through our standards and values is a core part of upholding our mission.

In 2019, we revised our Code of Conduct to incorporate our cultural values, which are the foundation for everything we do. This document applies to all employees globally and is available in 21 languages. To reinforce the principles and directives contained within the Code of Conduct, on an annual basis all employees participate in mandatory, interactive training. The training is based on a three-year curriculum. At the end of the three-year cycle, all topics contained within the Code of Conduct are covered.

Not only does the Code of Conduct apply to all employees globally, we expect third-party representatives, vendors, and consultants to act in a manner that is consistent with it as well.



Management of Risk and Opportunity

For us, 2019 marks a significant development in how sustainability related considerations are integrated into the financial and operational risks and opportunities recognized by the business. This is the natural progression of our sustainability journey as we further evidence the value of better business. Risks faced by our business through mismanagement of the environment, our products and the health and wellbeing of our people are part of the core risk assessments of our global operations. As recognized and detailed in our annual financial reporting, as well as our ongoing sustainability communications, failures in these areas are a threat to our ability to operate and a contradiction of our values.

As well as these risks, we also recognize there are substantial opportunities that we are working to bring to fruition. As detailed in our financial reporting, we expect that there will be a continued increase in demand for products, systems, and services that meet growing customer sustainability standards, expectations, and preferences. Our ability to continue to provide these products and services requires our business to further

advance environmentally and socially responsible means of operating, reflecting the challenges and opportunities presented through increased legal requirements, climate parameters, and market developments. We believe that our ability to meet these increased sustainability demands will be necessary to enhance our competitive position in the marketplace. In addition, for the first time this year, we have made our key climate change, market change, and policy change risks and opportunities public through our CDP responses.

All of our risk identification and management on sustainability issues is influenced by our application of the precautionary principle. By considering both immediate risks and those where potential but uncertain material risk exists, we are actively working to mitigate and manage the impacts of these on our business, the environment, and society. The precautionary principle highlighted by the United Nations Environment Programme (UNEP) in the Rio Declaration remains particularly important in driving our action on limiting the impacts of climate change and the subsequent anticipated impacts.

Assigning Board Responsibility for Sustainability

As we move into 2020, we are strengthening our governance practices and responsibilities to ensure that our Board of Directors is engaged in the oversight of Univar Solutions' corporate social responsibility. As of this year, one of the Board committees has been renamed the "Governance and Corporate Responsibility Committee" and included within its ambit is developing and recommending to the Board policies and activities to support the Company's corporate responsibilities, including overall environmental, social and governance focus for the Company.

Reporting to the Board at least annually, this reshaped Committee will recommend changes and direction to our global sustainability and responsible governance practices, ensuring that sustainability in our business is led with full leadership support.

"Our Home, Our Responsibility is more than a tagline. The simple phrase embodies our sustainability agenda across our people, planet, profit focus."



Engagement, Materiality, and Disclosures

Our key stakeholder groups highlighted are those who are critical to our business and affect our operations directly. The channels through which we engage with these groups are listed below.

Our engagement with stakeholder groups is largely organic, working as needed throughout the year listening to and feeding back on concerns and opportunities with our stakeholders with two-way open dialogue.

Customers

- On-demand technical expertise
- Sales team engagement in sustainability issues
- Customer feedback surveys
- Sustainability focused collaborations and joint programs

Suppliers

- Supplier surveys
- Supplier auditing
- Sustainability focused cooperation

Employees

- Training and education
- Competency and skills development
- Safety stand down events
- Employee resource networks
- Colleague wellbeing initiatives
- Organized charitable events
- Global employee surveys and feedback
- Senior management question sessions
- All-employee meetings

Investors and Shareholders

- Shareholder focused sustainability engagements
- Financial reporting
- Investor information area

Governing Bodies

- Committee participation and policy informing
- Emergency scenario training
- Auditing and compliance

Industry Groups

- Committee participation and information sharing
- Collaborative projects
- Transparent reporting

Unions

- Chairing committees
- Collective bargaining agreements
- Progressive Code of Conduct

Local Communities

- Charity and fundraising
- Educational sponsorship
- Community development

Through 2019, we have continued to see the profile of sustainability concerns among stakeholders continue to grow, helping us understand our stakeholders' priority issues. This has complemented our own increased assessment and recognition of how aspects of our business relate to our broader performance. Through this we have also welcomed the increased consideration of better business from customer and investor groups as a tool to support risk reduction and improved business performance.

This report and our wider sustainability agenda are influenced by the key concerns raised with stakeholders through our ongoing engagements.

From our investors' interest in increasing emissions transparency to our customers' focus on the supply of "sustainable" product ranges and reducing downstream environmental impacts, we are building the outputs of engagement into our global efforts.

Together, our assessment of our own operational impacts and the expectations of our stakeholders have informed what is included in this and related sustainability reporting tools.

While the process for determining materially relevant sustainability topics in our reporting involves stakeholder engagement, reviewing independent assessments, and reflective practices, our materiality identification can be summarized with the following questions.

Materiality Tests

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?

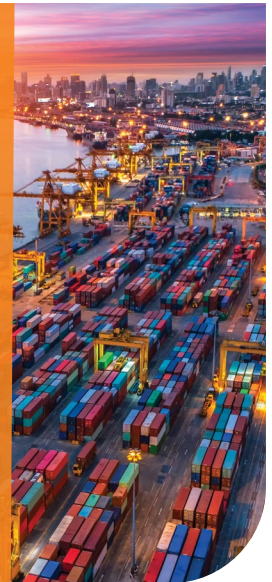
The topics outlined in the adjacent figure are the aspects we have determined to be relevant to our business and stakeholders. However, not all these topics are covered equally through this report and only those determined material through our assessment process are reported on in greater detail. The aspects we have determined to be material throughout this report have formed the basis of our global sustainability goals, as covered in this report and linked resources. These material topics are highlighted in bold in the adjacent figure.

We apply the same principles of active communication, feedback and action into our stakeholder engagement across the sustainability agenda. Naturally, this covers both our internal and external stakeholder groups, each of which have different needs, concerns, and priorities that we are working to meet.

Over the last 12 months we have worked to build on the completeness and range of disclosures made against our most material topics. We have continued to use the Global Reporting Initiative (GRI) as our main framework underpinning our disclosures and reporting values while broadening the scope and depth of some of these disclosures.

Beyond the disclosures put forward by the GRI standards, we have also this year increased our disclosures most pertinent to specific stakeholder groups. This year for the first time we have built the Chemical industry standard from the SASB into our disclosures, helping ensure that the content we share helps inform the broadest possible audience.

“ We apply the same principles of active communication, feedback, and action into our stakeholder engagement across the sustainability agenda.”



Economic

Economic Performance

Anti-Bribery and Corruption

Anti-Competitive Behavior

Environmental

Energy

Effluents and Waste

Emissions

Environmental Compliance

Supplier Environmental Assessment

Social

Occupational Health and Safety

Local Communities

Training and Education

Supplier Social Assessments

Diversity and Equal Opportunity

Customer Health and Safety

Non Discrimination

Marketing and Labeling

Freedom of Association and Collective Bargaining

Customer Privacy

Child Labor

Socioeconomic Compliance

Forced or Compulsory Labor

Active Industry Involvement

Providing the safest and most well-informed service as possible to our customers requires the most up-to-date industry knowledge. As part of this, our teams sit on decision-making groups at several key initiatives and industry associations across the markets and geographies we serve, where we not only grow our knowledge, but also share our learning to help industries grow together.

A great example of this is through our membership of the UNGC. In late 2019 our Global Sustainability Manager, with regional colleagues, presented to the Global Compact Network Canada, sharing our successes, challenges, and learnings through our sustainability journey with other member organizations.

We are also members and participants of a broader range of these associations and initiatives, listed here, all enabling further stakeholder engagement and sharing of best practice.

Initiatives

United Nations Global Compact

CDP

Responsible Care

Responsible Distribution

EcoVadis

EcoDesk

Sedex

Global Food Safety Initiative

International Labour Organization

ISO Certifications

Cosmos Organic

Fair for Life

Operation Clean Sweep

Associations

National Association of Chemical Distributors (NACD)

American Chemistry Council

Responsible Distribution Canada

Roundtable on Sustainable Palm Oil (RSPO)

CropLife Canada

European Association of Chemical Distributors (FECC)

Vegetation Management Associations

British Plastics Federation

Canadian Paints and Coatings Association

Agriculture Warehousing Standards Association

National Association of the Chemical Industry Mexico (ANIQ)

Brazilian Association of Chemical Distributors (Associquim)



Reporting as a Real-Time Responsibility

This report is an evolution on previous years as we move to ensure that our key annual communication is as useful, holistic, and transparent to as wide an audience as possible.

One underpinning set of disclosures we report on are those of the UNGC. Through our alignment with the key 10 principles on specifics within human rights, labor, environment, and anti-corruption, our policies, processes, and performance are all contributing to a common framework for better business. This year, for the first time, this report is also focused on making material disclosures against the SASB Chemical Standard. Focused on disclosing important topics to our investor groups, this report builds on previous years by providing more in-depth disclosures across

our most material aspects. Another key evolution in our disclosures in 2019 has been our efforts to increase comparability and relatability of our actions and outputs against the globally applicable UN Sustainable Development Goals (SDGs).

While this global sustainability report, like those before it, remains to be a focal point of communicating our performance and progress on sustainability, it is not the only means of communicating progress. We are continuing to work to ensure that our approach to reporting and communicating is as continual, accurate, and up-to-date as possible. The below examples are just some of the ways we are supporting our stakeholders to keep up-to-date and understand our sustainability performance globally.

CDP Reporting

In 2019, we reported our CDP response publicly for the first time. Building on our five years of CDP reporting, this additional layer of disclosure has been made to help our stakeholders understand our actions and performance more closely. We are actively working with our stakeholders to increase the comprehensiveness of our reporting on this platform and improve our performance from our current ratings in line with our industry.

EcoVadis

In January 2020, we received the updated report from our 2019 EcoVadis assessment. Through our efforts and against a revised assessment process, we were encouraged to maintain our overall score within the top 7 percent of our peers. Encouragingly, we have increased our environmental rating to 70/100 (advanced), which puts us in the top 3 percent of our peers on this key topic.



In addition to the active platforms to which we report on sustainability, we are working to advance our reporting and performance against the passive platforms against which we are assessed.

Through 2020, we are actively working to ensure key passive platforms are provided with the most up-to-date

information on our sustainability goals and performance to our stakeholders, keeping others as informed as possible. As well as directly engaging with these platforms, we are working to develop resources that meet the specific needs of these assessment to improve the materials available to our stakeholders externally.

People

Our responsibility for the health, safety, wellbeing, and respect of all our people is an unwavering pillar of our approach to sustainable business.

Our more than 10,000-strong team is the key to our ability to provide the Univar Solutions difference. Our people are at the heart of our culture and our vision to redefine distribution and be the most valued chemical and ingredient distributor on the planet.





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.

Part of ensuring our people can bring their best to work is ensuring we meet our strong commitment to safety. At Univar Solutions our **Serious About Safety** mindset is a core part of how we operate. When considering our goals, we have always remained focused on ensuring these are based on the most material aspects of our business. Safety is our number one example of this. We do not settle for meeting minimum standards or ticking boxes. Instead, our teams globally are focused on ensuring we remain a safety leader for our industry, continually working to manage risk through our mature management systems and building a Serious About Safety culture through our operations from the first day a colleague joins the team. Our goal on safety remains a part of every employee’s responsibility to meet, no matter what role or region.

