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SUSTAIN
ABILITY

2021



Univar
Solutions

Univar Solutions
2021 ESG Report

Executive Summary

Statement from President and Chief Executive Officer David Jukes

2021 was yet another year full of challenges and uncertainty, but it still proved to be a positive one due to our resilient focus on executing our plans and overcoming obstacles. Despite supply, transportation and logistics challenges due to the ongoing pandemic and other disruptions, I am pleased to see how we remained steadfast in our work on our Environmental, Social and Governance (ESG) targets. This year, we continue to work on achieving a more sustainable future through an ESG journey led by our commitment to work **Today. Tomorrow. Together.**

2021 offered us an opportunity to realize a new kind of normal, as our 9,450 employees looked beyond adversity and toward possibility, and each demonstrated our purpose to help keep communities healthy, fed, clean and safe. Our teams worked tirelessly to ensure products continued to be delivered to customers. We proved to be a reliable supply source of the many products that touch people's daily lives. Through our global footprint and extensive capabilities, we kept disruptions to a minimum and were able to maintain operations through a challenging period.

This time not only brought challenges to our business, employees, suppliers and customers, but it also introduced a new set of learnings. We continued to take steps designed to ensure the wellbeing of our people, suppliers and customers, while minimizing disruptions and providing for the safe and reliable supply of our chemicals and ingredients by offering hybrid working arrangements where practicable and leveraging technology, significantly reducing business travel compared to previous years and reducing emissions as a result.

2021 was a particularly significant year in our ESG journey. I am proud to announce that we successfully accomplished our global sustainability goals set through 2021. Established in 2017, these goals were our first generation of global goals and marked a significant step in our sustainability journey. I'm delighted to see our business continue to embed these goals into who we are and what we do, enabling us to make great progress throughout the business.

As further detailed in this report, we are proud to share the following notable highlights from 2021:

- Reduced our global Scope 1 and 2 carbon intensity by 39 percent as compared to a 2016 baseline, exceeding our reduction target of 15 percent;
- Recorded a Total Case Incident Rate of 0.40, surpassing our target of 0.68;
- Reduced hazardous waste intensity by 45 percent (as compared to 2016 baseline), exceeding our target by more than twofold;
- Reduced significant releases by 36 percent (as compared to 2016 baseline), significantly exceeding our target of 15 percent;
- Mapped out the Scope 3 emissions for our entire supply chain for the first time;
- Engaged EcoVadis to assist with driving environmental and social improvements in our supply chain and introduced our Global Supplier Code of Conduct;
- Recognized as a Best Place to Work for LGBTQ+ Equality by the Human Rights Campaign (HRC) Foundation, after achieving a score of 100 on the HRC Foundations' Corporate Equality Index (CEI);
- Increased on-site generation of renewable electricity as part of our efforts to reduce operational emissions; and
- Increased the number of Employee Resource Networks (ERNs) intended to empower our employees.

Global ESG Goals to 2025



Climate Action

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



Serious About Safety

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



Resource Use

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



Release Prevention

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



Sustainable Sourcing

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



Sustainable Solutions

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



Diversity, Equity & Inclusion

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



Community Engagement

Demonstrate our commitment to help keep society healthy, fed, clean and safe through financial investment and employee involvement in the communities in which we live and work.

In 2021, we launched a new set of goals to 2025. These goals demonstrate our continued efforts to build a better tomorrow for future generations. I am truly proud of the ambitious goals we have set for our company, and believe that our business is well positioned to deliver on these transformative goals, make a tangible positive impact on the world around us and lead the way in the commodity and specialty chemical and ingredient distribution space. I'm excited to see how we take full advantage of the momentum created from the successful completion of our 2021 goals as we work on our 2025 goals.



Thank you,

David Jukes
President and Chief Executive Officer

Growing Together

Forward-Looking Statements

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements include any statements that are not statements of historical fact, including statements regarding our ESG plans, goals and operational strategies. The inclusion of any such statements is not an indication that these contents are necessarily material to investors or required to be disclosed in Univar Solutions' filings with the U.S. Securities and Exchange Commission (SEC). Forward-looking statements are subject to risks and uncertainties that could cause actual results to differ materially from the expectations expressed, including the risks and uncertainties described in our filings with the SEC, including specifically the Risk Factors described in our annual report on Form 10-K. You should not place undue reliance on forward-looking statements. We undertake no obligation to update any forward-looking statements. In addition, historical, current, and forward-looking ESG-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future.

About Univar Solutions

Company Information

In 1924, George Van Waters and Nat Rogers opened a brokerage business in Seattle, Washington, buying and selling naval supplies, paint, raw materials and cotton linters. Over 95 years later and after many different incarnations of our business, Univar Solutions closed its initial public offering in 2015. In 2019, we acquired Nexeo Solutions, Inc., a leading global chemicals and plastics distributor, expanding and strengthening our presence in North America.

Today, Univar Solutions is a leading global commodity and specialty chemical and ingredient distributor and provider of value-added services to customers across a wide range of industries. Our company purchases chemicals and ingredients from thousands of producers worldwide to warehouse, repackage, blend, dilute, transport and sell those materials safely to more than 100,000 customer locations across approximately 115 countries. We provide application development and technical advice to customers formulating new products and have a network of Solution Centers to support customer development activities. We operate an extensive worldwide chemical and ingredient distribution network, comprised of approximately 600 facilities, serviced by over 3,700 tractors, tankers and trailers; and approximately 2,500 railcars, 120 rail and barge terminals and 15 deep sea terminals, focused on timely and safe delivery to a spectrum of customers, large and small. Our purpose is to help keep our communities healthy, fed, clean and safe.

Chemical and ingredient producers rely on us to safely warehouse, repackage, transport and sell their products. These services expand their market access, enhance their geographic reach, lower their cost to serve and ultimately grow their businesses. Customers who purchase products and services from our company benefit from a lower total cost of ownership, as they can simplify their sourcing process by outsourcing functions such as "just-in-time delivery," product availability and selection, packaging, mixing and blending. Customers also rely on us for the safe and secure delivery and off-loading of chemicals, compliant with increasingly stringent local and federal regulations. Finally, our deep market knowledge and technical expertise provides formulation and recipe development services for customers and suppliers that helps them meet the latest market trends and adhere to regulatory requirements across a global network of Solution Centers.



Company Purpose, Vision, Mission and Core Values

Our overarching purpose is to help keep communities healthy, fed, clean and safe. We accomplish this purpose through our vision to redefine distribution and be the most valued chemical and ingredient distributor on the planet.

With a simple mission to 'Streamline. Innovate. Grow.', we are well positioned to advance resource efficiency and develop innovative solutions to help deliver long-term, sustainable growth.

As a purpose-based company, our values include:

We Are Serious About Safety

We must always remain vigilant and proactive to prevent safety hazards, and we will always place safety before profit.

Where People Matter

This means we will care about others and their contributions, and we will ensure diversity and inclusion. Of course, we will do this while growing ourselves to grow our business.

Valuable to Others

We will demonstrate this value by solving problems with our customers and suppliers, and by improving the communities where we live and work.

We Do What We Say

This includes making commitments that we can keep, trusting others to do the same, and holding ourselves accountable while being bold, direct, and transparent.

Together We Win

We will play to win and get results while working to common goals and using common processes to continuously improve.



2021 Year in Review

Achievements to Date – Closing out the Goals to 2021

Since our first sustainability report in 2008, we have continued to progress against each of our goals and make meaningful improvements on a range of sustainability issues. Notable achievements since then include establishing a first set of ESG goals in 2017, becoming a signatory of the world's largest corporate sustainability initiative through the United Nations Global Compact (UNGC) in 2018 and adopting 'Advancing a Circular Economy' as an ESG goal in 2019.

In 2017, we launched our global sustainability goals to 2021, designed to be specific and measurable and to cover the most material aspects of sustainability to our business and stakeholders, covered further in the 'Leading our business today' section of the report. Over the last five years, we have held ourselves accountable and achieved sustainability milestones for which we are proud.

Through our teams' hard work, we believe that we are well positioned to be the leader in ESG practices within the industry. Detailed below is a summary of our ESG progress (based on a 2016 baseline):

Progress on ESG Goals to 2021

Focus Area	2016 Baseline	Target % Reduction	2021 Goal	2021 Performance	2021 % Change from Baseline	Status
Environmental Goals						
Energy (MWh per \$M Sales ^{1,2})	82.04	15%	<69.73	55.52	-32%	Achieved
Greenhouse Gas Emissions (tCO ₂ e per \$M Sales ¹)	21.31	15%	<18.11	13.01	-39%	Achieved
Hazardous Waste (MT per \$M Sales ¹)	1.43	15%	<1.22	0.79	-45%	Achieved
Significant Releases >200 lbs.	97	15%	82	62	-36%	Achieved
Sustainable Supply Chain	Not included in new supplier assessments	n/a	Environment and social aspects in supplier assessments	Global adoption (new suppliers)	n/a	Achieved
Social Goals						
Safety (TCIR)	0.68	Maintain	0.68	0.40	-41%	Achieved
Equality, Diversity and Inclusion	1 Employee Resource Network (ERN)	n/a	6 ERNs	8 ERNs	n/a	Achieved

1. Historic figures reported in this report may differ from those in previous reporting. This is due to purposeful restatements, details of which are provided in the Behind the Report section. 2. Reductions in emissions related to scope 2 emissions were based on location-based emission for baseline and switched to market-based for 2019 onwards as data became available.



Major Awards and Recognitions

We continually assess and align our sustainability performance in the context of our ESG goals. Our positive performance against these goals is reflected in the list of awards and recognitions below.

- Recognized by Chemours as a recipient of their second annual **Responsible Supplier Award**.
- Ranked by **Sustainalytics** as having a low ESG risk rating in the top 10 percent of our industry.
- Named by *Newsweek* as a member of their **America's Most Responsible Companies 2022 List**.
- Recognized as a Best Place to Work for LGBTQ+ Equality by the HRC Foundation, after achieving a score of 100 of the HRC Foundation's CEI.
- Received the **2021 ASCM Award of Excellence** from the Association for Supply Chain Management.
- Served on the **Executive Committee of The Conference Board's Global Diversity, Equity and Inclusion Innovators Council**.
- Signed onto the **CEO Action for Diversity & Inclusion** pledge to advance diversity and inclusion within the workplace.
- Recognized as a Great Place To Work® in Brazil and Mexico.

Univar Solutions Named on Newsweek Magazine's America's Most Responsible Companies 2022 List

In December 2021, we were named as one of Newsweek Magazine's America's Most Responsible Companies 2022. This prestigious award was conferred to 500 companies across 14 industries for delivering on their ESG commitments. This achievement recognizes our robust sustainability efforts and commitments, including our ESG goals to 2025 and beyond.



Award recipients were selected based on publicly available key performance indicators derived from CSR Reports, Sustainability Reports, Corporate Citizenship Reports as well as an independent survey. KPIs focused on company performance across environmental, social and corporate governance topics, while the independent survey asked US citizens about their perception of company activities related to corporate social responsibility. For more information, visit our **news page**.

ESG Goals to 2025 and Beyond

To drive ESG performance into the future, we have set ambitious goal to drive positive change within and beyond our operations. Our ESG goals to 2025 and beyond are a collection of eight ESG objectives underpinned by clear and measurable targets.

Through these goals – and together with employees, customers, suppliers and other stakeholders – we will strive to deliver meaningful change for a more sustainable world **Today. Tomorrow. Together.**



Environment

Our 2025 Goals	Target for 2025	Our contribution to the United Nations Sustainable Development Goals (UN SDGs)	Progress made in 2021
 <p>Climate Action: Implement the technology, processes and culture to support our journey toward a net-zero carbon future.</p>	<ul style="list-style-type: none"> 20 percent absolute reduction in Scopes 1 and 2 CO₂e by 2025 against baseline.¹ 40 percent absolute reduction in Scopes 1 and 2 CO₂e by 2030 against baseline.¹ 	 	<p>Absolute emissions down 15 percent in 2021 from our baseline, a reduction of around 20,000 tCO₂e.^{2,3}</p>
 <p>Resource Use: Drive sustainable resource use through embedding the principles of circularity and operational excellence.</p>	<ul style="list-style-type: none"> Reduce 15 percent of hazardous waste by 2025 against baseline.¹ Triple reuse, recovery and recycling rate of non-hazardous waste by 2025 in comparison to the baseline.¹ Introduce sustainable water use at all sites identified to have current or predicted high water risk. Reduce water waste 15 percent by 2025 against baseline.¹ 	  	<ul style="list-style-type: none"> Absolute hazardous waste down 27 percent from our baseline.² Increased recycling rates of non-hazardous waste by over 31 percent from our baseline.² Identified all locations in predicted high water risk areas. Reduced wastewater by 23 percent from our baseline.

Environment

Our 2025 Goals	Target for 2025	Our contribution to the UN SDGS	Progress made in 2021
 <p>Release Prevention:</p> <p>Support the responsible handling of materials across our operations and supply chain.</p>	<ul style="list-style-type: none"> Reduce 40 percent significant chemical releases by 2025 against the baseline.¹ 	 	<ul style="list-style-type: none"> Reduced significant releases from baseline of 83, down to 62 in 2021.
 <p>Sustainable Sourcing:</p> <p>Drive improved sustainability performance and minimum standards across our diverse supplier base.</p>	<ul style="list-style-type: none"> 100 percent of new and active suppliers acknowledge our Global Supplier Code of Conduct by 2023. Assess 80 percent of suppliers (by spend) on their sustainability performance, with minimum standards for those assessed being met by 2025. 	 	<ul style="list-style-type: none"> Developed and implemented new Global Supplier Code of Conduct for all new suppliers globally. Engaged EcoVadis to provide the global tool for launching our supply chain assessments.
 <p>Sustainable Solutions:</p> <p>Leverage our portfolio of sustainable products, services, practices and technologies to support our customers' sustainability journeys.</p>	<ul style="list-style-type: none"> Develop and communicate product-level sustainability characteristics for our product ranges globally. Communicate the key sustainability impacts for non-product-related services to customers. Without compromising safety, offer circular packaging solutions for all suitable packed products. 		<ul style="list-style-type: none"> Developed our global sustainable solutions framework. Identification of the tools to communicate sustainability in our services. Continued to expand the options of circular packaging available.

Social

Our 2025 Goals	Target for 2025	Our contribution to the UN SDGS	Progress made in 2021
 <p>Serious About Safety:</p> <p>Keep our employees, vendors and customers safe at work through our safety-focused culture and practices.</p>	<ul style="list-style-type: none"> Reduce TCIR rate 20 percent by 2025 from baseline.¹ Achieve regional alignment on our global behavior-based safety program at 100 percent operations by 2025. 	 	<ul style="list-style-type: none"> Reduced our safety incident rate to 0.40 from our 2019/20 baseline of 0.47. Developed behavior-based safety program.
 <p>Diversity, Equity and Inclusion:</p> <p>Increase diverse representation at leadership levels and create the opportunities and culture to enable employees to bring their authentic selves to work.</p>	<ul style="list-style-type: none"> Maintain a score of 100 on the HRC Foundation's CEI. Maintain a score of at least 78 on the company's internal Employee Engagement Diversity & Inclusion Index. Increase female representation globally at the people-leader level and above by 2.8 percent from 32.2 to 35.0 percent by 2025. Increase the ethnic diversity at the people-leader level and above in the US by 3.2 percent from 17.8 to 21 percent by 2025. 	  	<ul style="list-style-type: none"> Maintained a score of 100 on the CEI. Achieved a score of 79 on our internal Diversity & Inclusion Index among white collar employees. Increased percentage of global female people-leaders from baseline of 32.2 percent up to 33 percent.² Increased USA ethnic people-leaders from baseline of 17.8 percent up to 19.3 percent.²
 <p>Community Engagement:</p> <p>Demonstrate our commitment to help keep society healthy, fed, clean and safe through financial investment and employee involvement in the communities in which we live and work.</p>	<ul style="list-style-type: none"> Charitable contributions through the Univar Solutions Foundation or other similar means. Employee volunteer hour contributions. Company matching gift contributions. 	  	<ul style="list-style-type: none"> Aligned our community engagement efforts into three areas: volunteering, donations and advocacy. Commenced our COMMUNITY BONDS program.

1. Baseline for goals to 2025 and 2030 is calculated from the average of 2019 and 2020 performance. 2. Historic figures reported in this report may differ from those in previous reporting. This is due to purposeful restatements, details of which are provided in the Behind the Report section. 3. Reductions in emissions related to Scope 2 emissions were based on Market based emission for baseline and current year.

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About this Report

Reporting Scope and Boundaries

Following Univar Solutions' **2020 Sustainability Report** published in June 2021, this report provides our subsequent annual update on our company's ESG goals and efforts, largely through the span of calendar year 2021. This report includes ESG performance for all of our geographical segments.



Reporting Framework

This ESG report delivers transparent, balanced and representative disclosures in accordance with the GRI Core option. We have also integrated relevant disclosures for the Sustainability Accounting Standards Board (SASB), United Nations Sustainable Development Goals (SDGs) and, for the first time this year, the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). The inclusion of TCFD recommendations enhances our transparency on the risks and opportunities faced by our business from climate change. Beyond these frameworks, we have also considered our commitment to the principles of the United Nations Global Compact (UNGC). Our alignment with their 10 key principles, which span topics within human rights, labor, environment and anti-corruption, help demonstrate our commitment to the UNGC and the principles of better business on which it is based.



Leading Our Business Today

Corporate Governance

We believe that our employees are the foundation of our culture and accountable corporate governance, and we are committed to operating our business safely and with integrity to earn the trust of investors, employees, suppliers and customers. This starts with the high standards we set for our company's employees, officers and directors. These standards represent our commitment to ethical business practices and regulatory compliance, and provide guidance for prudent, informed business decisions.

Corporate Governance

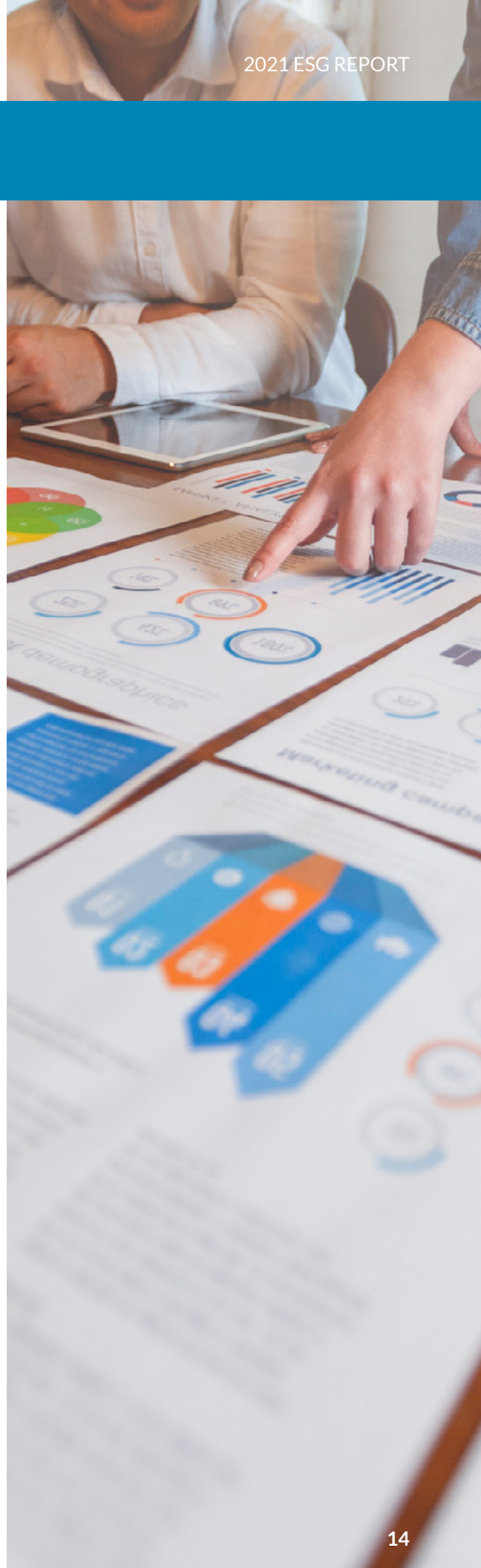
Good corporate governance is a critical factor to achieving business success and fulfilling our Board of Directors' "Board" responsibilities to shareholders. Our Board believes that our corporate governance practices should align with management and shareholder interests.

Our Board consists of 11 members and three standing committees: Audit, Compensation and Governance & Corporate Responsibility. All committee members are independent. In 2021, our Board met twelve times, the Audit Committee met six times, the Compensation Committee met five times and the Governance & Corporate Responsibility Committee met five times.

All committee charters are available on our [Investor Relations webpage](#). Each committee has distinct representative functions, as outlined below.

Audit Committee

- Responsible for the appointment or replacement, compensation, retention and oversight of the independent auditor.
- Assist the Board in monitoring the quality and integrity of our company's financial statements, the financial reporting process and systems of internal control, the independent auditor's qualifications, performance and independence and our internal audit function.
- Discuss policies with respect to risk assessment and risk management.
- Oversee our company's policies and procedures relating to relationships and transactions with related persons.
- Review management's monitoring approach to our company's compliance with regulatory requirements and our ethics and compliance program, including our Code Handbook.
- Oversee our company's privacy, cyber information and cybersecurity risks, including the policies and procedures for assessing and managing those risks.
- Discuss and review the type of information to be disclosed and the type of presentation to be made in our ESG reporting.



Compensation Committee

- Make recommendations to the Board on our company's overall compensation philosophy, policies, practices and programs, as well as oversee the development and implementation of compensation programs.
- Establish the total compensation package provided to the Chief Executive Officer, other executive officers and other officers reporting directly to the Chief Executive Officer.
- Develop and recommend Board compensation for Board members.
- Oversee our general incentive compensation plans and equity-based plans.
- Review our company's compensation policies to ensure they do not encourage excessive risk-taking.



Governance & Corporate Responsibility Committee

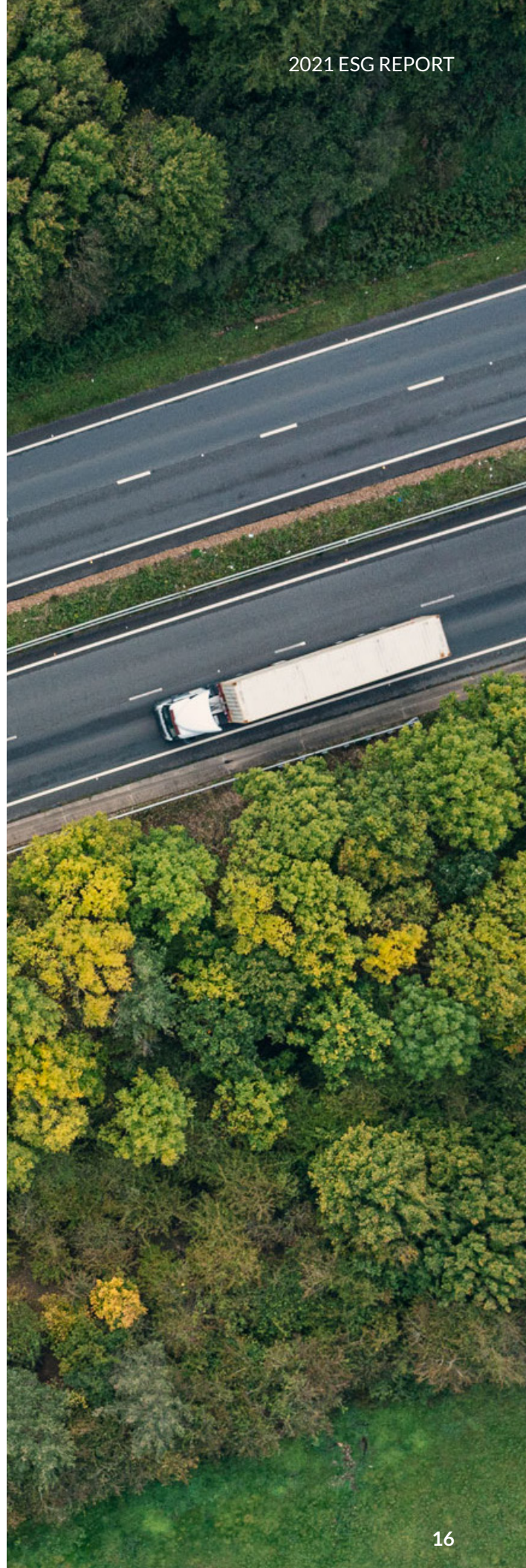
- Develop and recommend criteria for selecting nominees for director, and on an annual basis, review and recommend appropriate committee assignments.
- Identify and recommend candidates qualified and suitable to become members of the Board, consistent with the company's Board criteria.
- Screen and recommend candidates for Board Chair and Chief Executive Officer.
- Review and recommend ratification of all persons designated as officers of our company.
- Develop and recommend to the Board a set of corporate governance principles.
- Establish procedures for the evaluation of the Board and committee self-assessments.
- Review and oversee succession planning for the Chief Executive Officer of our company and subsidiaries, with input from the Compensation Committee, as appropriate.
- Oversee and provide guidance on our environmental, health, safety, sustainability and corporate social responsibility policies, objectives, programs and practices.
- Handle such other matters as delegated to the Governance & Corporate Responsibility Committee by the Board.

Risk Management and Responsible Investment

The Board oversees our company's enterprise risk management processes and programs, including those pertaining to financial, operational, cybersecurity, human resources and ESG. The Risk Steering Committee, chaired by the Chief Risk Officer and comprised of various members of executive and senior management, regularly identifies and monitors enterprise risks and oversees corresponding mitigation plan progress.

The Board's committees also oversee the management of risks that are within the committee's area of focus. The Audit Committee oversees accounting, auditing, external reporting and internal control risks in addition to privacy, cyber information and cybersecurity risks. The Compensation Committee manages risks relating to our compensation program and policies, including the design of incentive structures, holding periods and clawbacks to mitigate risks. The Governance & Corporate Responsibility Committee oversees risk associated with our corporate governance, as well as those risks associated with environmental, health, safety, human capital management and diversity and inclusion strategies.

We are actively working to fully analyze the potential costs and impacts to our business using reasonable climate scenarios. From the threats to our business and supply chains caused by the increased frequency of extreme weather events, to changing consumer trends toward environmentally conscious products, we are continually shaped by the world around us, while at the same time acting to mitigate risk. For further information about strategic areas of focus identified in relation to climate change, please see the [Climate Action](#) section of this report.



Key Policies and Guidelines

Code Handbook and Ethics

The Univar Solutions **Code Handbook** emphasizes the company's commitment to the highest standards of business conduct and includes the Company's policies and expectations on a number of topics including conflict of interest, human rights, corporate responsibility and sustainability, among others. The Code Handbook applies to all of our directors, officers and employees, and the Company expects all of its business partners to act in a manner consistent with the Code Handbook. The Code Handbook, together with our policies and procedures, sets high ethical standards for all of our employees to follow. In addition, all employees are required to undergo Code of Conduct training annually in order to learn and review the topics covered in the Code Handbook.

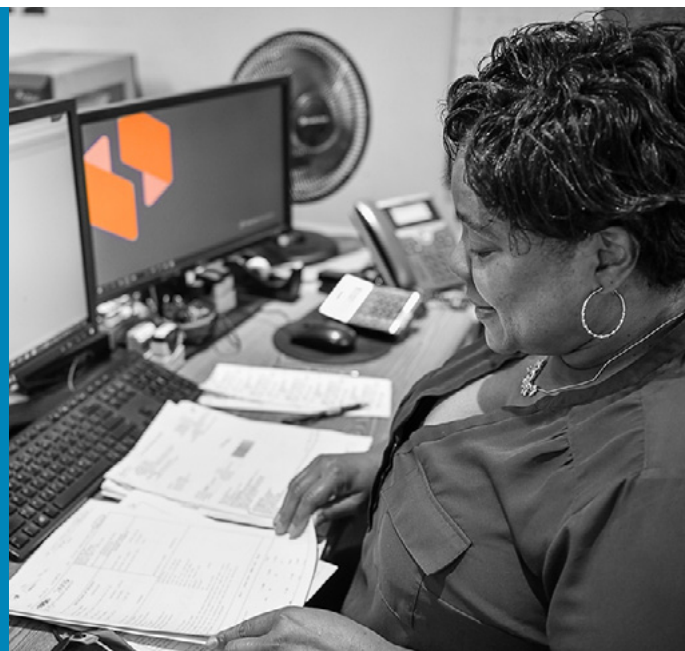
At Univar Solutions, we believe that everyone should be heard. We promote a culture of speaking up to raise concerns about accounting and other ethics and compliance issues. We publish a monthly Ethics Bulletin that highlights real world scenarios, regularly reinforcing compliance and ethical practices. Anyone can use our 24/7 Compliance and Ethics Alertline to report a concern or ask a question. Our Whistleblower Protection Policy prohibits retaliation against anyone who makes a report in good faith. Employees are encouraged to speak up via a range of communication channels, in whatever way they feel comfortable and safe. Options include:

- Ethics Alertline – either phone or web portal.
- Email the Compliance mailbox.
- Speak to their manager or any executive team member.
- Speak to their Human Resources contact.
- Speak to any member of the Legal or Compliance team.
- Submit a concern or question to AskLeadership@Univarsolutions.com.