Progress Against our Global Goal

Safety at Univar Solutions is much more than a figure. It is a culmination of culture, infrastructure, and knowledge in preventing and minimizing the risk of harm and product release. Through our responsible operating, clear commitments in our global [EHS Policy](#), and working practices with our supply chain, we continue to deliver chemical and ingredient products safely across the world. While this key area of focus does not start and end with our metrics, the Total Case Incident Rate (TCIR) is a key comparable factor which helps us understand our performance over time. TCIR is the U.S. Occupational Safety & Health Administration (OSHA) method for calculating rates of recordable injuries per 200,000 hours worked.

2019 was one of our safest on record with a TCIR rating of 0.58, significantly below our global target of sub 0.68.

- Actual
- Univar Solutions Goals
- ACC Member Performance¹

¹ [American Chemistry Council \(ACC\)](#). Total case Incident Rate (TCIR) for ACC member companies

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

SDG 3

3 Good health and wellbeing



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.

SDG 12

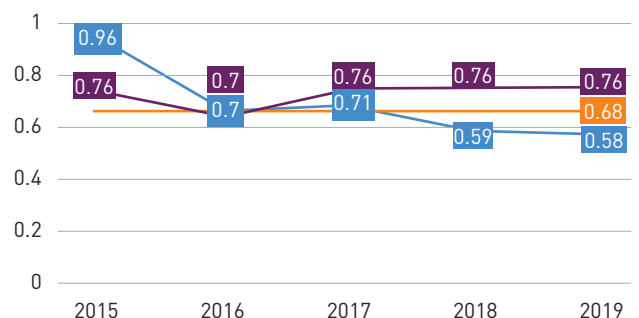
12 Responsible consumption and production



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.

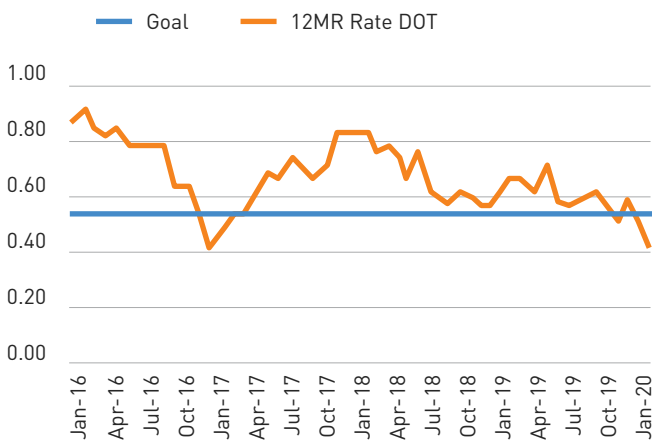
Historic TCIR



This performance improves as Univar Solutions identifies the coming together of two cultures with a strong focus on safety and the increased sharing of good practice. While our performance has continued to improve and exceed our global goal to 2021, we will not stop in our efforts to improve the safety of our people and communities. Responsible handling of materials, protecting our people through this, and preventing release through unsafe practices are some of the key ways in which we will continue to contribute to bettering the world around us.

While TCIR is the focus of our global goal, it is not the only metric we consider as part of our safety performance. Our fleet is a key part of our operations in delivering product safely across our supply chain. The metrics below highlight our recent recordable transportation incidents of our U.S. fleet, making up the majority of our global vehicle numbers. The blue line represents our longstanding goal which for several years has served as an industry leading metric. While these figures do not include third party or release incidents, they do reflect our overall safety performance trend of continual improvement.

DOT Incident Rate³ Over Time

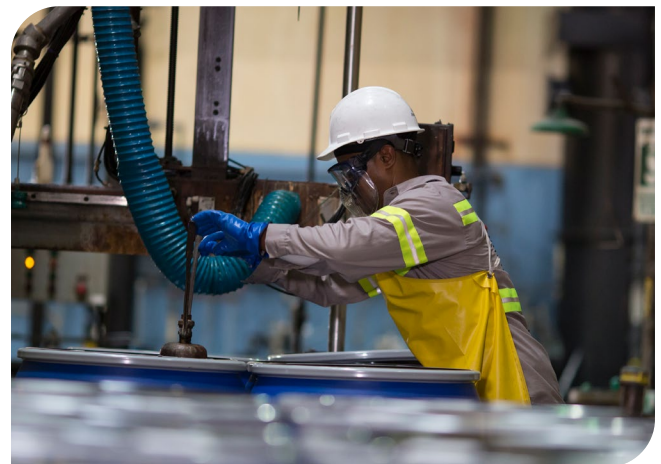


As an organization that will not be satisfied on safety so long as any person is injured at work, we are constantly looking at means of further improving our performance. As the options available to us in the field of workplace health and safety develop, so does our approach. Through 2019 and beyond, we have made increased use of technology to ensure the safe containment and handling of our materials. Working regionally, our engineering teams have been employing a greater use of telematics and infrastructure monitoring technology

to improve the safety of our operating processes, further reducing the risk to our people and environment from our products. Preventing injury and illness goes beyond those with immediate effect. Our comprehensive risk assessments on employee exposure to hazards, including chronic physical and chemical hazards, are a key factor influencing our ongoing practices. While we are proactive in providing protective equipment and training on carrying out work safely, we also carry out health surveillance across our teams, as appropriate, for the tasks our teams carry out.

Much like our wider sustainability agenda, improving safety does not end at our gates. Here too we have an opportunity to contribute to the improved health and safety performance of our suppliers, customers and communities. We are continuing our proactive practices of working with customers to carry out safety-based pre-delivery inspections at customer sites and furthering the use of assessments on supplier safety practices to facilitate better practices in chemical handling and employee safety across our value chain.

Ensuring the safety of our products and the health of the persons handling them through a product's life cycle is also within our area of concern and influence. As a longstanding member of Responsible Care, we are committed to proactive product stewardship, supported by our adherence to the responsible care principles, such as providing suitable guidance on the products we sell. Each of our products is issued with Safety Data Sheets identifying the product hazards, handling guidance, and disposal information. Our technical specialists are an extension of this information and help give customers guidance on the safe and appropriate use of the products we sell, protecting the safety of those down the supply chain, their customers, and the environment.



³Department of Transportation (DOT) Incident Rate - Number of injuries or extensive damage incident in transportation per one million miles driven



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.

Univar Solutions seeks to play an integral part in reshaping our world. At the core of our solutions are our people—our greatest strength. The diversity shaped by our people’s unique background and experiences undoubtedly yields a competitive advantage of innovation for our organization.

Advancing equality, diversity, and inclusion for all people in the workplace is a responsibility we at Univar Solutions all share. We have made progress across our regions in this area through 2019 and continue to embrace a culture of shared insight, respect, and understanding for the differences in our workforce that make us a stronger collective.

Our leaders and teams are working each day to foster a culture that is inclusive, safe, and inviting for people of all protected characteristics including but not limited to:

Age	Disability
Gender and Gender Identification	Parenthood
Race	Religion
Veteran status	Sexual orientation

We believe the path to innovation and better business exists within the diverse backgrounds, experiences, and expertise of our people and we will continue with our relentless focus on advancing diversity, equality, and

inclusion at Univar Solutions. We are fostering a workplace characterized by respect, where our employees value diverse perspectives and are able to bring their authentic selves to work.

In the past year, Univar Solutions has increased resources and programs aimed at advancing diversity, equality, and inclusion across the organization and in our industry. In May 2019, we were pleased to formalize our commitment with the addition of a Director of Global Inclusion and begin work on a comprehensive global strategy to increase focus, align stakeholders, and guide the development of our employee-led resource networks. In December 2019, we published our formal diversity, equality, and inclusion purpose statement on our company website reaffirming our public commitment to provide a safe, inviting, and inclusive work environment for every employee at Univar Solutions.

Supporting the LGBT+ Community

In June 2019, Univar Solutions launched its first global LGBT+ employee resource network focused on career development, advancement, community involvement, and education on issues affecting the LGBT+ community. With the launch, employees at larger sites gathered to show support and raise pride flags to honor the commitment we have to creating an inclusive workplace for all employees. Within a few short months, local LGBT+ Network chapters launched in the USA, Europe, Brazil, and Mexico as employees embraced a sense of belonging and empowerment. Additionally, we have also taken our first steps in publicly showing support for LGBT+ employees and the community at large through social media campaigns, local pride and company events, as well as sponsoring local charities in multiple regions across the globe.

Honoring Military Veterans

In September 2019, in recognition of Veterans Day in the U.S., we launched our Veterans network with a nationwide recognition of the sacrifices and devotion that our military veteran employees have given in service to their country. Custom recognition coins were produced and presented to over 350 military veterans during local events at site locations across the country. This event kicked off an annual tradition of honor and recognition for the service these employees have given to their country and our organization.

Championing Achievements of Women

In 2019, our USA-based Women's Inclusion Network was expanded to become a global network as the company continues to put focus on providing equitable career opportunities for all employees in a global marketplace. In July 2019, the Women's Inclusion Network elevated the visibility of our focus on diversity and inclusion by sponsoring a live panel discussion with members of our Board of Directors who shared their experiences and insights around advancing diversity, equality and inclusion today. Employees organized viewing sessions at different locations around the globe to watch a recorded version of the discussion, allowing more employees to participate and conduct local conversations on inclusion challenges and innovative solutions.

Expanding our Employee Resource Networks

With the support of our Executive Committee and the dedication from our employees, we began the foundational work in 2019 to establish additional employee resource networks to meet the needs of our global employees. The expansion of our networks is a visible example of the care we place on our most valued resource—our people. During 2019, we put resources in place to help provide support to launch the following new networks:

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

SDG 5



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 decision-making in political, economic and public life.

SDG 10



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



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

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

Black/African American Leadership Network

This year, we began the foundation work to bring together passionate employees to lead a new network that would focus on creative recruiting, networking, and leadership development in an inclusive environment for all our Black/African American employees. The core team began group visioning in 2019 with expectations to launch programming in 2020.