In 2021, 119 total reports were opened via our Ethics Alertline, of which 32 were substantiated.

Political Contributions

While Univar Solutions is a member of various trade associations that may engage in political activities, including candidate contributions and lobbying, we do not make direct contributions, donations, gifts or loans to or for the benefit of political parties or committees, candidates for public office or political organizations. Our **Political Contributions Policy**, makes clear that employees are free to participate in the political process as individual citizens, as long as they indicate that their views and actions are their own. Additionally, employees may not use their position with our company to coerce or pressure other employees to make contributions to, support or oppose any political candidates, elections or ballot initiatives.



Other Policies and Position Statements

Clear principles and standards are fundamental to good governance. We make several key policies and position statements available publicly and to all employees to demonstrate our commitment to the tenets of good ESG practices. These include:

Policies

[Sustainability Policy](#)

[Environment Health and Safety Policy](#)

[Whistleblower Protection Policy](#)

[Political Contributions](#)

[Global Supplier Code of Conduct](#)

[Code Handbook](#)

Position Statements

[Position on Human Rights](#)

[Information Security Disclosure Statement](#)

[Conflict Minerals Statement](#)

We continue to monitor the scope of our policies and position statements to address changes in our business, regulatory developments and emerging market trends and expectations. Further resources relating to corporate governance can be found on our [**Governance Documents and Policies**](#) webpage.

ESG at Univar Solutions



At Univar Solutions, ESG is more than an aspiration—we try to make it core to how we conduct business. We work to combine ambitious goals, operational excellence, technology and collaboration to minimize environmental impact and improve sustainability in what we do. By leveraging our growing portfolio of sustainable products, services, practices and technologies to aid customers and consumers in meeting their ESG goals, we demonstrate our commitment to sustainability and our vision for a better world.

Stakeholder Engagement and Materiality Assessment

Our past, present and future global ESG goals have been and will continue to be informed by ongoing stakeholder engagement, helping to determine the issues most material to our business. We must continuously monitor these issues as they evolve to continue our journey toward a more sustainable future and allow us to deliver value to all stakeholders.

When determining if an ESG issue is materially relevant or not, we ask ourselves three questions:

1

Does the topic relate to the reasonable expectations and interests of the identified stakeholders?

2

Is the inclusion and presentation of the topic relevant to the broader context of sustainability beyond Univar Solutions?

3

Does the topic reflect the significant aspects of Univar Solutions operations, including our economic, environmental and social impacts, comprehensively?

Determination of materiality for ESG topics does not follow the same criteria as material enterprise risk identified in our 10-K and 10-Q filings.

Both internal and external stakeholders play important roles in our ESG journey. The stakeholder groups identified below are those whom we have assessed to be material to our ESG practices and who may be impacted by our commitments and progress on sustainability topics. In 2021, our stakeholder engagement efforts and materiality assessment continued to inform our direction, within the boundaries of our existing goals, while enabling us to remain cognizant of changing areas of concern to our business and our stakeholders. As we progress in our journey, we will expand our stakeholder engagement efforts and incorporate additional stakeholder input in future materiality assessments, ensuring our future is built with our value chain's needs in mind.



The table below highlights just some of the ways we've engaged with key stakeholders on ESG issues through 2021, as well as how this is helping to shape our ongoing global ESG agenda.

Stakeholder	Examples of Engagement	Stakeholder Engagement Outcomes
Customers	<ul style="list-style-type: none"> • Customer-focused technical expertise. • Passive research, including surveys and desktop research¹. • Ongoing customer ESG collaborative efforts. • Active key account surveys on sustainability priorities¹. • ESG solutions offerings through our portfolios and services. 	Understanding what is material to our customers is key to building an ESG program that helps our customers meet their sustainability needs. Through sharing Scope 3 emissions to aid supply chain transparency and introducing more sustainable products and services, we are listening to and anticipating our customers' needs.
Suppliers	<ul style="list-style-type: none"> • Passive research on supplier sustainability priorities¹. • Supplier transparency and sustainability collaboration, such as responses to sustainability questionnaires and assessment platforms. • Active buyer surveys on ESG priorities¹. 	As an extension of our suppliers' sales force, it is vital that we understand the sustainability characteristics of the materials we distribute as we develop a leading industry position in sustainable solutions. We work closely with suppliers and service providers to understand their own sustainability journey and, when appropriate, bring them onto our journey.

Stakeholder	Examples of Engagement	Stakeholder Engagement Outcomes
Employees	<ul style="list-style-type: none"> • Company-wide safety, environmental and ethics and compliance training. • Regular safety and environmental awareness events. • Community engagement and charitable giving. • Global employee feedback surveys. • Regular ESG communications. 	<p>Our people are at the heart of our sustainability success. Our priorities are largely reflective of the issues our employees care about most and demonstrate that we are an organization where people matter.</p> <p>Our employees drive the key projects and programs that deliver ESG value for our business and stakeholders.</p>
Investors and Shareholders	<ul style="list-style-type: none"> • Proactive engagement with our top shareholders. • Support of shareholder sustainability priorities. • Assessment of key investor ESG platforms for priorities.¹ • Reports and disclosures in line with key investor feedback. 	<p>By proactively working with our investors, we are ensuring that current priorities are identified, supporting our efforts to successfully navigate ESG-driven change. Our proactive investor engagement helps to address priorities on the horizon, such as the management of climate-related risks and DEI-related disclosures.</p>
Industrial Associations	<ul style="list-style-type: none"> • Board membership at industrial associations. • Committee participation and information sharing, as appropriate and in accordance with applicable laws. • Education support and engagement. 	<p>Teams across our business are actively participating in councils, steering groups and other decision-making bodies within industry associations, helping to keep us up to date with the latest industry developments. This participation helps us to advance ESG changes in our industry.</p>
Univar Solutions Executive Leadership and Board	<ul style="list-style-type: none"> • Regular progress reviews against our ESG goals. • Long-term executive compensation that is tied to the achievement of certain ESG goals. • Embedding sustainable thinking into organizational vernacular. 	<p>The strong two-way engagement between the Executive Committee² and the Board on our ESG priorities and progress is central to generating and maintaining the momentum needed to drive the significant change needed to achieve our ambitious ESG goals.</p>

1. Activities carried out that directly informed our 2021 materiality assessment.

2. The "Executive Committee" is comprised of the executive officers of the Company.

Materiality Assessment and Approach

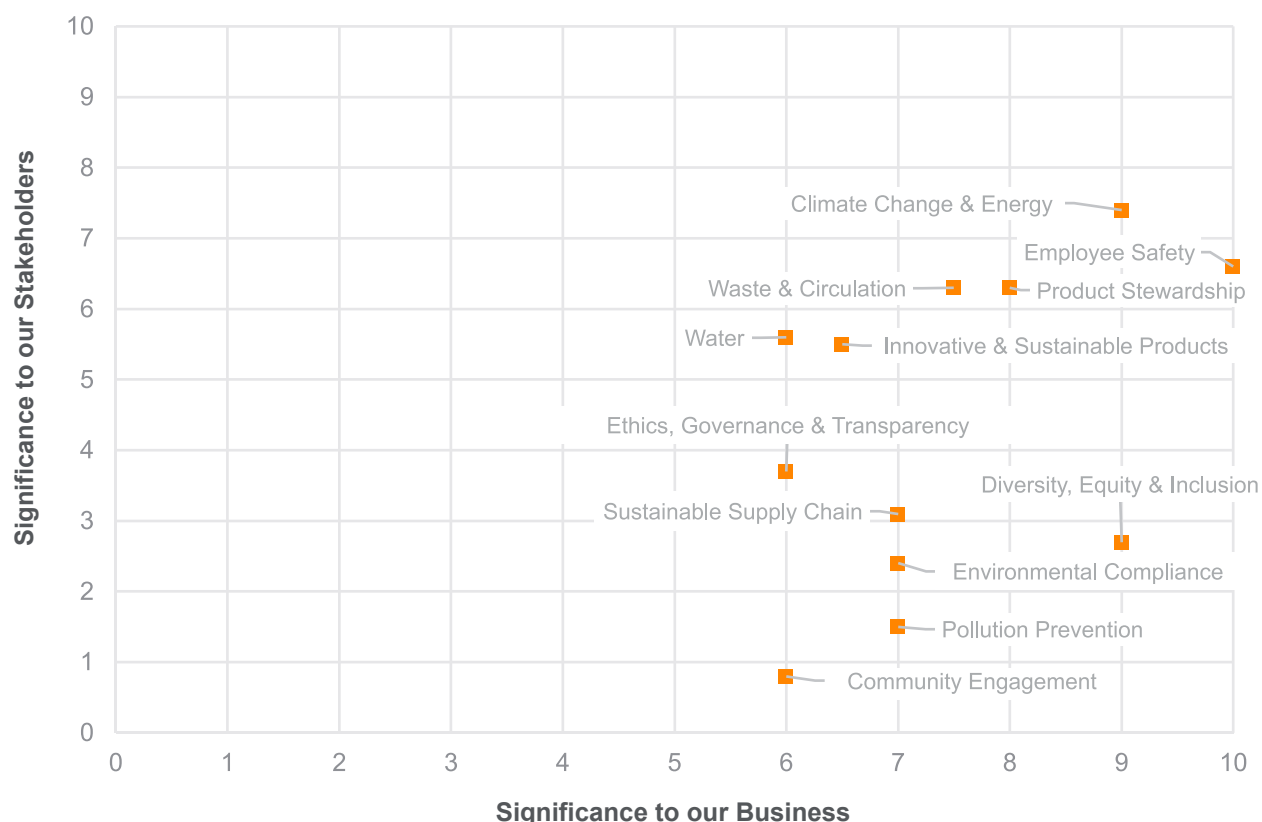
Through active stakeholder engagement actions in 2021, we expanded our materiality assessment, providing an updated outlook on the most significant ESG topics for our business and stakeholders. The outputs of this assessment have been used for two primary purposes:

To continue informing the specific objectives when developing strategies to achieve our global goals

To understand changing areas of risk and opportunity through our sustainability journey

Engagement with key stakeholders and learnings from this process over the past several years provided the valuable insight that shaped our ambitious goals to 2025 and beyond. While many of the same issues from the previous reporting year remained (e.g., employee safety), several new topics were added this year (e.g., sustainable & innovative products). Each has an impact on our long-term strategy and global ESG goals. Material issues identified through the 2021 materiality process are ranked in the following table.

2021 Materiality Matrix¹



1. While we have identified all of the above to be important to our business and stakeholders, not all have been determined materially relevant for our long-term goals and strategy setting.

Lower rating of topics does not reflect low importance but instead may reflect a lower perceived risk and relevance to our business and our stakeholders. The topics displayed in the above matrix are not exhaustive of the topics identified to be important to our business and/or stakeholders. However, in determining priorities for our ESG journey, it is only the most material topics that are presented in the matrix above.

Sustainability Strategy

At Univar Solutions, we believe the precautionary principle is a key approach for responsible environmental and social governance. It plays an important role in our sustainability journey, and influenced our global ESG goals, which focus on reducing our contribution to global climate change while addressing remediation.

Precautionary Approach

Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation (UNEP, 1992)



In 2018, we became a signatory to the United Nations Global Compact, reaffirming our ongoing commitments to responsible business. These commitments align with the principles set out in our **Global Sustainability Policy**.

- Comply with all applicable legal requirements and operate in accordance with government and industry codes of practice as appropriate to our activities;
- Enable continually improved performance through our global ESG goals and sufficient resource allocation;
- Report openly on progress via an annual report informed by the latest Global Reporting Initiative (GRI) standards;
- Support the Ten Principles of the United Nations Global Compact and maintain our Annual Communication on Progress, promoting accountability and transparency;
- Support the United Nations' SDGs in our wider sustainability actions;
- Communicate and consult with our key stakeholders on our commitments and ongoing efforts relating to sustainability, ensuring our goals and actions remain material; and
- Ensure this Policy and other key inputs to our wider sustainability strategy are available to all relevant stakeholders.

These principles create the foundation of our sustainability strategy. It is this foundation that sets us up in our efforts to achieve our ESG goals to 2025 and beyond.

Governance

Embedding sustainable practices and thinking into business practices is what separates good intentions from meaningful actions. That's why we work to integrate a sustainability mindset throughout our organizational structure, including our processes, infrastructure and culture.

At the highest level, the Board maintains oversight of the company's strategy and its Enterprise Risk Management (ERM) processes and programs, which include ESG and climate risks. Corresponding risk mitigation plans are presented to the Board semi-annually.

The **Governance & Corporate Responsibility (GCR) Committee** meets quarterly to oversee progress and advance our strategies toward achieving our global ESG goals, including the actions, risks and opportunities associated with climate change. This committee reviews and monitors all policies and activities that support Univar Solutions' broader ESG strategy.

Internally, ESG is overseen by Univar Solutions' Chief People and Culture Officer and Senior Vice

President who are General Counsel and Secretary who both sit on the Executive Committee. The global sustainability team, led by our Global Director of Sustainability, directs the development and implementation of our global sustainability strategies through cross-functional and regional collaboration. Regional Sustainability Working Groups drive the tactical planning and delivery of our integrated ESG journey. Progress is reviewed quarterly by the Global Sustainability Council, a group of senior leaders across the business accountable for supporting the implementation of our strategic ESG priorities. Updates on ESG progress are presented to the Board's GCR Committee quarterly. Through this regular reporting, our Executive Committee is actively engaged in contributing to and overseeing progress against our global ESG goals.

In 2021, we strengthened the responsibility and ownership of key ESG topics at Univar Solutions by building sustainability committees. These new committees enable robust governance that drives the integration of our current and future sustainability strategies into our everyday business.



Accountability is key to our success. While our executive leadership plays a particularly important role in supporting key strategies and leading by example, we cannot embed sustainable practices, systems and culture without commitment from all of our employees. Through local working groups, employee networks and collaborations with our communities, customers and suppliers, we empower every person across our business to contribute to our sustainability journey.

Our global sustainability groups, DEI governance groups, regional Environment, Health, Safety and Quality (EHSQ) teams and other governance groups review progress against all our ESG topics, including emissions reduction, water use, waste, release reduction, safety, DEI, and other ESG assessment goals, plans and actions. We work consistently to share best practices and successes across our regions while also recognizing areas of particular challenge, formulating solutions through our governance groups.



For a Better Tomorrow

Sound environmental, social and governance practices make good business sense and align with our core values. We are serious about protecting the environment, sourcing and managing our resources in the most responsible way. We strive to be a company that's valuable to the people we serve and to the planet, so that together, we win. Through our common goals, we work toward a better tomorrow by creating solutions for generations to come.



Goal 1: Climate Action

Climate change is a pressing issue today, and we recognize the importance of addressing it for a better tomorrow. We are committed to adopting appropriate measures and best practices to help mitigate climate risks and the associated impacts on our business operations. Our short-, medium-, and long-term goals are designed to ensure our global operations are continuously working toward carbon neutrality.

Goal	<ul style="list-style-type: none"> Implement the technology, processes and culture to support our journey toward a net-zero carbon future.
Targets	<ul style="list-style-type: none"> 20 percent absolute reduction in Scopes 1 and 2 CO₂e by 2025 (against baseline).¹ 40 percent absolute reduction in Scopes 1 and 2 CO₂e by 2030 (against baseline).¹ Achieve net-zero direct emissions by 2050.
Strategic Areas of Focus	<p>Infrastructure and Investment</p> <ul style="list-style-type: none"> Committed to investing in low-carbon technology across the business, allocating \$3 Million in 2021. Developing on-site renewable energy production and procurement. Increasing use of non-conventionally powered vehicles. <p>Processes and Procedures</p> <ul style="list-style-type: none"> Transitioning to increased procurement of electrified fork lift trucks and hybrid cars. Rolling out site sustainability assessments to key locations across EMEA and North America. Beginning in 2022, reporting in line with TCFD, SASB and GRI frameworks. <p>Culture</p> <ul style="list-style-type: none"> Education and training on sustainability (80% employees underwent training in 2021). Employee recognition programs focused on advancing our ESG goals. Promoting sustainability action among Univar Solutions employees on a day-to-day basis.

1. Baseline for goals to 2025 and 2030 is calculated from the average of 2019 and 2020 performance.



<p>Related SDGs</p>  	<p>SDG 7 - Ensure access to affordable, reliable, sustainable and modern energy.</p> <ul style="list-style-type: none"> • 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 <p>SDG 13 - Take urgent action to combat climate change and its impact.</p> <ul style="list-style-type: none"> • 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.
<p>Related Material Topics</p>	<ul style="list-style-type: none"> • Climate Change & Energy

Looking Ahead

Through 2022 and beyond, we will continue to take climate action by developing and implementing our strategy to reduce our emissions. Our goal is to reach net-zero emissions (Scopes 1 and 2 only) by 2050.¹

As part of our effort to reach this goal, we will:

- Engage with all suppliers throughout 2022 to implement and increase their involvement with EcoVadis, supplier sustainability, sustainability standards and supplier code of conduct; and
- Further develop our assessment of the life cycle impacts of our products in partnership with suppliers/manufacturers.

1. We expect to achieve our net-zero goals through a combination of emissions reduction activities, avoidance and removal.

2021 Performance Highlights

Decreased Scopes 1 & 2 emissions by **15.4 percent** from our 2019/20 baseline, an equivalent of approximately **20,000 tCO₂e**.

Increased our use of renewable electricity.

Mapped out our entire Scope 3 emissions for our entire supply chain.

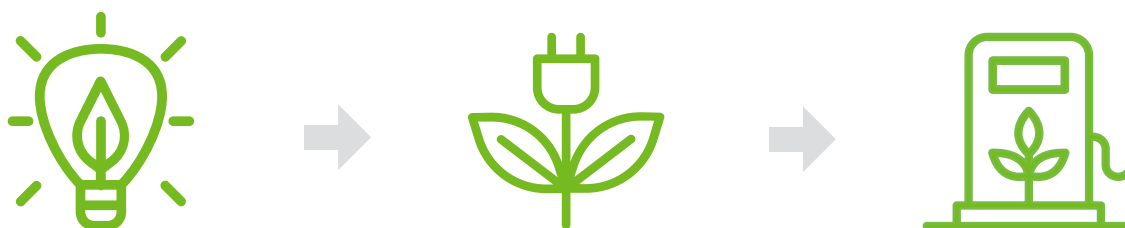
Continued in our commitment to invest in low carbon enabling technologies.

Launched our first sustainability champions network, a forum for colleagues who volunteer to get more involved in our sustainability journey and promote local activities.

Our Management Approach

To combat climate change, monitoring and mitigating energy use to eliminate emissions is vital. We recognize that energy is used and emissions are produced throughout our supply chain, from the products we source and services we procure to the end of life of our products. We also recognize that the actions we take today will have an impact in future years.

Our company's approach to climate change and energy use is based on a three-point principle.



One: Optimization

The most climate-friendly approach to energy consumption is to not consume. We intend to optimize our energy efficiency by enhancing our systems and processes, for example, where appropriate upgrading to LED lights, replacing inefficient boilers and optimizing insulation.

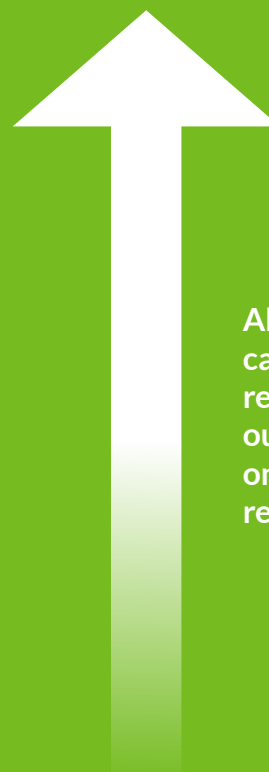
Two: Electrification

Where possible, we use electrical power for heating, ventilation, air conditioning, plant equipment and transportation such as electric cars, forklifts, boilers and sweepers. This is expected to help us reduce and gain better control of our Scope 2 emissions.

Three: Diversification

Where there are no alternative options available, we will look to diversify our fuel sources to lessen emissions and energy usage, such as choosing lower emissions fuels (e.g., biodiesel, ethanol, liquefied petroleum gas, renewable natural gas, certified green electricity, solar power) over more conventional fuel sources. Investing in carbon offset projects may also be an option.

Better long-term CO₂ savings per \$



All three categories remain core to our strategy on emissions reduction

Less long-term CO₂ savings per \$

Climate risks are identified, assessed and managed using the same process as other enterprise risks that may be material to our organization. Process details can be found in the Governance section on **Risk Management and Responsible Investment**.

In 2021, we developed a more in-depth assessment of the risks and opportunities Univar Solutions faces in relation to climate change. Using the tool, our team assessed climate-related transitional and physical risks. Transitional risks included reputational, technological and legislative issues while our physical risks included those associated with both individual weather events and longer term climatological patterns. Throughout the process, our team also identified opportunities related to business resilience, market opportunities, resource efficiencies and services.

Details of identified climate risks can be found in the **Task Force Climate-related Financial Disclosure (TCFD) index**.

Our Progress and Initiatives

As part of our Climate Action global goal, tracking and reporting Scopes 1, 2 and 3 emissions is key to monitoring our climate risk exposure. We use the data to improve our assessment of how we manage climate risk. For the first time, we are including a comprehensive disclosure of Scope 3 emissions in this report. All 15 Scope 3 emissions categories have been mapped in reference to the Greenhouse Gas (GHG) Protocol. Based on our assessment, 8 out of the 15 categories (1, 3, 4, 5, 6, 7, 12, 15) are material to our operations. Refer to the **Appendix** for more information.

Our emissions goals have been submitted for review by the Science Based Targets initiative (SBTi) to limit global temperature increase to no more than 1.5 degrees Celsius.

As part of our efforts to achieving our ambitious goals to 2025 and beyond, Univar Solutions has committed to making an annual \$3 million investment, to help transform our operations with low carbon enabling technologies. This initiative is expected to not only provide attractive economic return on the investment, but also contributes to our emissions reduction goals. For the first time, we are disclosing an overview of our low-carbon technologies spending details in the **Appendix**.

In North America, we officially launched a Sustainability Assessment Program in 2021. The initiative includes assessment of more than 130 facilities across the region. As a result we identified new sustainability opportunities, invested in more efficient equipment, eliminated wasteful processes and provided information to colleagues on how they could make a personal positive impact.

Our key climate change & energy initiatives this year included:

- Launching a sustainability training program for our operations management teams;
- Developing a heavy-duty and light-duty fleet plan that embeds emissions reduction targets aligned with our 2025 and 2030 goals;
- Investing further to upgrade tank telemetry systems at 16 facilities, with a focus on those engineering controls that contribute to emission reduction as part of our release prevention efforts; and
- Continuing LED upgrades at 26 sites to reduce energy usage and the associated emissions.

Various initiatives were launched in 2021 across EMEA to support the global goal of carbon neutrality by 2050. These programs included launching a new company car policy that limits emissions from business travel and is designed to encourage usage of hybrid and electric vehicles. We installed solar panels at sites in Spain that satisfy one third of the facility's required energy demand, and purchased 35 new trucks with Euro 6 engines¹ with increased telematics that track and are expected to improve driver behavior and fuel efficiency and reduce emissions.

We also expanded our investment in solar arrays at the Paulinia site in Brazil, as part of our wider strategy to increase our on-site renewable energy generation capacity. This is our largest solar project to date.

The significant reductions in emissions that we have seen through 2020 and again in 2021 are something we are proud of and are partially a testament to the hard work of our teams and the impact of the plans

they have delivered on. However, we recognize that other factors have impacted our reduced emissions. This includes secondary benefits of reduced consumption tied to the reduction of our operational footprint (due to network optimization). We also continue to see the lasting impact of COVID-19 as we now travel less than in the period before 2020 and our offices remain at lower occupancy, reducing energy use and emissions outside of our sustainability strategy. Through 2021, we saw a small reduction in miles covered by our own fleet, meaning a temporary increase in the use of third-party fleet. This increased our Scope 3 emissions in this area, but reduced our fleet's contribution to our Scope 1 emissions. As we optimize use of our own fleet and grow our sales we expect to see an increase in fleet miles, and in the short term, an increase in associated emissions.

Our fleet emissions reduction plans are being built to overcome these changes and reduce the overall impact of our fleet.



Case Study:

Geographic Footprint Expansion with New Facility in Abbotsford, British Columbia

At Univar Solutions, we are dedicated to working on improving our ability to deliver products quickly and safely when and where they are needed with minimum carbon footprint. To achieve our commitment to aid our efforts, we ensure each of our facilities are energy efficient and compliant to the latest emission standards.

Last year, we began construction on our new, highly innovative logistics facility. The new facility is strategically placed close to where Univar Solutions' products and services are to be delivered, and offers a much more streamlined and efficient delivery process. The new facility contains a telemetry system for real-time product inventory and high storage capacity, and is equipped with higher rail capacity and blending rooms designed for solvents, corrosives and oxidizers. With these upgrades, the blending rooms are higher in efficiency and lower in incidental risks. Our state-of-the-art containment helps minimize release incidents and helps protect our employees.

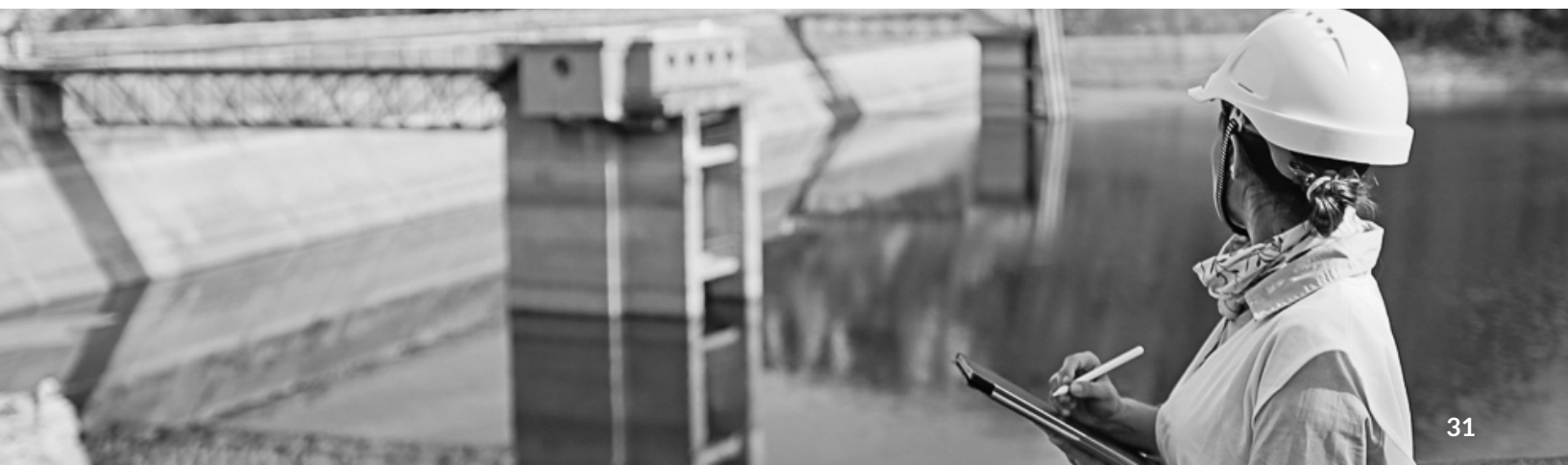
1. Euro 6 engines are those that meet the limits set by the European Union on specified pollutants.




Goal 2: Resource Use

Recognizing that our planet has finite resources, we value every bit of material processed through our global operations. We strive to improve resource efficiency and waste and water management to enable circularity across our value chain in our operations.

Goal	<ul style="list-style-type: none"> • Drive sustainable resource use by embedding the principles of circularity and operational excellence.
Targets	<ul style="list-style-type: none"> • Reduce 15 percent of hazardous waste by 2025 (from our baseline).¹ • Triple non-hazardous waste reuse, recovery and recycling rates by 2025 (from our baseline).¹ • Introduce sustainable water use at all sites identified to have current or predicted high water risk. • Reduce water waste 15 percent by 2025 (from our baseline).¹
Strategic Areas of Focus	<p>Infrastructure and Investment</p> <ul style="list-style-type: none"> • Procurement of returnable packaging. • Increased facilities for recycling. <p>Processes and Procedures</p> <ul style="list-style-type: none"> • Finding opportunities for general waste recycling. • Identifying beneficial reuse options for waste. • Reviewing processes to find waste elimination opportunities. <p>Culture</p> <ul style="list-style-type: none"> • Ongoing communications on local action. • Cross business action to support resource efficiency.