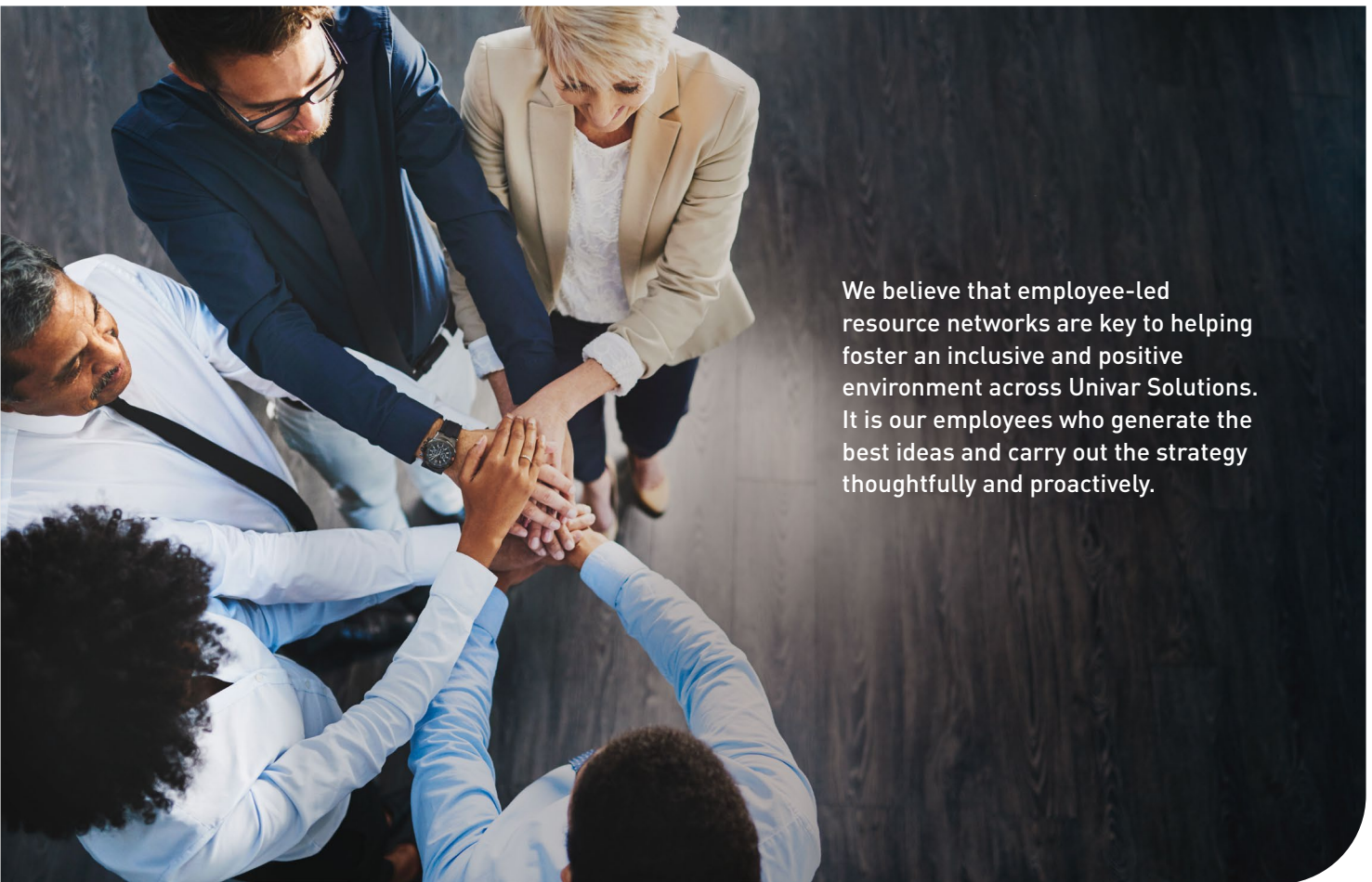
Hispanic or Latin Network

Centered on cultural dexterity, this network, led by Hispanic and Latin men and women from across the globe, works to provide professional development, champions the needs of employees, and helps expose all employees to diverse ideas and heritage.

All employees are welcome to join any of our networks, and we encourage participation regardless of personal affinity to a particular demographic. Inclusion is about making every voice matter, and we are committed to providing a number of different venues for our employees to belong, be heard, and to be valued.



“The expansion of our networks is a visible example of the care we place on our most valued resource—our people.”



We believe that employee-led resource networks are key to helping foster an inclusive and positive environment across Univar Solutions. It is our employees who generate the best ideas and carry out the strategy thoughtfully and proactively.

Together, the core teams of our networks are responsible for:

Employee Resource Network Strategy and Charter Validation

- Team recruitment, development, and engagement
- Creating and upholding the network purpose and objectives to ensure alignment with company values
- Establishing support for local or regional network chapters and champions

Programming Development

- Organizing events that deliver impact
- Creating educational and networking opportunities for members
- Identifying opportunities for professional development and advocacy
- Network recruiting efforts
- Developing external candidate recruitment strategies

Strategic Partnerships

- Building strategic partnerships with customers, suppliers, community organizations, and experts
- Creating linkages with our Talent Acquisition teams
- Alignment with key business leaders and stakeholders

Key Performance Indicators (KPI)

- Development of KPIs that measure engagement and the networks' impact
- Track performance metrics against goals in tandem with overall Diversity and Inclusion objectives

Much like the broader sustainability agenda, we are advancing in our journey to create a workplace where our people are fully comfortable in bringing their full selves to work. Ensuring that all employees feel a sense of complete equality and inclusivity is a journey that we will continue to champion and strive to achieve each day. We recognize that we are making quality progress and that there is much more that we want to do. Thanks to the dedication of employees, our core values, the commitment of our leaders, and the culture we are creating where people matter, we are confident in our abilities to further our success to date.

Progress Against our Global Goal

We made strong progress in 2019 building a culture consistently focused on advancing equality, diversity, and inclusion. Our dedicated team members and all our networks are actively creating opportunity, developing talent, increasing awareness, promoting advocacy, and creating community throughout our regions around the world.

In May 2019, we launched our "We Listen" all-employee global engagement pulse survey 60 days into becoming Univar Solutions. Univar Solutions is a purpose-driven, values-based company where we are serious about safety. We are a place where people matter, where we are valuable to others, and we do what we say, so that together we win. Our "We Listen" surveys that occur throughout the year, directly reflect our values and highlight the importance of employee feedback as we work together to make Univar Solutions a place where the best people want to work. Our 2019 survey served as an evolution of our November 2018 all-employee survey "U Speak." While we expanded the survey in 2019 to capture a greater amount of data, the common questions in 2019 showed an overwhelmingly positive trend. Across our teams, colleagues' confidence in understanding our shared mission and aligning with our common vision increased substantially. We also noted significant improvements in our employee engagement results with our people prouder than ever to work for an organization that is a great place to work and through which we share a sense of accomplishment.

As we move into 2020, we are further developing our employee surveys to help map our progress around organizational culture. Closer insights on this will remain a consistent feature in our reporting as we promote transparency and openness of employee wellbeing.

Improving on our External Ratings

As a result of our efforts through 2019, we have been awarded an improved score of 85 out of 100 by the Human Rights Campaign Corporate Equality Index (CEI). This improvement was 20 points up on our 2018 performance and a direct reflection of the individual and team efforts to embed greater social inclusiveness across the organization. As a business made up of a diverse workforce, we are proud to have received an increase in our score from the CEI, giving a quantified assurance that we are making positive steps to realizing our global sustainability goal.

Reporting on the Makeup of our Teams

We are one team working together to deliver the best service to our customers. However, it is the unique skills, knowledge, and experience of each of our colleagues that allow us to realize our vision. The information below highlights key macro-level metrics on the breakdown and representations of our global teams.

The make-up of our teams reflects our commitment to providing reliable and fair work globally and making adaptations that allow our colleagues to achieve a positive work-life balance and allow our people to bring their best to work

22%
Total employees

2,251 full-time
117 part-time
Employee status

57% male
43% female
Employee gender

EMEA

CANADA

USA

9%
Total employees

954 full-time
6 part-time
Employee status

66% male
34% female
Employee gender

11%
Total employees

1,228 full-time
7 part-time
Employee status

56% male
37% female
7% undisclosed
Employee gender

58%
Total employees

6,185 full-time
15 part-time
Employee status

67% male
29% female
4% undisclosed
Employee gender

REST OF THE WORLD

Further information on the diversity of our governance bodies can be found in the [2020 Proxy Statement](#).

Responsible Labor Practices

Across our operations globally and through our supply chains, our expectations of ethical practice with regards to labor conditions remain as stringent as ever. Specifically, we remain committed to upholding and fostering external adherence to the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. These fundamental rights, covering the right to freedom of association, collective bargaining, and prohibition of all forms of modern slavery and child labor, represent the absolute minimum standard that we will accept across our operations and supply chains. We continue to disclose our own collective bargaining metrics in our annual reporting. Our commitments to good labor practices are, however, not limited to these minimum standards. At Univar Solutions, we want to create a place where the best people want to work.

Our regional teams are consistently working to make Univar Solutions a better place to work, supporting more flexible ways of working and delivering on great benefits to our employees, helping them enjoy life both at work and at home. In 2019, we were pleased to have seen that our people feel the same way too. In our latest annual employee survey, an even greater proportion of our people were proud to work for us and would recommend Univar Solutions as a great place to work.

Training and Developing our Employees

The skills, know-how, and dedication of our people make us uniquely positioned to deliver the added value of Univar Solutions. Ensuring our people are up-to-date with the latest training and supporting our people to build their abilities is key to becoming the most valued chemical distributor on the planet. The following points highlight some of the key areas we are working on with our colleagues globally.

Key highlights from our 2019 central training programs

In 2019, 11,525 unique employees and contractors completed 31,745 hours of training recorded in our Learning Management System and 65,500 completions.

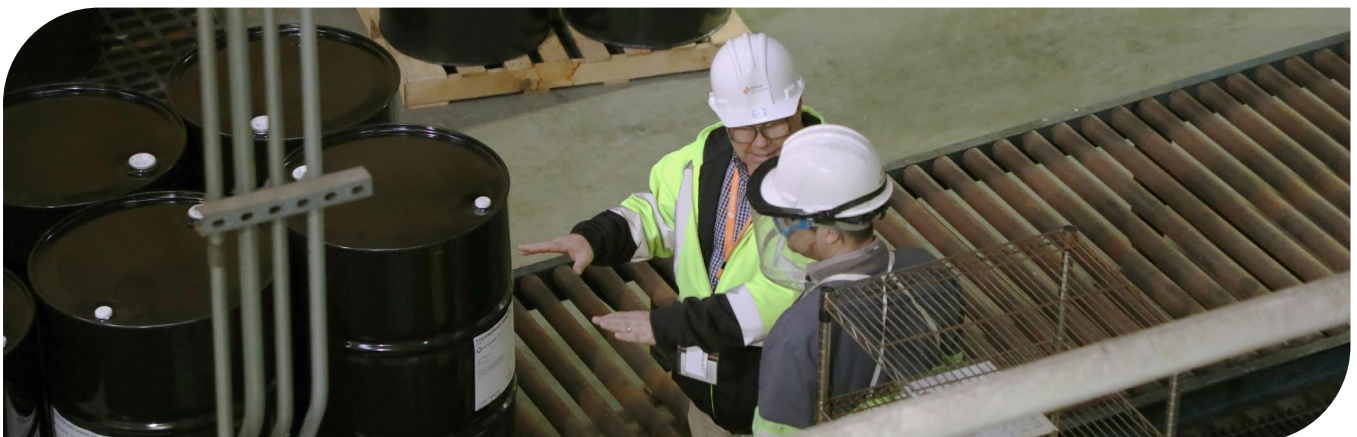
This is comprised of:

- 20,512 completions of instructor-led training
- 44,988 completions of online training

Employees have access to over 70,000 on-demand learning resources for their own professional development, ranging from digital transformation skills, professional effectiveness, business skills, productivity, and collaboration tools to leadership development skills.

In 2019, we began integrating our Legacy Nexeo and Legacy Univar businesses, and with that has come a significant skill development for our employees in terms of products and industries, as well as business systems/process training and intensive training for the teams responsible for delivering this content.

Our internal programs range from multi-day, instructor-led training to short, on-demand eLearning programs.