1. Baseline for goals to 2025 is calculated from the average of 2019 and 2020 performance.



<p>Related SDGs</p>   	<p>SDG 8 - Promote inclusive and sustainable economic growth, employment and decent work for all.</p> <ul style="list-style-type: none"> 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 programs on sustainable consumption and production, with developed countries taking the lead. <p>SDG 9 - Build resilient infrastructure, promote sustainable industrialization and foster innovation.</p> <ul style="list-style-type: none"> 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. <p>SDG 12 - Ensure sustainable consumption and production patterns.</p> <ul style="list-style-type: none"> 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.
<p>Related Material Topics</p>	<ul style="list-style-type: none"> Waste & Circularity Water

Looking Ahead

Moving forward, we will work on further embedding sustainable resource use across our business operations and increasing our efforts to reuse resources and improve efficient usage.

1. Volume of customer waste sent for incineration, recycling or reuse.

2. Wastewater reductions based on total water extraction, less consumption of water in products.

3. Diversion from waste includes materials reused, recycled or incinerated.

2021 Performance Highlights

Rerouted over **43 percent** of customer landfill waste to energy, fuels-blending, recycling, waste-to-energy and reclaim/reuse, as part of our ChemCare Services.¹

Reduced our absolute wastewater figures over **23 percent** from our 2019/20 baseline.²

We have exceeded our 2025 hazardous waste reduction goal early, reducing hazardous waste **27.1 percent** from our 2019/20 baseline.

Increased proportion of non-hazardous waste diverted from landfill to **20.6 percent**, up from the **15.8 percent** 2019/20 baseline.³



Waste & Circularity

Our Management Approach

Our approach to resource management is designed with the dual purpose of minimizing waste and integrating circularity throughout our operations. Instead of managing our materials with a linear mindset—from production to consumption to disposal—we work to extend the life of our resources. Such opportunities generally center around waste elimination, material recovery and loss reduction.

Univar Solutions' Executive Team fully supports the efforts to reduce waste and increase circularity within our operations. Together with our colleagues across the company, a primary focus is to manage hazardous waste. We also look to improve performance and report on the progress made for non-hazardous waste as part of our holistic outlook on resource use and circularity.

Our Progress and Initiatives

In 2021, our Operations, EHSQ and Procurement teams worked together to reduce the proportion of non-hazardous waste going to landfill from our operations, increasing landfill diversion rates by over 31 percent compared with our 2019/20 baseline. This reduction is in part the result of our infrastructure investments. We also actively researched and explored new ways to divert waste from landfills via the efforts of our ChemCare team.

A national provider and supporter of complete and unbiased environmental programs, Univar Solutions' subsidiary, ChemCare, works with our manufacturing, industrial and municipal customers to create and deliver an end-to-end sustainable waste management solution. ChemCare offers safe and cost-effective programs to help minimize waste creation across the value chain.

Through customized sustainability programs at customer locations in the US and Canada, ChemCare helps manage the reuse, recycling and disposal of products, materials and waste through two business lines, OnSite Services (OSS) and Material Management Services.

ChemCare OSS is a provider of full-time, outsourced materials management solutions. OSS helps customers holistically manage their byproducts and waste streams to reduce both costs and environmental footprint.

Together with our technical experts and OSS professionals, we guide our clients through a specific process:

ChemCare Customer Waste Management Process



One

Conduct a comprehensive review to prioritize objectives and identify immediate improvement opportunities.

Two

Manage program details, including labor management and employee responsibilities.

Three

Design and implement safe, efficient procedures to manage production-related byproducts.

Four

Use key performance indicators to drive sustainability and meet budget objectives.

Five

Continuously refine and identify new process efficiencies to help the client attain the best results.

Our ChemCare Material Management Services team leverages our chemical distribution, logistics, assets and resources to help customers reverse distribute their products, materials and waste. In other words, we help customers find secondary uses for materials by leveraging our waste management technologies, while working to reduce, reuse, recycle and recover waste every step of the way. Our programs include:

- Zero Waste to Landfill: Dedicated teams help address the challenges of sourcing, packaging, handling and disposing of products, materials and waste, with a goal of eliminating landfill usage;
- Waste Minimization & Reuse: Collaboration with customers and suppliers to identify opportunities from products and services that may offer circularity value;
- Chemical Lifecycle Management: Concentrated efforts to help drive sustainable sourcing and reduce hazardous waste generation;
- Sustainable Packaging: A supply chain solution designed to help reuse packaging materials such as containers, drums, totes, pallets and shrink-wrap; and
- Comprehensive Recycling: Assist with the transformation of common waste streams to an environmentally sustainable and socially responsible end use while minimizing the financial impact associated with material disposal.

As a result of our ChemCare services, last year we were able to:

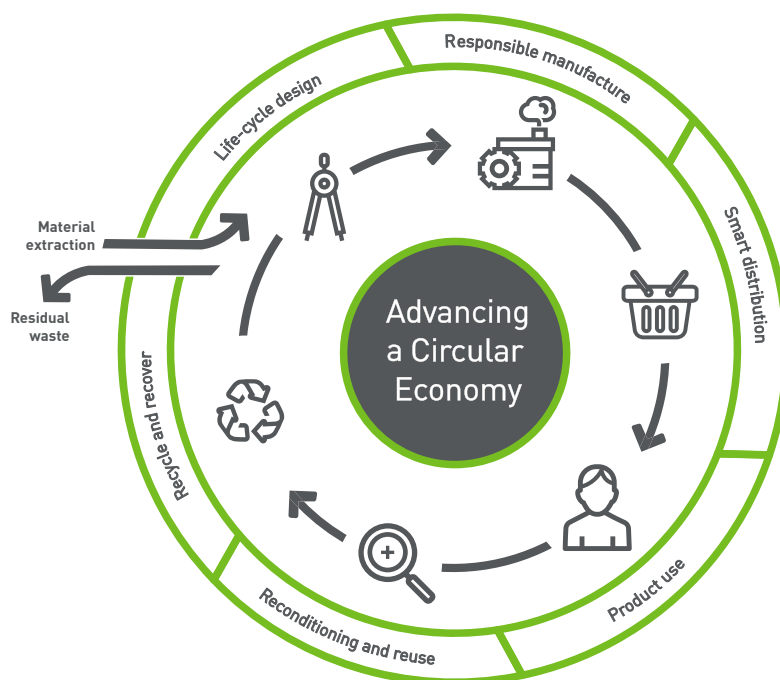
- Divert 16,043 tons of waste to reuse applications;
- Redirect 90,777 tons of waste to recycling applications¹; and
- Reroute over 150,838 tons of customer waste from landfill to energy, fuels-blending, recycle, waste-to-energy and reclaim/reuse.

Univar Solutions is proud of the waste reduction and circularity progress made throughout our EMEA region. Last year, we launched the first regional Sustainability Champions Network, enabling our employees to be part of our sustainability journey, helping advance local recycling, preventing waste streams and reducing single use plastics. Beyond our operations, teams in Versailles identified opportunities to reduce packaging waste by adopting circular packaging options for our customer samples through shipping and reclaiming reusable packaging options with customers.

Our performance in 2021 and the significant reductions we have seen in hazardous waste totals in our global totals has been the result of a number of factors. While we are pleased to see a positive trend in the figures, not all of this progress is a direct result of our resource use focused actions.

We recognize that facility rationalization conducted through 2019 and 2020 has reduced the total number of sites producing waste, but also that in closing these sites, additional volumes of waste have been generated which have potentially inflated the 2019 and 2020 hazardous waste figures.

While we achieved our 2025 hazardous waste reduction goal ahead of schedule, we will work to further reduce our hazardous waste totals. Conversely, 2021 saw a significant increase in our volumes of non-hazardous waste globally. We are working through 2022 to identify opportunities to reduce total volumes of non-hazardous waste below our baseline levels.



1. Reuse applications enable the use of a material in its current state, recycling requires reprocessing into a raw material which can be used again.

Water

Our Management Approach

Addressing responsible water management is a key focus for Univar Solutions' operations teams. In conjunction with global water risk assessments, sustainability assessment is a key tool used to identify water use improvement opportunities within our operations. In 2022, we plan to assess water usage as part of our sustainability assessment program in North America. Results from these assessments will be reviewed by our operations and engineering teams and used to incorporate water efficiency rates as part of our key metrics for future investment planning. Today, we continue to use water efficiency methods such as pigging, a form of waterless pipe cleaning, and installing dedicated lines to proactively reduce the amount of water used in our processes.

Our Progress and Initiatives

Our approach to our material ESG issues is to focus on what is important. While our water consumption is a material issue, we recognize that this is even more important in areas of elevated projected water risk.

In 2021 we refreshed our global water risk assessment to identify the locations of our operations which are predicted to be facing increased water risk by mid-century. By identifying these areas of higher water risk we can focus our efforts to reduce water consumption at such locations through investment, processes and behavior-based reduction programs.

Similar to waste, our performance in 2021 and the significant reductions in wastewater totals are not solely the result of our purposeful efficiency actions. Our network optimization is likely to have inflated our baseline. While we achieved the wastewater reduction goal set to 2025 ahead of schedule, we will continue to work to make further wastewater reductions.





Case Study:

Partnership with Novozymes to Provide Biological Solutions for Waste and Wastewater Treatment

With an expansive product portfolio and an experienced team of experts, we provide specialized market expertise, technical assistance and tailored solutions for waste and wastewater management stages. In September 2021, we advanced our wastewater treatment capabilities through a new agreement with Novozymes, the world leader in biological solutions.


Novozymes' biotechnology helps users implement more sustainable wastewater treatment systems and helps customers to reduce their reliance on fossil fuels and produce cleaner water. The new agreement reinforces Univar Solutions' ability to service municipal and industrial wastewater treatment plants, providing bioaugmentation, biogas and sludge management enzymatic and microbial treatment solutions.

"We are thrilled to expand our partnership with Novozymes and add to our wastewater treatment capabilities. Our customers have complex water treatment requirements and count on us for products and chemistries as well as outstanding service and deep industry expertise. The addition of Novozymes' specialty biologic solutions to our wastewater treatment portfolio strengthens our offerings and further enables us to provide customers with essential, sustainable products and services to help meet vital business needs." - Brian Jurcak, Vice President of Product Marketing Management

Learn more at univarsolutions.com/suppliers/novozymes.

Goal 3: Release Prevention

As a business handling millions of tons of chemicals and ingredients annually, it is imperative to keep a sharp focus on release prevention. It is our obligation to follow our global action plans and identify improvement opportunities through release investigations.

Goal	<ul style="list-style-type: none"> Support the responsible handling of materials across our operations and supply chain.
Targets	<ul style="list-style-type: none"> Reduce significant chemical releases¹ 40 percent by 2025 (against our baseline).²
Strategic Areas of Focus	<p>Infrastructure and Investment</p> <ul style="list-style-type: none"> Mechanical integrity. Secondary containment. <p>Processes and Procedures</p> <ul style="list-style-type: none"> Release Prevention Action Planning. Investigation of significant releases for root cause. <p>Culture</p> <ul style="list-style-type: none"> Zero release expectation. "Serious about Release Prevention" mantra.
Related SDGs 	<p>SDG 3 - Ensure healthy lives and promote well-being for all at all ages.</p> <ul style="list-style-type: none"> 3.9 - By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution.
Related Material Topics	<ul style="list-style-type: none"> Release Prevention

1. Significant chemical releases are defined as those releases over 90kg or 200lbs.

2. Baseline for goals to 2025 is calculated from the average of 2019 and 2020 performance.



2021 Performance Highlights

Achieved our 15 percent reduction target of significant release events (releases over 90kg or 200lbs) against the 2016 baseline.

Shut down nearly a dozen active remediation systems after meeting clean-up goals or installing in-situ technology.

Held safety stand-downs in all regions to review the importance of release prevention and reinforce Stop Work Authority.



Looking Ahead

While we continue to focus on rolling out global release prevention action plans, we remain aware that 25 to 40 percent of all loss of primary containment incidents in our industry are related to open valves or improper chemical transfer line-up. Recognizing that our operators line up equipment, turn valves and start pumps each and every day, these fundamental tasks must be performed with 100 percent accuracy to prevent material releases. Staying focused and following procedures during chemical transfers and movement is key to mitigating human error; we know we must perform better if we are to meet our goals to 2025.

To manage our present day and future release risks and reach our 2025 goal, we must look toward the future. One future-oriented release prevention effort is our Preventative Maintenance Management System pilot. This program is being deployed in 2022 in four US locations and covers tank and hose inspections as well as working with our transfer equipment. This management system has repeatable actions year over year that reinforce our commitment to release prevention.

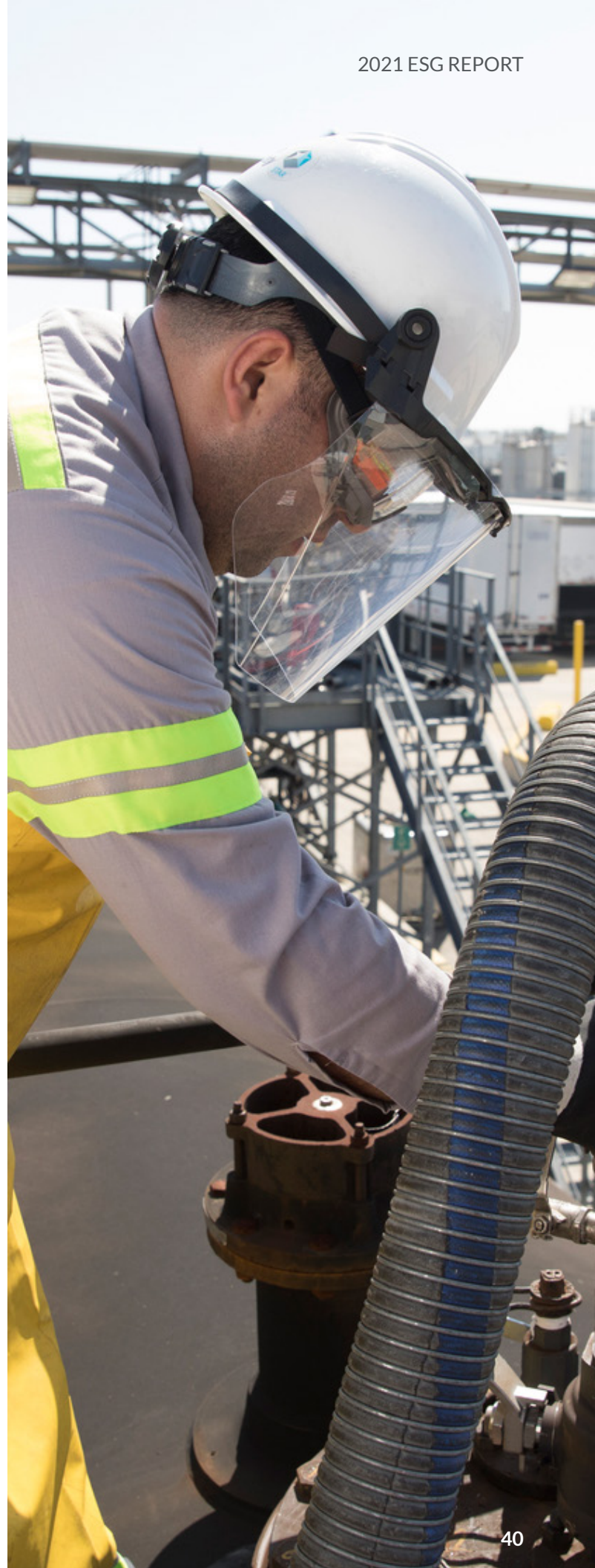
Our Management Approach

Release prevention is a serious topic for all our employees around the globe. Our release prevention plans were developed by our global release prevention steering committee and are managed by our global Environmental, Health, Safety and Operations teams. Efforts to prevent accidental releases cover all stages of the materials handling process, including receiving goods, processing on-site and delivering our products to customers through our global fleet. We also work directly with customers and suppliers to share product hazards information, handling instructions and report issues to help prevent accidental releases across our supply chain.

Handling materials responsibly includes minimizing the impacts of any release. We work to prevent losses by implementing secondary and tertiary containment practices, designed to ensure that any significant release would not negatively impact the wider environment. Investing in our infrastructure, equipment and people helps to enhance performance, minimize risk, safeguard our employees' and the environment's health, and reduce product losses and costs. Additionally, waste produced through our operations is handled by licensed contractors responsible for proper handling and disposal.

While our priority continues to be safety and release prevention, there are occasions where we operate in contaminated areas due to historical operations, or when accidental releases occur. In the instances when a release does occur and secondary and tertiary containment measures are not effective, we are committed to take responsible remediation actions.

We have developed a dashboard to closely monitor and evaluate our global portfolio of remediation projects against best management practices. We also monitor the energy consumption of our remediation activities. This dashboard is a tool that aligns our remedial approaches with our ESG goals.



Our Progress and Initiatives

In 2021, Univar Solutions was effective in executing our global release prevention action plan and reinforcing our zero-release culture. We introduced the “Walk the Line” key initiative in North America, aiming to identify any potential releases before they happen. We also celebrated a major success by achieving our target of reducing 15 percent of significant release events (>200 lbs.) against the 2016 baseline. This was no small effort. Our success is a testament to the global efforts of our employees to keep a keen focus on release prevention and minimize subsequent risk to the health of our people, communities and local environments.

To continue to foster our release prevention culture, EHS Departments in all regions held safety stand-downs to review the importance of release prevention with our drivers and material handlers. Reinforcement of Stop Work Authority was an important part of the stand-down messaging, empowering our employees to speak up if a chemical transfer seemed unsafe or if a connection point could not be verified.

Remediation efforts are also key to helping ensure impacts to the environment are minimized. By the end of 2021, we shut down nearly a dozen active remediation systems because either remedial goals were met or an opportunity for in-situ technology was available. In June 2021, as one example, during a site redevelopment we closed a groundwater pump and treatment containment system and replaced it with source remediation, including in-situ treatment. While enhanced natural attenuation may not be the best approach for all sites, we continually evaluate each site and select the best remedy with social, economic and environmental conditions in mind.

In North America, we continued our focus on release prevention by actively monitoring unproductive inventories, finding secondary uses for process chemicals, where materials are used in industrial processes but not consumed. We also invested in infrastructure to reduce releases. Examples include the installation of telemetry systems, upgrades to transfer lines, recoating containment and improvements to tank farms. These investments are expected to not only reduce releases but minimize the impact if a release does occur.





Case Study:

In 2020, a series of non-significant releases from the Steel IBC Tanks were found at our Monterrey Plant 1 facility in Mexico. Through our investigation and root cause analysis, we identified the best solution to mitigate further risk by switching the screw cap, resulting in a significant decrease in annual spillage. This demonstrates the importance of annual checks and investigations to identify simple solutions for significant positive impact.

Goal 4: Sustainable Sourcing

Maintaining a sustainable supply chain is vital to helping our business to ensure our products are reliably available for our customers with reduced risks of disruption due to controversy. We work with suppliers who share similar values and are interested in collaborating to develop a more sustainable future. We take a collective approach to improving suppliers' sustainable performance and expect adherence to minimum standards across our diverse supplier base.

Goal	<ul style="list-style-type: none"> Drive improved sustainability performance and minimum ethics and compliance standards across our diverse supplier base.
Targets	<ul style="list-style-type: none"> 100 percent of new and active suppliers acknowledge our reliably available Global Supplier Code of Conduct by 2023. Assess 80 percent of suppliers (by spend) on their sustainability performance, with minimum standards for those assessed being met by 2025.
Strategic Areas of Focus	<p>Infrastructure and Investment</p> <ul style="list-style-type: none"> Supply chain ESG assessment and management software to improve transparency of related performance of our suppliers. <p>Processes and Procedures</p> <ul style="list-style-type: none"> Supplier onboarding and supplier assessments. Global Supplier Code of Conduct contractual requirement. <p>Culture</p> <ul style="list-style-type: none"> Development and delivery of global sustainable and ethical sourcing training for commercial teams.
Related SDGs  	<p>SDG 8 - Promote inclusive and sustainable economic growth, employment and decent work for all.</p> <ul style="list-style-type: none"> 8.7 - Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers and by 2025 end child labor in all its forms. <p>SDG 17 - Strengthen the means of implementation and revitalize the global partnership for sustainable development.</p> <ul style="list-style-type: none"> 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.
Related Material Topics	<ul style="list-style-type: none"> Sustainable Supply Chain

2021 Performance Highlights

Began issuing our Global Supplier Code of Conduct to new product suppliers.

Utilized supplemental due diligence for high-risk suppliers.

Enhanced our due diligence processes for suppliers that make up 80 percent of our annual spend by partnering with EcoVadis.



Looking Ahead

In 2022, we will expand the reach of our Supplier Code of Conduct to existing suppliers in the United States, followed by EMEA, Canada, APAC and LATAM. We will also work to evaluate our suppliers on their sustainability performance with an aim to improve performance and minimum standards across our diverse supplier base.

Our Management Approach

With the support of our senior leadership team, our commercial sustainability working groups are embedding sustainable practices, products and services across Univar Solutions. In 2021, we began engaging with suppliers to assess their standards and practices with respect to environmental, social and ethical issues.

The Supplier Code of Conduct is a newly launched tool that outlines our minimum expectations in key ESG areas. In April 2021 we began issuing our Supplier Code of Conduct to new product suppliers across the regions in which we operate. Moving forward, we are working to prioritize and distribute the Supplier Code of Conduct to all product suppliers globally.

Engaging our suppliers will not only help mitigate and reduce the risk of harmful practices within our supply chain, but also help promote greater transparency and performance improvement.

In addition to complying with the Supplier Code of Conduct, suppliers that are identified as being higher-risk are also required to answer a supplemental questionnaire to identify potential concerns in specific areas, including business ethics, labor and welfare, health and safety and environmental practices.

Supplier Engagement Journey

All new suppliers are required to attest to our supplier code of conduct, setting out our expectations on key ESG areas.

Using internal and external processes we work to identify risks within our value chain and where appropriate, conduct additional due diligence.

Through our engagement of EcoVadis we have begun working with suppliers to identify their current ESG performance and support improved practices.



Our Progress and Initiatives


Since we began our journey to facilitate greater supply chain transparency and sustainable practices, we can boast of several accomplishments. Since first adding new considerations in 2017 in the areas of quality, safety, environmental, social issues and ethics into our due diligence process, our team has continued to build a comprehensive due diligence procedure for all suppliers.

The following list demonstrates examples of our sustainable supply chain successes.

- **Supplier Code of Conduct:** In 2021, the Supplier Code of Conduct was approved by the Executive Committee and publicized to our stakeholders to improve responsible practices across our upstream operations. We have initiated the roll-out of this policy and will continue to progress through 2022.
- **Univar Solutions ensures compliance** with applicable trade sanctions through a systematized Denied Party Screening program. We utilize a third-party software system to continually screen the company's business partners against a dynamic compilation of over 500 international trade sanction lists.
- **The company utilizes a risk-based approach** to business partner due diligence. For medium to high-risk business partners, Univar Solutions works with NAVEX to conduct additional due diligence designed to ensure the company is working with ethical partners who transact business appropriately and in line with our own values.
- **EcoVadis assessments:** We partnered with EcoVadis, an independent assessment firm, to support the due diligence process for significant suppliers (as measured by annual spend). As part of their review, EcoVadis provides a numerical score and a list of improvement considerations that are available to both the supplier and Univar Solutions. In 2021, we also conducted a self-assessment to identify our own improvement areas.

Goal 5: Sustainable Solutions

As a global leader in chemical and ingredient distribution, we work to help make a better world through the products and services we deliver. Our purpose is to keep our communities healthy, fed, clean and safe. We do this by upholding the principles of Responsible Care and Responsible Distribution while offering our innovative products to the market.

Goal	<ul style="list-style-type: none"> Leverage our portfolio of sustainable products, services, practices and technologies to support our customers' sustainability journeys.
Targets	<ul style="list-style-type: none"> Develop and communicate global product-level sustainability characteristics for Univar Solutions' product ranges. Communicate key sustainability impacts for non-product-related services to customers. Without compromising safety, offer circular packaging solutions for all suitable packed products.
Strategic Areas of Focus	<p>Infrastructure and Investment</p> <ul style="list-style-type: none"> Sustainable and nature-based products to meet customer needs. <p>Processes and Procedures</p> <ul style="list-style-type: none"> Sustainable product framework. Formulating sustainable solutions to meet customer needs. <p>Culture</p> <ul style="list-style-type: none"> Product, service and formulated sustainable solutions that help our customers meet their ESG goals.
Related SDGs 	<p>SDG 9 - Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.</p> <ul style="list-style-type: none"> 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.
Related Material Topics	<ul style="list-style-type: none"> Innovative & Sustainable Products



2021 Performance Highlights

Continued to develop our offering of sustainable products and services to our customers.

Demonstrated our innovation and commitment to sustainability through offerings such as EarthOil and Clean Beauty products.

Created a new leadership position to oversee our global strategy on marketing and offering sustainable products and services.

Looking Ahead

In 2022, Univar Solutions will continue working with other responsible companies to increase public access to sustainable products. This increased focus on sourcing and delivery of more sustainable products and services will help build a better tomorrow through Univar Solutions' actions today.

Innovative & Sustainable Products

Our Management Approach

We see ourselves as an industry leader, supporting customers by offering our line of sustainable products and services. In addition, our global Solution Centers help customers formulate sustainable solutions to deliver on-trend finished products in their markets. As a result, not only are we able to build trust with customers, but we support their progress toward meeting their own ESG goals.



Case Study:

In the Food market, enzymes significantly contribute to making food production more sustainable and enabling resilient agricultural practices that help customers to improve performance across the value chain from farm to table. Enzymes help in many ways—producing more with less, making food healthier (less sugar), reducing food waste, and helping food processors produce more oils and starch from feedstocks, while reducing their use of energy and processing chemicals. One example: 1 billion loaves of bread saved over the last 15 years in EMEA due to the enzymes we have helped deliver (which is an estimated savings of 8,000 tons of plastic and 0.5 million tons of CO₂).

Our Progress and Initiatives

EarthOil™ by Univar Solutions demonstrates our innovation and commitment to sustainable products. EarthOil™, a Univar Solutions brand, is a supplier of natural-derived ingredients, and helps improve the lives of the farmers who produce these ingredients.

A number of products in the EarthOil™ portfolio are Organic certified. Organic is a “whole system” approach to farming which works with natural systems and cycles at all levels, from the soil to plants and animals. The benefits of organic products are reflected on many levels, from increased biodiversity and minimized water pollution at the individual farm level, to less exposure to pesticides for consumers and workers.

The EarthOil™ portfolio includes a range of Fair for Life (Fair Trade) certified products. These products comply with strict standards in terms of social

responsibility along the whole supply chain, which ultimately has a big impact on the life of producers and workers involved, including:

- Fair prices for producers, according to detailed calculations on costs of production and market prices;
- Living wages for all workers to allow a decent standard of living;
- Fair working conditions, usually above and beyond the baseline in developing countries;
- No child labor; and
- Payment of a development premium, on top of fair prices, to be used toward social/community projects by the whole group of producers/workers.

EarthOil™ often works with small suppliers in developing countries. For these business partners, financial sustainability is an important issue, which is why EarthOil™ offers preferential payment terms (pre-financing) and advanced forecasts to help suppliers plan and meet their financial targets. This has allowed us to establish long-term relationships with these types of business partners and provide stability to our supply chain.

Another example of innovative and sustainable products is Univar Solutions' Clean Beauty line. We know that today's consumers are more educated than ever, and they want products that are comprised of as few ingredients as possible, that are traceable, and that haven't been improperly tested on animals or in any other irresponsible manner.

In response to this demand, we've developed seven 'clean beauty' formulations. Each formulation has been carefully designed by our team to support consumer needs while delivering on performance and other use benefits. Within each formulation, we demonstrate how we can help customers bring our clean beauty principles to life. These principles tell the stories behind products, ingredients and brands, to help consumers understand and trust the products. For more information, please visit our [Clean by Design](#) webpage.

Case Study:

Appointed Kelly Gilroy to a new leadership position overseeing our global strategy on marketing and offering sustainable products and services

Our ESG goals are fundamental to our success as a business and our contribution to today and tomorrow's global challenges. We hold ourselves accountable to the targets we have set to build more sustainable solutions into our products. To drive this meaningful change forward and to meet our market demand for more sustainable and natural products, we appointed Kelly Gilroy to a new leadership position overseeing the development and commercialization of a full range of sustainable and natural-derived ingredients across the entire Univar Solutions portfolio.

This new approach will support customers seeking to infuse sustainable and natural-derived ingredients practices and processes into their own product development. Additionally, the program will work closely with Univar Solutions' global supplier base to identify markets and opportunities to launch new and innovative ingredients that meet evolving market, regulatory and societal expectations.



In 2021, we began development of our global product framework for categorizing and characterizing the sustainable attributes of ingredients and products. We are working with our supplier partners to characterize each product and assess the evidence to support each characteristic. To date, many of our strategic suppliers are deep into their sustainability journeys and are innovating to respond to market demand for sustainable and natural-derived products. We are in the process of piloting our product framework with customers. It is our goal to ensure the product framework provides transparency, consistency and simplicity for customers to find and purchase the products they need with the attributes they want.