While we deliver our all-employee training via these central means, our role and region-specific training efforts go well beyond these metrics. As appropriate, our colleagues across the world carry out many more training hours that are delivered and monitored locally, often focusing on material handling and safety for specific roles.

Supporting Ongoing Reflection and Helping our People Achieve Their Best

In 2019, we integrated Legacy Nexeo into our updated annual global performance review process. Our performance management process:

- Ensures that priorities are clear
- Provides a framework for ongoing feedback and coaching
- Documents accountability
- Provides a focus on living our values and communicates the expectation of how we work together
- Identifies opportunities for development to improve in current role and prepare for future roles

Career development planning resources are available to all employees and we actively encourage every employee to continue growing their skills and abilities.

Community Outreach and Goodwill

At Univar Solutions, we believe that our purpose is about more than the global supply lines we keep moving for manufacturers. It is about improving lives in the communities in which we live and work. From the critical ingredients we source for pharmaceuticals and

personal care products to the water treatment solutions and food supply we are committed to support, we are constantly focused on doing our part to make the world a little bit better each day. Our business does not stop at the loading dock. We go that extra mile to step out into the community and make valuable contributions with our time, our energy, and the resources available to us. To that end, we routinely support several nonprofit and charitable organizations that share our vision for making a safer and healthier planet and humanity.

Advancing Science, Technology, Engineering, and Math (STEM) Education

We know how important it is that we train the next generation of scientists, engineers, and mathematicians to ensure that we are not just advancing our society, but doing so in responsible, ethical, and safe ways. We are honored to collaborate with organizations as fully committed as we are to advancing STEM education at every level of a student's development. As part of our support, our employees step up and graciously give their time and expertise to showcase and educate students on the importance of STEM and the impact these areas of focus have on our lives.

We have been proud sponsors of the annual, national You Be The Chemist Challenge® for many years. This year, we expanded our support in the U.S. to host local challenges in Houston, TX, Columbus, OH, and DuPage County, IL. That means employees have more chances to get involved and volunteer to help kids in their local areas.



Champions for Cancer Research and Prevention

We are working hard each year to do our part to help increase prevention and treatments available to fight cancer. Affecting all ages, genders, races, ethnicities, and social circles, cancer does not discriminate and poses an incredible risk as one of the leading causes of death worldwide. We are steadfast in our commitment to helping the medical community research prevention methods and develop new treatments to combat cancers.

For several years, colleagues from across our business have supported these fundraising and research efforts. 2019 was no different, as our teams in the UK cycled 100 miles around the streets of London and Surrey to raise research funds in support of those who are fighting this disease and to honor those who we have lost. Over our years of fundraising, we have used much of the money to fully fund a research scientist at a prestigious UK university. The team's research has resulted in the development of a urine test for prostate cancer and, more recently, significant advances toward a possible cure for bladder cancer.

In June 2019, we were pleased to support the Prostate Cancer Foundation of Chicago with over \$126,000 USD from funds raised through our inaugural Charity Golf Outing and Live Auction in Lake Geneva, WI, USA. The event kicked off an annual commitment to team with the Foundation to raise awareness and resources for prevention and early detection of prostate cancer. Working together, we believe that we can continue to make an impact in the lives of those suffering from, and those caring for, individuals with prostate cancer.

In addition, through 2019 we held events across every region focused on fundraising for breast cancer research, including our annual "wear it pink" days through which teams across entire regions come together to recognize and tackle the life changing impacts of a disease that affects so many.

“ At Univar Solutions, we believe that our purpose is about more than the global supply lines we keep moving for manufacturers. It is about improving lives in the communities in which we live and work. ”

Cycling to Overcome the Challenges of Multiple Sclerosis (MS)

While the cause of MS is still unknown, we do know that the disease is a result of an abnormal response of the body's own immune system directed against the central nervous system disrupting the flow of information between the body and the brain. The impacts of this disease can be frightening for anyone suffering from or caring for someone with MS. It is our hope that, through our sponsorships, our local volunteer events and our advocacy, we can make a difference in the lives of those struggling with this debilitating disease.



Through 2019, we have continued our support for the National MS Society in the U.S., contributing to research and people-focused support for those with MS and their families. Our teams in the U.S. have established county-wide campaigns for getting our colleagues involved in Bike MS events in a number of states, supporting them in training and volunteering, all to help raise funds for a great cause.

Delivering for Communities Through Sustainable Products

Besides providing colorful and sustainable ingredients, our Earth Oils business is actively supporting meaningful community engagement. Fair trade developments projects funded in part by our business include: scholarships for workers, education for secondary school children, workers' training enhancements (e.g., driving tuition, computer literacy), solar panels for communities, desks for local schools, additional medical support for workers, food for local schools and orphanages, bursaries for workers' children, and water tanks for communities. The great work carried out through these fair-trade projects is just another great example of our commitment to sustainable supply chains and community engagement.

Community Support Through 2020

As this report was developed, the needs of our communities and the need for business to support communities has become more clear than ever. Our community engagement and goodwill through 2020 has ramped up significantly and we are proud of the outstanding efforts of our people globally in their efforts to tackle COVID-19. Through these unprecedented times we have truly lived our organizational values, redefining our role in distribution as we adapted how we work to ensure that our operations remained open, enabling us to continue to support our customers and communities. Together, our teams have helped deliver the materials needed to keep hospitals clean, process drinking water, keep food production on-line and to keep the lights on. Our communications and subsequent reports will highlight the value and achievements from our committed colleagues.

Univar Solutions delivering hand sanitizer to the London Nightingale Hospital on the first day of opening during the COVID-19 epidemic.



Planet





Energy & Emissions

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

Measurement: Reduce energy use (MWh) and emissions (tCO₂e) 15 percent by 2021 from 2016 baseline per million USD in sales.

The energy consumed across our operations and the direct and indirect emissions associated with this energy use is without doubt one of our most significant environmental impacts. However, while one of the most significant, it is also an impact over which we have some degree of control. In 2016, we set out to substantially increase the efficiency of energy use to reduce overall consumption and related emissions intensity. This specifically covers every aspect of our business that is under our operational control including our fleet, forklift trucks, lighting, heating, and steam use. Through 2019, we have undergone a rigorous process of having our scope 1 and 2 emissions independently assured in order to bring a greater degree of confidence to our data and achievements to date. The following section details our performance from 2016, our efforts to achieve this, and our actions moving forward.

Progress Against our Global Goal

Through 2019, we have made great progress toward our global goal on energy and emissions, looking at our journey from 2016, we are pleased to see that our efforts across the business are helping put us on track to achieve our reductions targets by the end of 2021. At the end of 2019, we had achieved the following.

3.3% reduction in absolute scope 1 and 2 emissions

9.1% reduction in energy intensity

15.9% reduction in emissions intensity

Performance on track to exceed our emission reduction target

Reduced total electricity consumption more than **13%**



Through our efforts to reduce our energy use and emissions through efficiencies and clean technologies we are supporting the following UN SDGs:

SDG 7

7 Affordable and clean energy



Ensure access to affordable, reliable, sustainable and modern energy for all.

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 sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor 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.

We have been encouraged to see an acceleration in progress toward our specific 2021 target on emissions, with over a 9 percent reduction in energy intensity from 2016 and a current performance on emissions reductions that is exceeding our 2021 ambition.

Energy intensity
(MWh per USD million sales)

2016: 91.73

2019: 83.39

Energy intensity reduction of 9.1% from 2016 to 2019

Emissions intensity
(tCO₂e per USD million sales)

2016: 23.69

2019: 19.91

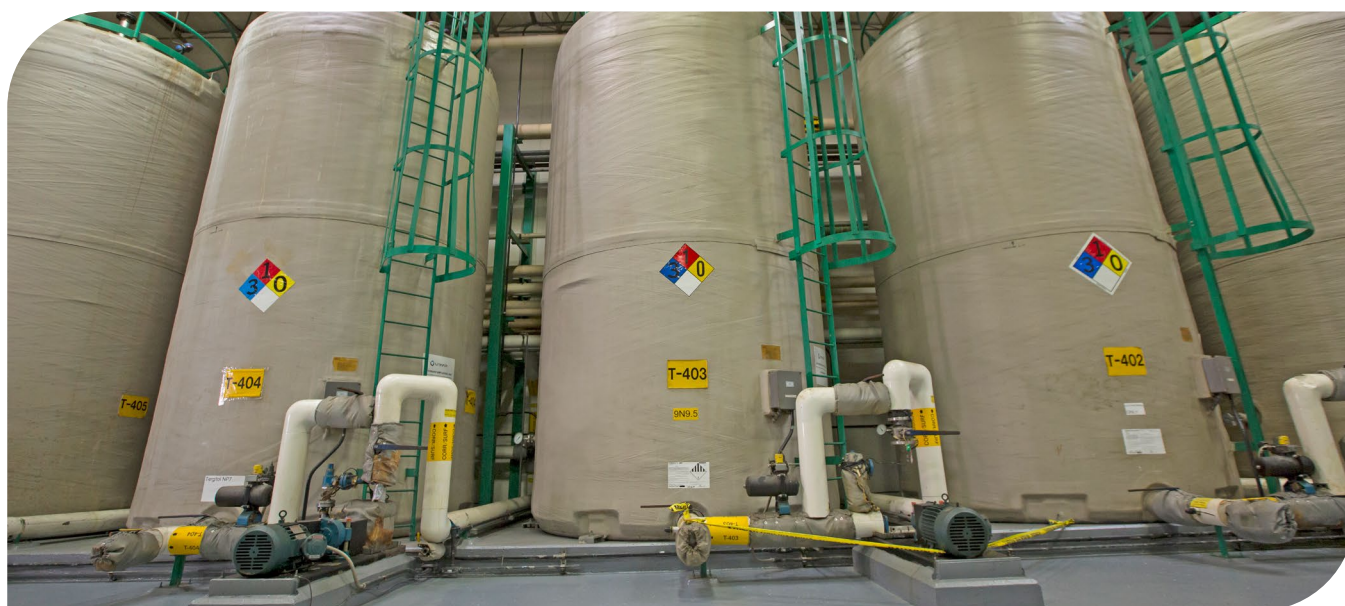
Emission intensity reduction of 15.9% from 2016 to 2019



The intensity reductions for both energy and emissions are useful tools to help track progress against our goals but do not reveal the full picture of our performance. The tables below detail the specifics of our consumption and changes over time to our global energy and emissions.

The below figures represent the data from both of our legacy organizations for all years for the first time and show overall encouraging trends in light of our 15 percent growth in sales (USD millions) from 2016.

MWh	2016	2017	2018	2019
Fleets Diesel	376,547	416,732	430,280	406,090
Natural Gas	166,489	190,690	199,427	197,741
Fleet Gasoline	48,523	41,665	37,902	35,524
LPG	26,386	30,383	27,700	29,029
Gas Oil	5,563	5,869	5,163	5,256
Site Diesel	1,525	1,229	1,986	1,203
Biogas	-	625	668	676
Coal	720	-	-	-
Electricity	112,826	113,742	106,741	97,357
Renewable Electricity ⁴	-	228	229	221
Steam ⁵	2,012	1,330	1,327	1,310
Total Energy (MWh)	740,591	802,493	811,423	774,407
Net Sales (USD millions)	8,073.7	8,253.7	8,632.5	9,286.9
Energy Intensity (Total emissions per USD millions in net sales)	91.73	97.23	94.00	83.39



⁴Certified 0gCO₂e/kWh renewable energy source.