Every product with a sustainable attribute will be labeled with an icon, as appropriate, indicating its sustainable characteristics. This will enable customers to visually identify products with the attributes they seek. Each icon is developed and used based on three pillars: visibility, consistency and simplicity.



One: Visibility

We will ensure icons are recognizable to our customers and used across our marketing campaigns as, over time, this will help build trust in the sustainable attributes of our product portfolio.

Two: Consistency

Consistent use of icons will increase brand recognition for our customers and help our internal operations to easily track revenue growth within our sustainable portfolio.

Three: Simplicity

The use of simple icons and descriptors is a purposeful antidote to greenwashing and helps customers understand our products without technical jargon or misleading euphemisms.

Case Study:

Extensive Partnership Agreements Made to Expand Sustainable Distribution Network

In 2021, we developed several strategic partnerships to expand our sustainable product distribution. With the examples of our partnership with Nutrien™, EverGrain™, Novozymes, Kalsec® Inc. and Niaproof®, we have expanded our geographic reach to customers and markets in need of higher quality and more sustainable products.

Economic

Strategic Partners	Geographic Reach	Impact Created
Nutrien™	US, Canada	Strengthens Univar Solutions' ability to reliably service municipal drinking water plants with hydrofluorosilicic acid (HFS/FSA), a critical ingredient in municipal water treatment as the source of fluoride in drinking water.
EverGrain™	Latin America	Addresses the growing interest and emerging market trends in sustainable food supplies and plant-based offerings, and accessible across Latin America. A key highlight of EverGrain™'s products includes food supplements, transforming barley grains into ingredients that are rich in protein and dietary fiber that are minimally processed to fit clean label requirements.
Novozymes	Brazil, Mexico, Paraguay, Uruguay, Bolivia, North America, Europe	The addition of Novozymes' biological and enzymatic ingredients enables Univar Solutions to help customers formulate more sustainable cleaning solutions. In North America water treatment, Novozymes' portfolio helps customers to shift toward more sustainable operations while reducing reliance on fossil fuels and producing cleaner water.
Kalsec® Inc	Europe	Enhances our customer connections in Europe by introducing Kalsec's complete line of extracts, colors and antioxidants. Kalsec, one of only 4,000 plus businesses certified as a B Corporation, builds strength and trust with end users. Kalsec provides creative solutions for the food and beverage industries to help make end products look and taste better and last longer.
Niaproof®	Mexico	Niaproof's anionic surfactant 08 is CleanGredients certified for use in products with the Design for Environment (DfE) label and helps improve wetting, penetrating, spreading and emulsifying, especially in strongly acidic and alkaline solutions.




Together with Our People

In our dynamic and increasingly connected world, creating an inclusive, equal and diverse place to work is core to Univar Solutions' values. This means giving our employees equal opportunities to thrive, providing security and support to achieve excellence together and contributing to our shared success. At Univar Solutions, we are committed to fostering a safe, collaborative, supportive and respectful environment that values diverse perspectives, mitigates unconscious bias and enables a culture where employees can bring their authentic selves to work.

Goal 6: Serious About Safety

As a global leader in chemical and ingredient distribution, our business requires safety to be central to all aspects of our operations. To that end, we have developed industry-leading processes and procedures designed to ensure the safe storage, blending and packaging of products to protect our employees, customers, suppliers and the environment, while helping to keep the communities in which we operate safe and healthy.

Goal	<ul style="list-style-type: none"> Keep our employees, vendors and customers safe at work through our safety focused culture and practices.
Targets	<ul style="list-style-type: none"> Reduce total case incident rate (TCIR) 20 percent by 2025 (against our baseline).¹ Achieve regional alignment on our global behavior-based safety program at 100 percent of operations by 2025.
Strategic Areas of Focus	<p>Infrastructure and Investment</p> <ul style="list-style-type: none"> Targeted capital investment in our facilities and fleet to continually improve safe working conditions. Maintenance investments to ensure safe and uninterrupted operations. <p>Processes and Procedures</p> <ul style="list-style-type: none"> Industry-leading procedures for the safe storage, blending, packaging and transportation of products. Incident reporting, investigation and root cause analysis to prevent reoccurrence. <p>Culture</p> <ul style="list-style-type: none"> Serious About Safety as a core value. Stop Work Authority empowerment for all employees.
Related SDGs 	<p>SDG 3 - Ensure healthy lives and promote well-being for all at all ages.</p> <ul style="list-style-type: none"> 3.9 - By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution.
Related Material Topics	<ul style="list-style-type: none"> Employee Safety Product Stewardship

1. Baseline for goals to 2025 is calculated from the average of 2019 and 2020 performance.

2021 Performance Highlights

Reduced our safety incident rate to **0.40** from our 2019/20 baseline of **0.47**.

Maintained uninterrupted operations throughout the various waves of the COVID-19 pandemic.

Supplied customers with a Safety Data Sheet (SDS) for products that pose environmental or health and safety hazards.



Looking Ahead

We believe regional alignment and global deployment of our behavior-based safety program is key to future success and our ability to achieve further reductions in TCIR performance. This program will supplement our continuous investment in engineering controls and continually improving training curricula.

Our Management Approach

Being Serious About Safety is a core value for Univar Solutions. We take a holistic approach to incorporating safety into our day-to-day operations.



First,

we are an organization that respects and follows the applicable safety laws and regulations of the jurisdictions in which we operate. We aspire to go beyond minimum legal requirements as we improve and sharpen our compliance efforts.

Second,

we work towards adhering to the highest industry standards and work with industry associations to develop new standards intended to benefit every stakeholder in the chemical and ingredient distribution supply chain.

Third,

we motivate continual improvement from our people through safety initiatives, including safety training. Trainings are delivered to all our teams on the topics most relevant to their roles through a combination of in-person training, online materials and safety-focused events across the business. Examples of specialty trainings include tank truck and rail car loading/unloading, hazard recognition, spill response, etc.

Our prioritization of safety in all that we do and our commitment to put safety before profit start at the highest levels of our organization. Our safety philosophy is fully endorsed by our CEO and Executive Committee, as well as our Board. The Executive Committee reviews safety and environmental performance monthly, including injuries, incidents and ongoing improvement activities, while the Governance & Corporate Responsibility Committee reviews performance against TCIR quarterly. It is important to note that TCIR is not the only safety measure we use. Our global safety team leverages a variety of leading indicators and processes to monitor the health of our global safety management system.

At Univar Solutions, we are developing a best-in-class safety culture by combining principles from leading industry standards, contemporary leadership practices and our own learnings from past experiences within our business. At the heart of our health and safety culture is our globally-binding **Environmental, Health & Safety (EHS) Policy**, which is designed to ensure we provide safe working conditions, protect the environment and challenge ourselves to persistently improve in all aspects of EHS. Our strong safety culture is bolstered through active participation in programs such as **Responsible Distribution**, guidance from ISO standards, and engagement with regulators as they develop regulations. In addition, we regularly conduct internal audits and external third-party verifications to make sure we adhere to the high safety standards we have set for our company. All of our sites undergo regular, regionally specific EHS compliance audits to ensure we adhere to our own internal standards and regulatory requirements.

Our safety management system covers all our employees, facilities and global fleet of vehicles. For our fleet, we have developed robust digital systems to help ensure our drivers and vehicles are safe and compliant every day they are on the road.

Our Progress and Initiatives

In late 2021, our North America EHSQ organization implemented a new field-based approach to provide more tactical support to the business. This organizational change created a North American (NA) regional “pod” model, breaking NA into four areas—three regions in the US and one in Canada. The field-based structure enabled our EHSQ teams to offer a more diverse and comprehensive level of support to the organization. In addition, each NA EHSQ region now aligns with the regional supply chain structure. This alignment enhances each team’s collaboration within their EHSQ discipline while ensuring the necessary field support to execute our strategic objectives. This change not only provided support to our operation teams for safe and quick execution of new initiatives, but also provided more learning and career opportunities for our EHSQ teams through cross-training.

In June 2021, we successfully rolled out a behavior-based observation program across our US organizations. The program focuses on the specific tasks and activities performed by employees within each of our operational facilities. This approach spotlights at-risk behaviors specific to the chemical distribution industry and enables those conducting the observation to provide employees with feedback and coaching to correct specific at-risk behaviors.

Univar Solutions continues to stay committed to responsible distribution through our partnerships

with the National Association of Chemical Distributors (NACD) and Responsible Distribution Canada (RDC). In 2021, our leaders served on NACD and RDC national committees and provided feedback to enhance safe and responsible chemical handling and distribution. We remain certified through the Responsible Distribution Code Compliance program and successfully completed numerous site verifications as well.

In the past calendar year, our US-based fleet drove 30,713,388 miles with a Department of Transportation (DOT) recordable incident rate of 0.65 per one million miles. We extended our fleet safety management practice to third-party carrier contractors, in our efforts to ensure that Univar Solutions’ products arrive safely at their destination no matter who makes the delivery. In addition, we successfully deployed in-cab camera systems and other digital tools to enhance over-the-road safety performance. This technology is already delivering results in our US-based fleet, and we plan to expand to other regions in the future.

Throughout the COVID-19 pandemic, we were able to maintain uninterrupted operations. Thanks to robust safety protocols, introduction of our remote work accommodation program, and the dedication of our employees around the world, we continued to play an important role in helping to keep the communities we serve healthy, clean, fed and safe.



We also focused on preventing serious accidents by addressing near misses with our Spot It & Stop It program and by rewarding employees who use their Stop Work Authority to call out hazards. Successful examples of our employees using their Stop Work Authority and spotting and correcting unsafe conditions include the following:

- One of our MiniBulk delivery specialists arrived at a customer location and noticed that neither the connection point nor the receiving tank were properly labeled. The employee used his Stop Work Authority to assist the customer with proper labeling, allowing him to deliver the product successfully and safely.
- During a sodium hypochlorite delivery, one of our employees noticed that the customer also had another tank nearby that carried hydrochloric acid. Upon closer inspection of the two tanks, he realized that the hydrochloric tank had the same camlock size connection fitting as the sodium hypochlorite tank. Typically, different fitting sizes are used to prevent a possible mis-fill. If sodium hypochlorite and hydrochloric acid are mixed, it creates a harmful chlorine gas that can have fatal results. The employee notified customer management to address the issue immediately, potentially preventing a serious incident.
- One of our drivers arrived at a customer's location to deliver caustic soda. In the process of connecting his tanker's hose to the tank's offload fitting, he realized that the new connector fitting had rotted away. The employee immediately stopped work and notified management. The customer had recently set up that tank and had used an incompatible fitting. The customer worked with our management team to replace the fittings, allowing all groups to prevent a potential significant release and injury.

In April 2019, Univar Solutions implemented a strategy to reduce the accident rates in Xalostoc, Morelos, Mexico. This strategy encompassed the launch of the program BeST (behavioral safety), a way to identify and differentiate between risky and safe behavior. Since the program launched, the BeST program has significantly reduced injury events and strengthened the safety culture. To the end of 2021, 505 BeST reports have been filed in the Xalostoc branch and no accident reports have been recorded for three consecutive years.

Product Stewardship

Our Management Approach

In line with legal requirements and our principles, we supply all customers with a Safety Data Sheet (SDS) for products that pose environmental or health and safety hazards. These documents identify specific hazards, handling guidance and disposal information. Beyond this, our teams of technical experts assist customers with learning how to use hazardous materials safely. Our technical services professionals work side by side with customers and suppliers to help solve product-related issues, including product quality troubleshooting and guidance, formulation guidance and technique and formulation performance enhancements.

Our Progress and Initiatives

REACH, the European Union's regulation for the Registration, Evaluation, Authorization and Restriction of Chemicals, is a key piece of legislation that we continue to implement across our business, as it affects many of our customers and suppliers. We have been involved in the REACH process for several years, including working with the European Association of Chemical Distributors (FECC) and other European trade bodies to develop more practical and effective legislation. Through our proactive involvement in this regulation, we are uniquely placed to help monitor, advise and manage REACH compliance for our customers.

In EMEA and beyond, we continuously work with our suppliers to jointly deliver REACH-compliant products. We collaborate with our supply chain so that the products we distribute will be carried through initial REACH registration as well as the subsequent authorization processes.

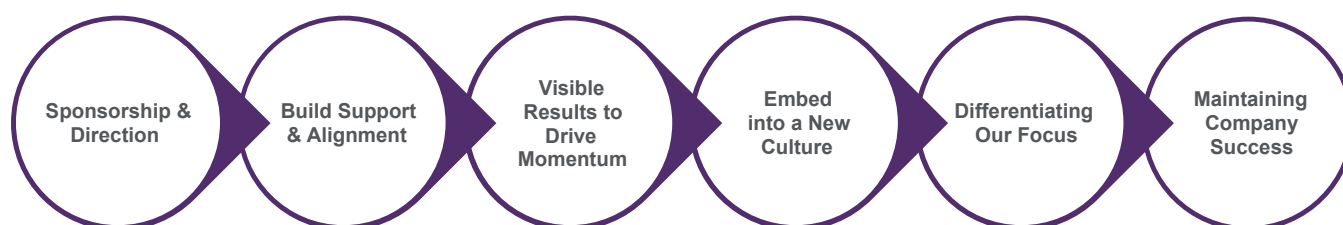





Goal 7: Diversity, Equity & Inclusion

We believe that the diversity of our employees' unique backgrounds and experiences undoubtedly plays an integral part in delivering innovation to our industry and reshaping our world. Understanding, accepting and valuing differences in race, ethnicity, gender identity and expression, age, religion, disability, sexual orientation, education, personality, skills and experiences is critical to our growth, our competitive advantage and our success as a responsible business leader in our industry.

Goal	<ul style="list-style-type: none"> • Increase diverse representation at leadership levels and create the opportunities and culture to enable employees to bring their authentic selves to work.
Targets	<ul style="list-style-type: none"> • Maintain a score of 100 on the HRC Foundation's CEI. • Maintain a score of at least 78 on the company's internal Employee Engagement Diversity & Inclusion Index. • Increase female representation globally at the people-leader level and above by 2.8 percent from 32.2 to 35 percent by 2025. • Increase the ethnic diversity at the people-leader level and above in the US by 3.2 percent from 17.8 to 21 percent by 2025.