⁵A significant proportion of steam data has been extrapolated in 2019 from historic primary data.

tCO ₂ e	2016	2017	2018	2019
Fleet Diesel	94,703	104,790	106,506	99,288
Natural Gas	30,634	35,118	36,687	36,355
Fleet Gasoline	11,671	10,020	8,861	8,303
LPG	5,662	6,517	5,941	6,226
Gas Oil	1,537	1,619	1,428	1,349
Site Diesel	384	309	492	294
Biogas	0	0	0	0
Coal	232	0	0	0
Scope 1 total	144,823	158,373	159,915	151,815
Electricity	45,998	45,911	41,699	32,899
Renewable Electricity ⁴	0	0	0	0
Steam ⁵	411	95	326	231
Scope 2 total	46,409	46,006	42,025	33,130
Global Scope 1 and 2 total	191,232	204,379	201,940	184,945
Net Sales (USD millions)	8,073.7	8,253.7	8,632.5	9,286.9
Emissions Intensity (Total emissions per USD millions in net sales)	23.69	24.76	23.39	19.91

MWh	2016	2019	2016-2019 % change	tCO ₂ e	2016	2019	2016-2019 % change
Total energy use	740,591	774,407	4.57	Scope 1 total	144,823	151,815	4.83
				Scope 2 total	46,409	33,130	-28.61
				Scope 1 and 2 total	191,232	184,945	-3.29
Energy intensity	91.73	83.39	-9.09	Emissions intensity	23.69	19.92	15.92

While our scope 1 and 2 emissions are the focus of our global sustainability goal, we recognize the importance of beginning the journey to reporting and influencing our scope 3 emissions, those outside of our control but within our influence. This report marks the inaugural reporting

of a limited number of scope 3 emissions data relating to the extended aspects of our operations. Details on the scope and calculations of these metrics can be found in the "Behind the figures" section of this report.

⁴Certified 0gCO₂e/kWh renewable energy source.

⁵A significant proportion of steam data has been extrapolated in 2019 from historic primary data.

2019 Scope 3 Emissions

Scope 3 category	Description	2019 (tCO ₂ e)
1. Purchased goods and services	Water-supply-related emissions	295
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 ⁶)	23,713
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)	4,728
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)	2,244
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)	783
3. Fuel- and energy-related activities (not included in scope 1 or scope 2)	Transmission and distribution (T&D) losses (electricity that is consumed (i.e., lost) in a T&D system)	2,117
3. Fuel- and energy-related activities (not included in scope 1 or scope 2)	Transmission and distribution (T&D) losses (steam that is consumed (i.e., lost) in a T&D system)	10
5. Waste generated in operations	Waste-related emissions whereby all waste is considered commercial and industrial waste, split by destination	3,635
	Total scope 3 emissions⁷	37,528

While limited in completeness, reporting on our scope 3 emissions is an important step in our sustainability journey. Not only are we adding transparency, but we are recognizing our accountability to act in new ways to influence the emissions related to our business but beyond our direct control. As shown in the above figures, this limited data set shows our indirect emissions totaling a significant 20 percent addition to our overall scope 1 and 2 emissions. For us, this strengthens our resolve to further identify and act on our indirect emissions. Through 2020 and beyond we intend to expand the breadth and completeness of our scope 3 emissions as an important part of assessing our emission.

“...Our efforts...are helping put us on track to achieve our reductions targets by the end of 2021.”

⁶WTT (Well to tank). Emissions associated with fuel extraction, processing, and transportation before combustion.

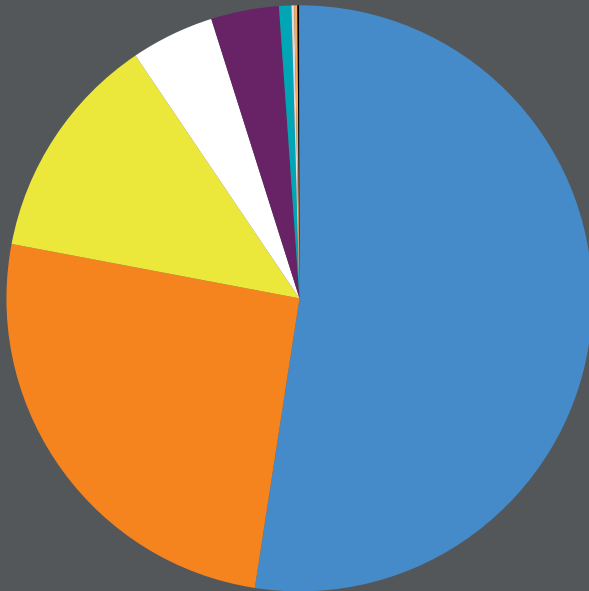
⁷Total of those in scope of this report.



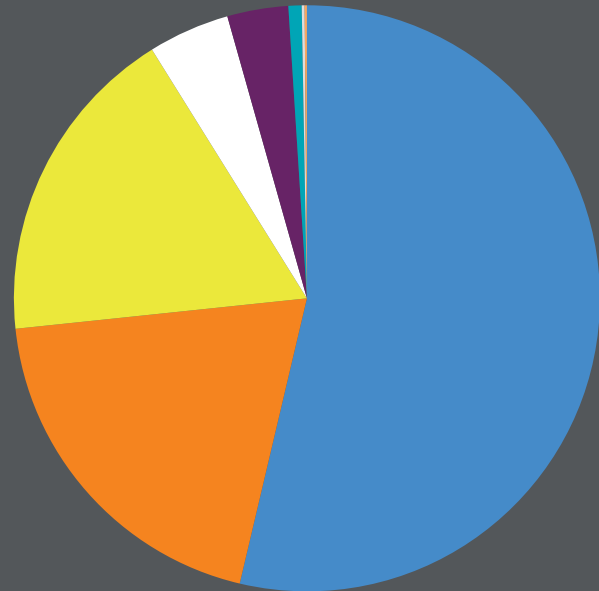
Addressing our Largest Energy and Emission Sources

Globally, we continue to identify our most significant energy and emissions sources to ensure our actions have the greatest impacts. With increased visibility on our energy use and emissions, we are better able to take the necessary action. The figures below detail this make up of our global scope 1 and 2 energy and emissions by source.

MWh consumption by source



tCO₂e emission by source



Site Sustainability Assessment Program

Our goals, based on the key aspects of our business, help us deliver sustainable practices across our value chain. Of course, while this is a global agenda for Univar Solutions, it is only through the local actions of our people that we can achieve these goals globally. As such, we have launched a program of sustainability opportunity assessments which have been built to enable local action for global goals.

Working with our Operations Managers at some of our largest EMEA locations, our teams have assessed current good practices and identified local and central opportunities for our sites to contribute to our global goals. Building on the initial success of the program in early 2019, we have expanded the sustainability

assessment program to Canada, carrying out the first assessment in the region at our Weston site through October 2019.

While all of our sites share common features that we can work to improve, by giving focus to each site, alongside our Operations Managers, we are able to better identify the unique aspects of our operations which present us with new chances to promote sustainable business.

This move to expand the program into Canada, before beginning the same in the U.S. and the rest of our regions, is another action through which we are helping bring our key energy and emissions sources to the forefront of our local considerations. From these assessments our teams are building and acting on a program of local and central opportunities identifying for our sites to act on.

Reducing Fuel Use Through Technology

The UK is home to our largest fleet in EMEA and is a significant contributor to the region's energy use and emissions. Through 2019 our fleet management teams have built on the efficiencies achieved through the implementation of our new Transport Management Systems (TMS) and have continued to ensure that eco-driving behavior is a contributing factor to assessing our driver's performance. However, fuel use is determined by more than driver behavior and routes. That is why our fleet management and procurement teams have moved to replace our entire UK commercial fleet with the latest standard Euro 6 engines, reducing emissions of nitrogen oxides during our deliveries by as much as 77 percent.



As alternative fuel technologies develop, including electric and hydrogen fueled delivery fleets, we will continue to assess the options available to us. However, with the current demands of our fleet, we see intelligent route management, behavior change and the use of the cleanest diesel vehicles as being our best opportunity to reduce fleet energy and emissions in the short term.

Greener Company Cars

Following up on what we reported in 2018, we are pleased to share that for a small number of sites our colleagues can charge electric and plug-in hybrid vehicles at work. We are also pleased to report that in EMEA we now have an increased number of mild hybrids, plug-in hybrids, and full electric vehicles available to our company car drivers at all levels. We are working through 2020 to further expand this range of non-conventionally powered vehicles in and beyond EMEA, ensuring our people have the chance to be part of our transition to a lower carbon future. This will be supported by an active effort to increase the charging infrastructure that will make the switch an easier choice.

Installing On-Site Renewables

In 2019, we made a significant step forward in our efforts to increase the proportion of our energy that comes from renewable sources. In addition to our certified green electricity purchased across our sites in Spain and our supply of renewable biogas in Sweden, we have for the first time installed dedicated on-site renewable energy at our site in Chiva, Spain. The installation of the 30-kWh system will supplement the zero-emissions tariff energy that the site procures to power our operations and is expected to continue providing renewable energy for 20 years. As we move into 2020, we are building on this initial success with the installation of renewable energy technology at other sites across the world.

In 2020, we are planning further investments in energy and resource efficient buildings and infrastructure as we continue to tackle some of the most significant aspects of our energy and emission impacts. These infrastructure improvements will be supported by the expansion of our global Site Sustainability Assessment program, through which we will highlight actions for reducing our impacts through systems, behaviors, and infrastructure.

In 2019, as we approached the COP25 meeting in Madrid, our President and CEO, David Jukes, signed Univar Solutions pledge to the Business Ambition for 1.5°C Campaign.

As part of this, we are making a strong commitment to limiting the impacts of climate change to 2050 through a series of aggressive emissions reduction targets to a net-zero future. Over the next 24 months, Univar Solutions will prepare and propose to the Science Based Target initiative (SBTi) our goals and plans to achieve this 2050 target. We will share more on this through our ongoing communications channels.





Resource Use—Waste

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

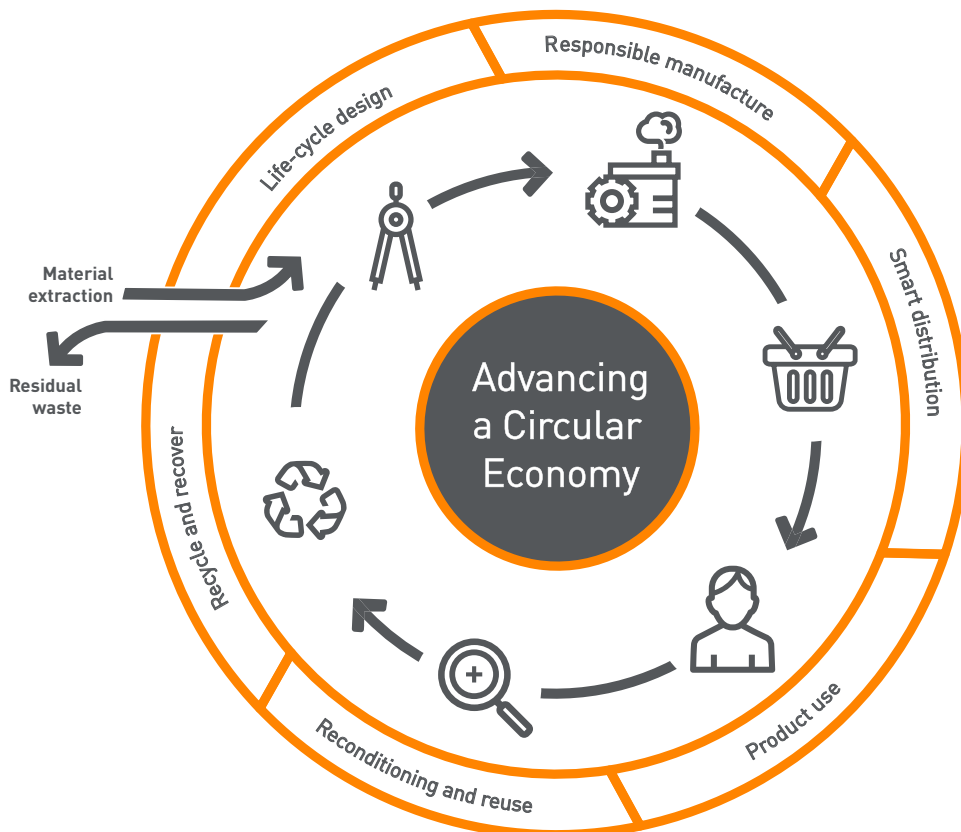
Measurement: Reduce hazardous waste 15 percent by 2021 against 2016 baseline per million USD in sales.

As a business whose main activities are the processing and supply of chemical and ingredient products globally, we cannot avoid the fact that our business will use resources and produce waste. However, as one of our most significant sustainability aspects, responsible resource use is an area of our operations that demands action for continual improvement.

Through our goal on resource use of advancing the principles of a circular economy into our practices, we are setting out our commitment to move away from the historic linear process of resource use (extract-consume-dispose). As highlighted in the diagram below, our approach to advancing these circular principles broadens the scope of how we look at the resources we interact with and facilitates greater work on resource transparency with our supply chain as we work to source products that are designed with efficiency in mind. The model also

highlights that we can distribute in greener ways, that resources should be used (or in some cases reused) with reduced impacts, and that where possible can be reprocessed or recycled. As a distributor, we are more able to influence certain stages of the circular economy than others. However, this provides us with the opportunity to work closer with our supply chain to further embed these principles into the way we do business. These commitments are supported by both our global [EHS](#) and [Sustainability](#) Policies, highlighting the global need to bring resource consumption within sustainable levels.

Through 2019, we have continued to identify where opportunities exist to further reduce our overall waste production and increase the proportion of materials that are sent for reuse and recycling. This is further detailed on the next page.



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

SDG 9

9 Industry, innovation and infrastructure



Build resilient infrastructure, promote inclusive and 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.

SDG 12

12 Responsible consumption and production



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.

SDG 17

17 Partnerships for the goals



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.

Progress Against our Global Goal

The ongoing efforts of our EHS and Operations teams, in combination with our focus on waste prevention and reducing resource use, have combined to result in another improvement in our key waste metrics. The highlights from 2019 are presented below and when linked back to our commitments to advance the principles of the circular economy, reflect the impact we are having on the areas we are most able to impact.

Exceeded our 2016 goal with a 21 percent intensity reduction of hazardous waste

Achieved absolute waste reductions through 15 percent sales growth

Reduced proportion of all waste sent to landfill

Increased the recovery and recycling of our non-hazardous waste globally

Hazardous Waste

Our reduction in waste does not signify all there is to our contribution to the principles of the circular economy. However, the reduction of hazardous waste for us is a key indicator of our successes in other areas of this chain, such as efficient resource use and efficient distribution. The reductions we have made in our hazardous waste metrics are highlighted on the following page.

Metric ton	2016	2017	2018	2019	% Change 2016 to 2019
Packaging recycled (not used in its current form)	189	338	119	222	17.2
Other recycled	3,098	2,288	3,573	1,247	-59.8
Incineration with energy recovery	1,737	1,691	2,097	1,934	11.3
Incineration without energy recovery	567	474	559	109	-80.8
Landfill	1,636	1,109	325	1,188	-27.4
Other disposal	2,997	1,781	3,011	4,598	53.4
Total metric ton of hazardous waste⁸	10,226	7,680	9,683	9,298	-9.1
<i>Metric ton hazardous waste per million USD in sales</i>	<i>1.27</i>	<i>0.93</i>	<i>1.12</i>	<i>1.00</i>	<i>-21.0</i>

As the figures show, we have significantly exceeded the goals we had set ourselves to achieve by the end of 2021, two years early. With this 21 percent reduction in waste intensity and the 9.1 percent absolute reduction in hazardous waste, we are confident that our efforts are

making a meaningful impact on the way we work. We will not relent on our commitments to efficient resource use and responsible end of life handling. As we move into 2020, we will continue to aim to reduce our waste intensities further.



⁸Waste classification as hazardous is determined under local classification and collated centrally on this basis.

Non-Hazardous Waste

Our global resource use goal focuses on hazardous waste, but we are also taking efforts to reduce our non-hazardous waste. Continuing to apply the principles of the circular economy, our local teams—alongside the development of the global Site Sustainability Assessments—are furthering the areas in which we can source, use, and dispose of resources more responsibly. We are pleased to see that in 2019 we have again continued our positive reduction trends against our baseline, as presented in the below waste figures.

Metric ton	2016	2017	2018	2019	% Change 2016 to 2019
Packaging recycled (not used in its current form)	578	330	657	322	-44.2
Other recycled	2,587	2,002	1,918	2,457	-5.0
Incineration with energy recovery	237	390	422	721	204.2
Incineration without energy recovery	4,010	78	66	38	-99.0
Landfill	25,748	27,375	21,961	21,717	-15.7
Other disposal	1,090	2,657	8,573	7,428	561.4
Total metric ton of non-hazardous waste	34,251	32,832	33,597	32,683	-4.6
<i>Metric ton non-hazardous waste per million USD in sales</i>	<i>4.242</i>	<i>3.978</i>	<i>3.892</i>	<i>3.519</i>	<i>-17.0</i>

We are pleased to have achieved similar reductions in both our absolute and intensity non-hazardous waste metrics as we have on hazardous waste.

Supporting Circular Principles Through our Packaging

Although for some stages of the circle of responsible resource use our ability to influence is limited, this is not the case for the handling and recovery of product packaging. Across the industries we serve, the distribution of products is to customers to repack and blend products,

leaving them with containers for which they often have no use. In other areas, we operate container asset programs whereby we track and return packaging from our customers. In both instances, as well as delivering product, we also work with customers to return packaging to our operations. Working with our operations teams and local packaging reconditioners we work continually to send containers for reuse rather than recycling, extending the life of the resource and reducing environmental impacts. Through 2019, our teams globally sent over 6,700 tons of packaging for reuse, saving material quantities of virgin material use, emissions, water use, and energy compared with scrapping used containers.

Moving Toward Zero Waste to Landfill

Across many of our sites globally, our people have started their own recycling programs that have been successful in diverting waste from landfill. However, as identified in our sustainability opportunities program, this is not always an option due to limitations on what services can be provided by contractors. Across several Northern EMEA sites, we recognized this issue and have taken the action to engage a national waste service provider to introduce recycling facilities to many of our locations across the area. For these and the remaining sites, we have agreed with the service provider that non-recyclable waste will all be sent for energy recovery. On implementation of this agreement, these sites will effectively become zero-waste to landfill for non-hazardous waste, a great example of responsible practice across our locations.





Resource Use— Water



Water consumption and preservation are material aspects of our global operations. Fresh water across the planet is an increasingly scarce and valuable natural resource. Much like the quality of the air we breathe, protecting fresh water from pollution and over extraction is a moral responsibility of all businesses and people.

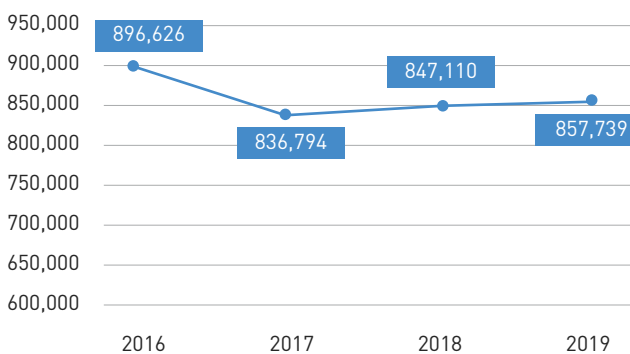
While our activities are of low water use intensity, our consumption across the countries in which we operate still has the potential to impact on water availability locally, much as local water availability has the potential to impact

our business. We are committed globally to reducing both the quantities of fresh water we extract and the amount of wastewater we produce. We are also taking action to negate the impacts our wastewater can have on local ecosystems and water treatment facilities.

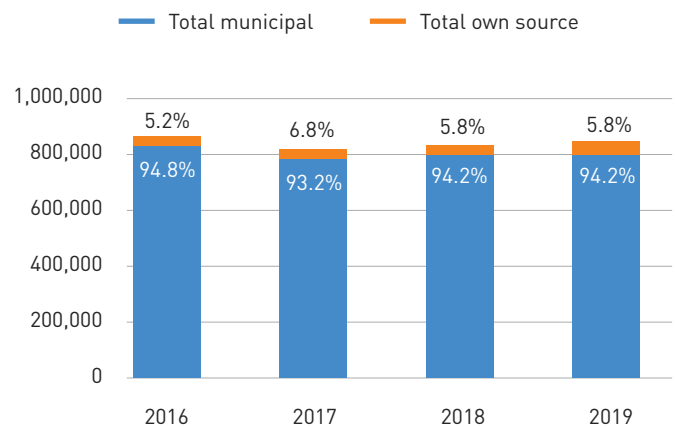
The following table and figures reflect our global water metrics from our 2016 baseline to the end of calendar year 2019, breaking these metrics down by source and destination.

m ₃ water	2016	2017	2018	2019
Municipal extraction	849,695	779,936	797,826	807,592
On-site extraction	46,932	56,858	49,284	50,147
Total extraction	896,626	836,794	847,110	857,739
Water used in products	280,078	290,676	249,326	223,407
Total wastewater	616,549	546,118	597,784	634,332

Total water extraction (m³)



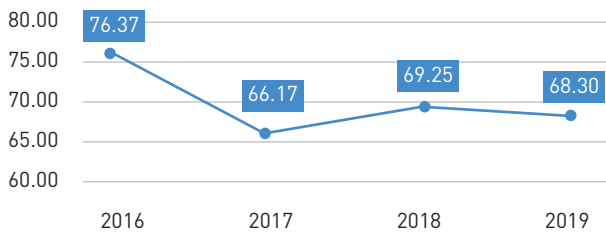
Water extraction by source (m³)



While our business has grown in terms of net sales (USD), around 15 percent from our 2016 baseline, we are pleased to see that absolute water extraction has fallen over 4.3 percent. Although the absolute reduction in water extraction shows an encouraging trend, our water use intensity figures show an even greater reduction of almost 17 percent from 2016 to 2019.

However, not all performance metrics show a positive trend with relation to water use. In 2019, we recorded and reported the highest volume of absolute annual wastewater of all years from our 2016 baseline. With a total volume of wastewater at 2.9 percent higher than in 2016, there is still more work to be done on increasing resource conservation across our operations, as detailed below. However, this absolute increase does not consider performance against the growth of our business over this time frame. When considering our wastewater intensity, we are pleased to see a 10.6 percent reduction in wastewater from 2016, supporting the overall trend for increasingly efficient use of this key resource across our regions.

Wastewater intensity per million USD in sales



Reducing our Impacts

Across our operations in EMEA, we began using the Site Sustainability Assessment program to help identify site-level opportunities to reduce water use and waste with our local management and EHS teams. Through this and separate projects across our regions, we are investing in and implementing water saving infrastructure including efficient container cleaning equipment and low-consumption bathroom appliances.

Where appropriate we are also working to ensure that the impacts our operations have on local water bodies are negated. Through our on-site water treatment and neutralization processes we are actively working within our discharge permits to return treated, environmentally neutral water back into local systems.

Managing Water Risk

While the majority of our locations are in areas where the availability of fresh water is not of high concern of risk, we recognize that in some areas, water availability and quality are becoming increasingly stressed. In response to this risk, we have mapped every one of our locations against hydrological data on water quality metrics across our geographies to determine which operations are within high water risk areas. Water risk may exist where extraction of water from a source exceeds the sustained ability for that source to meet the demand placed upon it, now or in the future. Over time a water stressed area may see a decline in water quality as aquifers and reservoir levels drop and eventually can become areas of water scarcity.

At present, 15 percent of our locations, representing 28.9 percent of our annual water extraction, are located in areas of high or extremely high water risk based on data from the World Resource Institute's Aqueduct database. By addressing the sites and water extraction in areas of high and extremely high water risk, we are now able to target water use reduction and efficiency where it is most material. Through 2020, we will be using the outputs of our global water risk assessment to advance our water efficiency efforts.



Responsible Handling

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

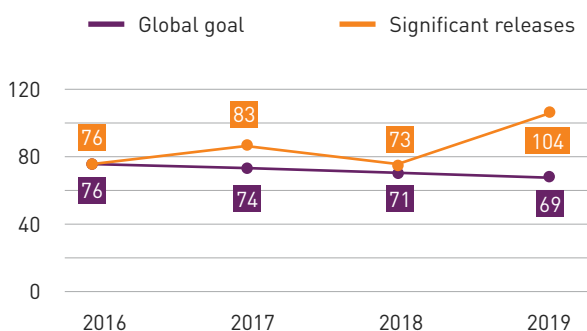
Measurement: Achieve 15 percent absolute reduction in significant spills by 2021 against 2016 baseline.

There is no doubt that the millions of tons of chemicals we handle globally, if handled improperly, pose a risk to the health of our people, communities, and local environments. That is why at Univar Solutions, we remain 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 in practice by our comprehensive environmental management systems, which are designed to meet and often exceed legally binding commitments, adding best practice across our regions.

Our efforts to prevent material loss covers 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 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 to the environment, we are working to ensure that any significant release does not have an impact on the wider environment.

However, despite the improvements made in 2018 from our baseline metrics of 2016, over the last 12 months we have seen an increase in the absolute release metrics, as visualized and explained below.

Significant releases



Through our commitments and actions on responsible handling and release prevention we are supporting the following UN SDGs:

SDG 3

3 Good health and well-being



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.

SDG 12

12 Responsible consumption and production



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.

The figures at the left identify the number of significant releases (>90Kg/200Lbs) from primary containment for 2019 alongside our global historic data dating back to 2016, against our global goal. While we recognize this as a lagging indicator, this metric does provide a feedback mechanism for the impact of our global efforts in reducing releases.

Progress Against our Global Goal

During 2019, there was a slight increase in the number of significant release events compared to the 2016 baseline (104 vs. 97). Univar Solutions was particularly challenged by the incidents caused by mechanical failures of valves and piping. Investigation of every significant release event produced key learnings and corrective actions that were broadly communicated across our network. As a result, we have been able to reverse the trend in early 2020 and get back on track toward meeting this important sustainability goal.

The figures in this report for the first time reflect our overall performance as Univar Solutions, integrating the data for our two legacy organizations. However, this has had no material effect on the overall trend.

As we move into 2020, our global Environment, Health and Safety teams, as well as our Operations and Transport teams, are working to more closely assess the root causes and sources of our recent performance to ensure we are taking action on our key areas for improvement.

Responsible Remediation

We recognize that there have been incidences historically where our efforts to prevent unintended releases have not been effective enough. Where land remediation has been identified as necessary, our teams are focused on implementing effective programs designed to minimize impacts on health and the environment. When evaluating remedial options (Remedy selection/Implementation), Univar Solutions looks for approaches that limit the use of energy and minimize the depletion of natural resources.

Environmental remediation requires balancing a myriad of technical, regulatory, and social concerns. Univar Solutions continues to work with experts to identify and implement remediation approaches that are protective of human health and the environment while balancing the use of energy and natural resources. We will continually evaluate the application of sustainable remediation to our portfolio of remediation projects including as appropriate for historic events, land on which we no longer operate.

“...at Univar Solutions we remain steadfast in our commitment to preventing and minimizing chemical releases across our operations.”



Profit

At Univar Solutions, sustainable business is simply the right thing to do. Part of this includes supporting our stakeholders such as our employees, customers, suppliers, communities, and shareholders with strong, dependable performance, both in our service and financially.

Our focus on optimizing both positive environmental and social impacts, as well as financial growth, enables us to grow our business in a way that serves the needs of a wide array of stakeholders. For us, operating in a way that is environmentally and socially responsible does not mean reduced economic performance. As reflected in our key metrics through 2019, we have continued to show that doing “well” and doing “good” is not a polarized choice. Through responsible business we can, and are, achieving both. The following section highlights the interconnectivity in our actions to be economically, environmentally, and socially responsible across our business and supply chain. This includes how we monitor responsible practices of our stakeholders and the outputs of our drive to provide more sustainable solutions.

Details on our economic performance, including our management approach and significant impacts can be found in our latest [Annual Report](#).



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.

Our approach to sustainable supply chains is dependent on the notion that we only win if everyone wins (our customers and suppliers). We recognize that there are risks in the supply chain for unethical business practices out of our control. However, this does not allow us to stand aside. Instead, we see it as important to carry out due diligence through our supply chain in order to gain confidence that our supply partners are operating in a socially, environmentally, and economically responsible manner.

Progress Against our Global Goal

Sustainable supply chains are of increasing importance to our business and to our stakeholders. We recognize the need to improve transparency in supply chains across the world to reduce unethical practices and we are playing our part in reducing this risk.

Supplier Assessments

In 2017, we set out to develop an extended assessment process for suppliers and service providers to bring additional considerations into our supplier assessment in the areas of quality, safety, environmental, social, and ethical areas. Within this, the social and ethical aspects include, but are not limited, to the ILO Declaration on Fundamental Principles and Rights at Work. In 2018, we achieved this and introduced this to all new suppliers across EMEA, reviewing all existing suppliers over a five-year period. The addition of these assessment topics has added meaningful additional transparency to our processes and has helped us identify risk related to suppliers' sustainability performance. Through 2019, we have continued to expand the use of our supplier assessments to all regions and aim to assess 100% of new product suppliers on these criteria. While our efforts to carry out due diligence across our supply chain are stronger than ever and we currently hold no specific concerns on areas of risk, we cannot guarantee the absence of supplier unethical practices. Instead we will continue to improve on our processes with our supply chains.

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

SDG 8

8 Decent work and economic growth



Promote sustained, inclusive, and sustainable economic growth, full and productive 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.

As we move into 2020, we are making plans to further advance the assessments sent to all regions, giving increased focus to the environmental and social sustainability aspects that our suppliers will be assessed against.

Beyond this, we are also working to establish a globally applicable supplier Code of Conduct. This key resource will be made available to our indirect procurement supply chain over a phased introduction. The establishment of this process will elevate the prominence of sustainable supply chain practices across the geographies and industries in which we operate. Following the key aspects of our global Code of Conduct, we will be working to set out our clear expectations of our suppliers in addition to the existing direct supplier assessments we currently carry out. Through these new measures we are working to further improve responsible practices downstream.

Growth in Sustainable Supply Chains

As one of the world's leading chemical distributors, we have a role to play in sustainable supply chains that extends well beyond minimizing environmental and social risks.

Through 2019, we have continued to see strong growth in demand in some industries for products that are of reduced impact on the environment and societies. From surfactants to solvents, cosmetics, personal care, and food ingredients, there are more options than ever for consumers to make more responsible choices in the products they use. At Univar Solutions, we are actively meeting this demand and taking action to ensure we can best serve our customers in the growing markets for sustainable products.

By ensuring we are meeting the more stringent transparency and accountability standards that often come with these products, we are providing our customer with the confidence that Univar Solutions is serious about sustainability. As we expand the certifications and accreditation to trade and process products under such designations as Roundtable on Sustainable Palm Oil (RSPO), organic certified product, and fair-trade products, we are supporting a reduction of our upstream and downstream impacts and helping communities beyond our operations.

As 2020 is the "year of the solution" at Univar Solutions, we are working to expand the value of sustainable business across the industries we serve. From introducing product ranges that meet performance while cutting environmental impacts to reducing impacts on local communities and supporting biodiversity, we are there to add value for our customers.

We are also continuing to build quantified sustainability aspects into the services we provide, working with suppliers and customers to help understand the benefits of responsible business and directly supporting the sustainability programs of our key stakeholders.



Sustainable Services for our Customers

Ensuring the responsible transportation, treatment, recycle, and reuse of waste materials and products is not just something we take seriously within our own operations. For our colleagues at ChemCare, this is our business. Through 2019, we safely and compliantly managed hundreds of thousands of tons of waste materials and products for our customers, reducing the risk to people and the environment thanks to our expertise and unbiased treatment technologies.

Not only are we helping customers with removal of waste materials and products, we are also helping ensure that these materials are managed safely while always actively seeking to apply the waste management hierarchy as appropriate.

In the last 12 months, we have helped customers divert almost 200,000 tons of waste from landfill, reducing impact on land use while supporting the principles of the circular economy and resource efficiency. The efforts of our ChemCare team is another great example of how we are delivering sustainable solutions to our customers.



Anti-Bribery, Anti-Corruption and Fair Business Practices

Bribery, corruption and anti-competitive practices are detrimental to good business and undermine the trust and rule of law necessary for optimized market conditions.

It is impossible for any business to eliminate the risk of corruption completely. What is possible is to minimize it to the greatest extent feasible. This is what we seek to do—not only with our employees but with our business partners as well. We have worked hard to establish policies and procedures that are designed to imbed ethical business practices in everything we do. Our company culture and the tone from our leadership starts from one basic premise: we will never put profits over ethics. We reinforce this principle in a number of different ways including mandatory annual Code of Conduct training for all employees and some contractors, an annual “ethics month” during which time extra emphasis is placed on recommitting to and keeping forefront the need for ethical business practices, and regular company communications on a wide array of business ethics and social responsibility topics.

Through this, every person at Univar Solutions understands their responsibilities with regards to anti-corruption, bribery and fair competition practices. We are working to ensure ethical business is something our people are actively bringing to work every day. Further, we

work to ensure that our employees understand that being an ethical company requires a commitment from everyone—not just to do the right thing but to speak up if you observe the wrong thing happening. To that end, we encourage the use of our confidential ethics “Alertline”, which is hosted and managed by a third party (Navex Global) and which is a tool that can be used anonymously if desired. Regardless, our policies confirm that anyone who uses the Alertline in good faith will be protected from retaliation.

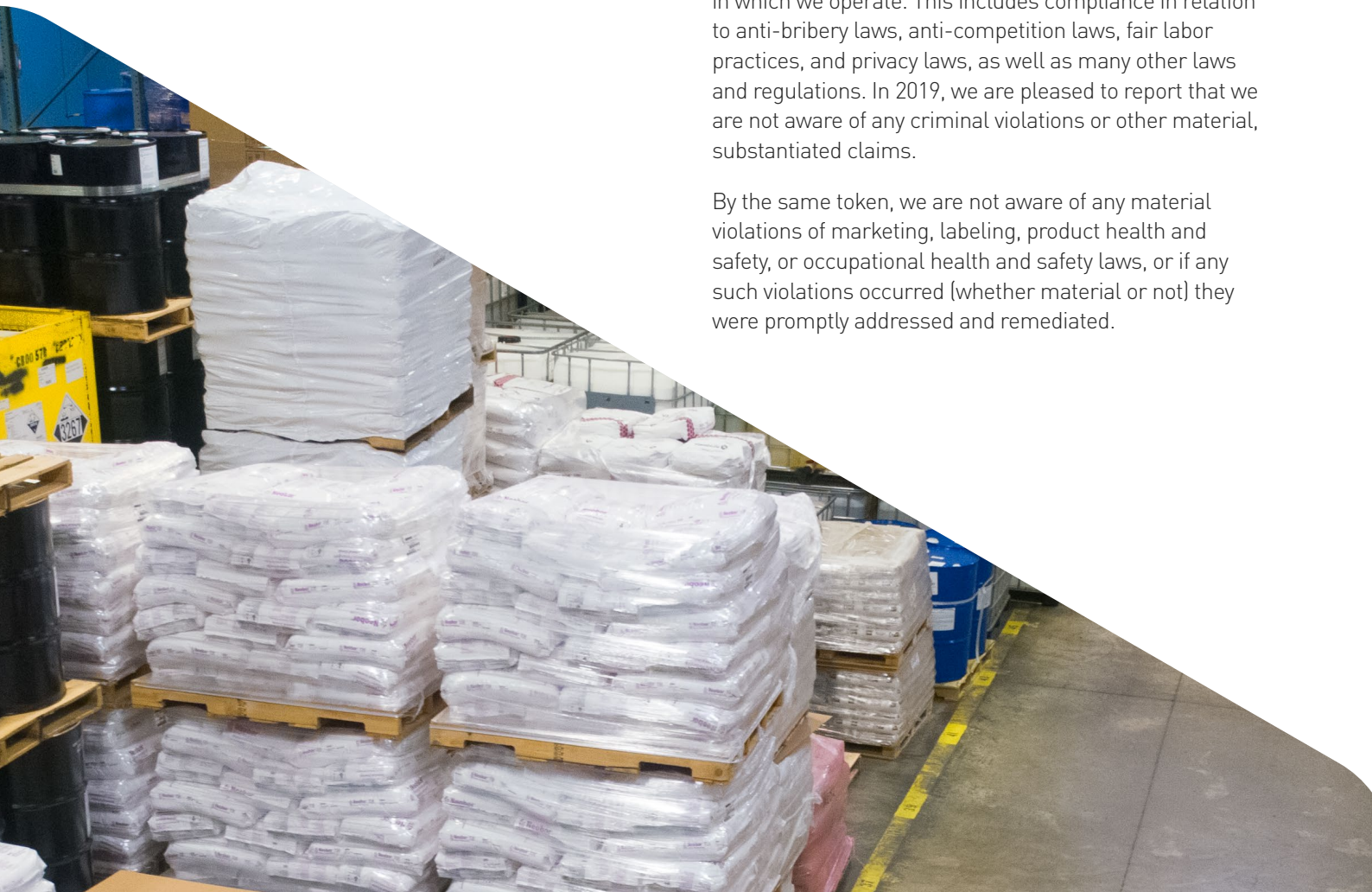
Political Spending

As a general matter, Univar Solutions does not directly make contributions, donations, gifts, or loans to or for the benefit of political parties or committees, candidates for public office, or political organizations. In addition, the Company does not engage in direct lobbying activities. However, we fully respect the right of our employees and stakeholders to participate in these activities as private citizens so long as there is no use of position within the business as a means to carry out these activities.

Environmental and Social Legal Compliance

Full environmental and social compliance is the right thing to do and is also a priority to our stakeholders. At Univar Solutions we are fully committed to meeting the legal requirements placed on us across the geographies in which we operate. This includes compliance in relation to anti-bribery laws, anti-competition laws, fair labor practices, and privacy laws, as well as many other laws and regulations. In 2019, we are pleased to report that we are not aware of any criminal violations or other material, substantiated claims.

By the same token, we are not aware of any material violations of marketing, labeling, product health and safety, or occupational health and safety laws, or if any such violations occurred (whether material or not) they were promptly addressed and remediated.



Behind the Figures



Report Assurance

Our sustainability reporting is built on the principles of transparency and continual improvement. This year for the first time, in order to advance the transparency and reliability of what we set out in this report, we engaged ERM Certification and Verification Service to undertake independent limited assurance in line with ISAE 3000 on various aspects of our report. The scope of the assurance includes reporting in accordance with the GRI Standards (Core Option) and the SASB Chemical sector disclosures, as well as 2019 data for specified GHG emissions, releases, and safety. You can find ERM CVS' Independent Assurance Statement [here](#) with full details of the assurance scope, assurance activities, and conclusions. We will review the findings and recommendations from the assurance process this year and consider how we develop future assurance to meet management and stakeholder needs.

Changes to the Scope of Reporting

2019 has been one of the most significant periods of change our company has ever undergone. Having created a new organization as Univar Solutions through the year and considering the changes that have come with this, it is important that we recognize the impact this has had on the structure, content, and scope of this report.

This report marks our first fully integrated sustainability report as Univar Solutions and the contents and figures throughout are representative of our new business. The acquisition of Nexeo Solutions on March 1, 2019 has resulted in material reporting changes to our global emissions.

Material Restatements

In line with the key changes to the scope of our reporting in 2019, there are several material restatements in this report. The acquisition of Nexeo Solutions and the subsequent reporting this year for the first time as Univar Solutions has led us to restate our historic data. In line

with the GHG Protocol Corporate Accounting and Reporting Standard, this structural change to our organization constitutes a significant cause for restatement of our baseline, historic, and most recent data sets. While this standard only applies directly to our GHG emissions, we have chosen to apply the same principles to our remaining sustainability metrics for consistency and transparency. As such, the data reported in this document represents the entirety of our business as Univar Solutions for 2019 as well as the combined figures of our legacy organizations back to our 2016 baseline. As well as the overall metrics on performance, these restatements have also impacted our historic performance against our global sustainability goals as we move to align our new business with our historic commitments.

Beyond the significant changes to historic data made due to the acquisition of Nexeo Solutions, we have also included in these wider changes updates to data from the legacy Univar business. Due to increased data having been made available for calendar years 2016 and 2017, we have revised historic data during the wider, material restatements.

Emissions Methodologies

We continue to inform our emissions data collection methodology with the GHG Protocol Corporate Accounting and Reporting Standard alongside the GHG Protocol Technical Guidance for calculating Scope 3 Emissions. All baseline figures relating to our global sustainability goals have been set to 2016, the first year in

which we gained sufficient confidence to report on the global scope of our data. For all emissions stated in metric ton of CO₂ equivalent (tCO₂e), these represent the collective emissions of the associated CO₂, CH₄, and N₂O. Data relating to scope 1 emissions and local steam distribution has been calculated using the 2019 UK government GHG factors for all conversions. For 2019 scope 2 emissions, all country specific emissions factors in this report are based on the International Energy Agency (IEA) latest data set (2017). For previous years, this has been based on the equivalent UK 2015 GHG figures for all countries with the exception of the UK, which until 2019 has been based on the latest year's available UK specific grid electricity emission factor.

This report references emissions sources from scopes 1, 2, and 3. Our reporting on scope 1 and 2 in this report for 2019 is externally assured and represents over 97% of our operations and 99% of our employee headcount. Locations have been excluded from the reported data where employee headcounts were so low as to be determined to be not material to the global totals. Our scope 3 emission disclosures are based on our global impacts highlighted in our scope 1 and 2 disclosures. These disclosures of our partial indirect emissions mark the beginning of our wider emissions disclosures. The corresponding scope 3 emission factors are based on the 2019 UK government GHG factors with all electricity transmission and distribution attributed to UK figures. In future reporting we plan to expand the scope 3 emissions categories reported, prioritizing the introduction of the most material scope 3 emissions sources. Fugitive emissions from refrigerant gases, from either scope 1 or scope 3 sources, have not been included in data for any year. We will continue to build on the strength and global representativeness of this data through 2020 with intentions to report in the future. The GWPs used in the calculation of CO₂e are based on the Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report (AR4) over a 100-year period.

Where appropriate, we have made informed headcount-based estimations for a small number of sites, this is primarily the case for our smaller office-only locations. This has been done in instances where gaining data for these locations is deemed not materially relevant to ascertain a high degree of confidence in our global totals. These office estimations represent around 2.5% of our total number of operations and given the lower resource use intensity nature of our office operations, these estimates are considered reasonable. For these locations estimated per capita metrics for energy, waste and water have been applied.

In addition, we have made informed estimations and extrapolations as necessary where primary data has not been available for the reporting period. These estimations have been carried out consistently where used and have been included to ensure we report the most comprehensive reflection of our impacts possible with the data available. In all instances where primary data has not been available, largely owing to the impacts of our integration, estimates have been extrapolated from other primary data sources, comparable either temporally or geographically. While we are confident that the estimations included within our data disclosures are reflective of our reporting scope, we are actively working to further improve the accuracy and transparency of our data.

Using the GHG Protocol Corporate Accounting and Reporting Standard to inform our approach, for this report we have opted to follow the operational control boundaries in our scope 1 and 2 data collection and reporting globally. This includes data from all operations deemed to be under Univar Solutions operational control. As in previous years of reporting, this excludes third-party warehouses and third-party operated transportation. The limited coverage of our scope 3 emissions reporting has similarly been carried out in line with the GHG Protocol Corporate Accounting and Reporting Standard.

GRI and SASB Content Index

As supported by our external assurance statement, we are pleased to confirm that this report has been prepared in accordance with the GRI Standards core option and submitted to the GRI report registration system, notifying the GRI of this claim. This report has also been prepared in accordance with the Sustainability Accounting Standards Board (SASB) disclosures for the Chemical industry.

Any omissions of individual GRI Standards and SASB disclosures are detailed in our 2019 Sustainability Report GRI and SASB Content Indexes. These respective Content Indexes are maintained separately and can be accessed via the following link: <https://www.univarsolutions.com/safety-and-sustainability/sustainability/resources-reporting/>.



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