Strategy



<p>Related SDGs</p>   	<p>SDG 5 - Achieve gender equality and empower all women and girls.</p> <ul style="list-style-type: none"> • 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. <p>SDG 10 - Reduce inequality within and among countries.</p> <ul style="list-style-type: none"> • 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. <p>SDG 16 - Promote just, peaceful and inclusive societies.</p> <ul style="list-style-type: none"> • 16.B - Promote and enforce non-discriminatory laws and policies for sustainable development.
<p>Related Material Topics</p>	<ul style="list-style-type: none"> • Diversity, Equity and Inclusion

2021 Performance Highlights

Focused on building sustainable growth across our talent lifecycle and creating more opportunities for visibility for our top talent.

Set targets to progress diverse representation at people-leader levels and increase inclusion throughout the organization.

Increased ethnic diversity for U.S. people-leaders to **19 percent**, closer to achieving our 2025 goal.

Despite challenges brought about by the global pandemic, the great resignation, supply chain shortages and inflation, we are pleased to report that we continue to advance each quarter towards our objectives of increasing female representation globally and ethnic diversity in the US at the people-leader levels. We are well on our way to not only achieving but exceeding our targets, thanks to the increased focus on attracting, retaining and developing diverse talent across the globe.



I am personally proud of the efforts we have taken to further our goals to build a more equitable, inclusive and just society. We aren't shying away, but rather leaning into the difficult and uncomfortable conversations about where real change and action is needed. This ongoing dialogue with our people, our customers, our suppliers, and other key stakeholders keeps us striving forward, relentless and steadfast. Setting an example for our industry on what great inclusion looks like is not just our promise, it's our responsibility."

– David Jukes,
President and Chief Executive Officer

Looking Ahead

At Univar Solutions, we will not settle for the progress we have made thus far—we are pushing ourselves to create a better future for our company, our employees, our industry and our communities. By increasing visibility for a diverse group of top industry talent, we believe we can break barriers and create a society that is more equitable and just. From increasing flexibility for the diverse needs of employees to developing programs to advance diverse indirect supplier partners, we believe we can influence and increase the industry's focus on advancing diversity, equity and inclusion.



Our Management Approach

At Univar Solutions, we are committed to the following Diversity, Equity & Inclusion (DEI) tenets:

- We are committed to fostering a safe, collaborative, supportive and respectful environment, one that values diverse perspectives, mitigates unconscious bias and enables a culture where employees can bring their authentic self to work;
- We investigate and eliminate potential inequities from our employment and business practices with action over words;
- We hold ourselves accountable to realistic and measurable progress in representation, inclusion and belonging through increased transparency and open communication with our employees, customers, suppliers and stakeholders on our progress and setbacks; and
- We are all on a journey and will approach one another with kindness, acceptance and empathy for where we are on our personal journeys, always assuming positive intent as we learn and grow together.



Committed to a DEI strategy that will ensure progress for years to come, we have built our approach around our vision, mission, core values and company purpose. Our actions address how we attract, retain, advance and include employees at all levels of the organization with an increased focus on gender equality, racial and cultural inclusiveness, LGBTQ+ equality, neurodiversity, disabilities equity and military veteran inclusion. To ensure comprehensive focus and direct ties into our business strategy, every action we take is aimed at advancing one or more of our critical DEI pillars.

- **Creating Opportunity & Building Talent:** Creating greater transparency in our current talent pool through sharing people's profiles, promoting self-identification in our human resource information system (HRIS) system, going beyond traditional search methods for hiring and offering increased skill development and visibility for our top talent.
- **Developing Awareness & Advocacy:** Through voluntary education and communication, raising self-understanding, mitigating unconscious bias and using our voice to advocate for social justice and equality.
- **Creating Community:** Leveraging Employee Resource Networks to bring our differences together, building belonging to achieve common goals, partnering with our local communities to advance Science, Technology, Engineering and Mathematics (STEM) opportunities for underrepresented groups and giving back to organizations that advance equality.
- **Helping Business Win:** Improving equitable policies like flexible work, advancing knowledge around inclusive language in our marketing materials, mitigating bias from hiring processes and creating stronger partnerships with customers and suppliers to advance DEI progress for our industry.



There is a large sense of pride working for a company that values diversity of thought and brings together our different experiences to drive the kind of innovation it takes to be a differentiator for our industry. It is clear, from our leadership support and visible advocacy, we aren't just talking about the need for change—we are taking action and becoming the change for ourselves, and for our society. What could be better than going beyond our exceptional products and services and creating a lasting impact that will forever benefit our industry and our communities?"

– Brandon Lyssy,
Global Director of Diversity, Equity,
Inclusion & Community

Our Progress and Initiatives

Over the past year, Univar Solutions focused on building sustainable growth across our talent lifecycle. We made immense strides to create more opportunities for our top talent to get the visibility they need and deserve. Several examples of positive, lasting change for our business include:

- Increased diverse representation on candidate slates at the people-leader levels;
- Implemented technology to help mitigate bias and increase inclusive language in job descriptions and job postings;
- Expanded talent profiles in our HRIS to promote employee experience, skills and career aspirations as more objective sources for open roles;
- Increased learning opportunities, candid discussions, internal webinars and external conference accessibility through key partners to increase self-awareness and build skills;
- Hosted meetings between Employee Resource Network leaders and our Board to discuss successes and challenges;
- Expanded self-identification capabilities in our HRIS to include LGBTQ+ identification, gender identity, disability status, and veteran status; and
- Conducted diverse talent reviews with our Executive Committee to give senior leaders visibility into some of our top gender- and ethnically-diverse talent.

Case Study:

“(S)heroes Wear Lab Coats”

Every day across the globe, diverse teams of Univar Solutions scientists and technical experts work tirelessly to develop solutions that help our communities. These men and women are making a difference, yet women remain underrepresented in Science, Technology, Engineering and Mathematics careers worldwide. In 2021, we undertook a campaign to help change that. Early in the year, we staged a large-scale promotion that featured women at Univar Solutions across the globe working to advance science and technology through innovation and creative problem-solving for our customers. During the campaign, we used video testimonials, blog posts, white papers, webcasts and other content to increase visibility of women working in STEM careers. In addition to successfully increasing visibility for women in STEM, the campaign resulted in \$25,000 donations from Univar Solutions to three organizations: **You Be the Chemist** sponsored by Chemical Education Foundation, **STEM Brazil** and **STEM Mexico** sponsored by Educando by Worldfund and **Chemistry with Cabbage** sponsored by Lorelly Wilson.



In 2021, we engaged our global leaders, HR and people-leaders in North America for a series of learning opportunities to understand the value diverse teams bring and crucial role of people-leaders within those teams. We encouraged participants to engage, learn and be more involved in building our inclusive culture. These learning modules were ranked the highest among our engagement programs and represent a great start to open candid dialogues on racial and gender equality, activating allyship, accessibility, social advocacy and much more.

Promoting wellbeing and supporting our workforce is also a top priority for our company. This work goes beyond physical health—it extends to taking care of our people’s holistic health. Over the year, our ERNs partnered to create many virtual opportunities to promote wellbeing and holistic health. For example, our Ability Network partnered with our Veterans and LGBTQ+ Networks to sponsor a program on mental wellbeing and suicide

prevention, especially for the disabled, LGBTQ+ and veteran populations. Additionally, our LGBTQ+ Network partnered with several networks and allies to sponsor a virtual webinar series to increase a culture of inclusion and mitigate bias.

Recent global initiatives include:

- Support by our Office of Inclusion of eight ERNs across USA, Canada, Mexico, Brazil & EMEA;
- Annual employee engagement survey with a Diversity & Inclusion Index measuring sentiment and experience;
- Signatory status with CEO Action;
- Partnership with The Conference Board; and
- Expanded human capital data reporting of the makeup of our teams.

Case Study:

Recognition as a Best Place to Work for LGBTQ+ Equality by the Human Rights Campaign Foundation

In Univar Solutions' third year participating in the HRC Foundation's CEI, we successfully achieved a score of 100, recognizing us as a Best Place to Work for LGBTQ+ Equality. The HRC's CEI is the national benchmarking tool on corporate policies, practices and benefits pertinent to lesbian, gay, bisexual, transgender and queer employees.

Through this award, we were recognized for our work in creating a discrimination-free workplace and enhancing business practices that support equality for all employees through internal education, performance management and our global LGBTQ+ Employee Resource Network. Additionally, we provide inclusive benefits for same-sex couples and transgender employees, actively seek insights and best practices from global organizations and share our own advancements and actions with groups equally committed to equality. To date, we are a signatory of CEO Action, the largest CEO-driven business commitment to advance diversity and inclusion within the workplace, which actively promotes DEI-related public policy such as the proposed Equality Act announced in the 117th United States Congress.

The recognition by the HRC is another independent indicator of the inclusive culture and ideal workplace that Univar Solutions is providing to employees daily. To learn more about our commitments and core values around DEI, please view our **Diversity, Equity, and Inclusion Purpose Statement online**.



Engaging Our Employees

Over the course of the year, our leaders in Brazil recognized the need to focus on promoting racial equality and equity in Brazilian society. Doing our part for the industry and our community, our leaders and employees came together to create our first ERN in Brazil. The ERN focuses on the country's racial divides by promoting learning opportunities and a culture where all employees feel included and valued. Launched in the fall of 2021, the network quickly gained over 50 local employees who participate in developing events, building networking opportunities and partnering with social equality advocates.



Our focus on advancing DEI has had a massive change on my professional life. I know that I am in a safe environment and have the backing of my company to be myself. The weight that lifts off my shoulders as a result is immeasurable. This is not some corporate box ticking exercise—this is a genuine effort on behalf of Univar Solutions to make a difference to those people who sit on the sidelines so often and are afraid to speak up.”

– Peter Ward
Property & Facilities Manager United Kingdom & Ireland and Chair of the LGBT+ Network EMEA



What excites me most is that Univar Solutions is so focused on ensuring opportunities and growth for the Latinx community and highlighting how important understanding cultural differences is to the success of our business. I’m especially grateful for the number of employees we recognize as allies who have a genuine desire to learn in an effort to create greater connections with each other.”

– Blanca Ugalde
Project Management Coordinator for Canada and Co-Chair of the Hispanic or Latinx Network (HOLA!)



I can definitely say that I personally identify with our purpose and values, putting these behaviors to practice each day. Being part of this cultural transformation within Univar Solutions provides me my own personal healing; through this journey of empathy, sharing knowledge, and creating opportunities to improve ourselves for our people, our partners, and our industry.”

–Ester Serragiotto
Internal Communication & Engagement Manager LatAm



Goal 8: Community Engagement

Now more than ever, it is essential to lead with enduring purpose and protect our communities. We continue to work on the safe delivery of the chemicals and ingredients needed to produce clean water, reduce food waste, make travel possible and keep the lights on, but our work does not end there. We also continue to support local charities, non-profit organizations and community groups.

Goal	<ul style="list-style-type: none"> Demonstrate our commitment to help keep society healthy, fed, clean and safe through financial investment and employee involvement in the communities in which we live and work.
Targets	<ul style="list-style-type: none"> Charitable contributions through the Univar Solutions Foundation or other similar means. Employee volunteer hour contributions. Company matching gift contributions.
Strategy	
Related SDGs   	<p>SDG 2 - End hunger, achieve food security and improved nutrition and promote sustainable agriculture.</p> <ul style="list-style-type: none"> 2.1 - By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round. 2.2 - By 2030, end all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and wasting in children under 5 years of age, and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons. <p>SDG 3 - Ensure healthy lives and promote well-being for all at all ages.</p> <p>SDG 17 - Strengthen the means of implementation and revitalize the global partnership for sustainable development.</p> <ul style="list-style-type: none"> 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.
Related Material Topics	<ul style="list-style-type: none"> Community Engagement

2021 Performance Highlights

Worked to align our community engagement efforts into three areas of focus: Volunteering, Donations and Advocacy.

Donated **\$50,000** each to The Prostate Cancer Foundation of Chicago and the American Red Cross.

Donated supplies to create and deliver antibacterial gel to schools in Mexico City.

Looking Ahead

Delivering kindness runs deep in our DNA, and the many charitable partnerships we engage in around the world only strengthen the good we do. We deliver some of the best chemistries and ingredients in the world, but we're most in our element when we are delivering on our purpose to keep our local communities healthy, fed, clean and safe. As we move forward, we have introduced our approach to community engagement, which we titled COMMUNITY BONDS. This is our holistic approach to inspire volunteering, maintain financial contributions to charitable organizations and raise our voice for important causes.

COMMUNITY BONDS is how we inspire our people to join together to "give great" to the communities where we live and work – going beyond our walls to make a lasting, positive impact for the world. The approach is designed to inspire and empower employees to strengthen our communities by: supporting health and wellness, promoting safety and belonging, advancing STEM education, protecting the environment and advocating for others. In the coming year we are granting paid time off for eligible employees to participate in volunteer opportunities, reinstating the Univar Solutions Foundation and launching a new gift matching program that will facilitate company contributions to charitable organizations that align with the company's purpose as well as the personal passions of our people.





Our Management Approach

Despite continued challenges in 2021 brought on by the COVID-19 pandemic and other disruptions, we have continued to keep our communities healthy, fed, clean and safe. We know the role our company plays in the production of clean water, reduction of food waste, promotion of efficient travel and empowerment of society through responsible resource use.

Keeping to our goals takes more than just words; it takes decisive action and rigor of governance to ensure we are always working to better ourselves, our industry and our communities. In the past year, we worked together to create a cross functional team of employees and leaders to guide the direction of our community engagement and hold ourselves accountable for continuous progress. With the unanimous support of our Executive Committee, our team aligned community engagement efforts into three areas: volunteering, donations and advocacy. Creating cohesive focus around the globe brings together the great work and giving we have been championing for years. With a sustainable foundation in place and through the dedication of our people, we are on a journey together to make lasting impacts in our local communities.

Our Progress and Initiatives

With the need for social distancing and safety precautions, our employees have been successful at finding creative ways to advance progress in our communities. We may have not been able to gather in large groups, but that did not stop us from continuing the good work that so many organizations have come to expect from us.

Across North America, we maintained continuous support for various programs. For over seven years, we supported the National MS Society and participated, where possible, in Bike MS events around the US. During the pandemic, we continued to participate in both virtual and reduced-capacity in-person rides, raising funds and serving as a sponsor for the Tour de Farms ride in Illinois. We were pleased to continue our support for organizations like The Prostate Cancer Foundation of Chicago, which funds research into the causes, detection and cure of prostate cancer. In 2021, we raised funds through employee campaigns and donated \$50,000 on behalf of our company. Additionally, in August 2021, we donated \$50,000 to the American Red Cross for relief efforts after Hurricane Ida ripped through the Gulf Coast, supporting impacted employees and communities.

In EMEA, our business kicked off a 5-year program



with the Brilliant Junior Academy in Watamu, Kenya. This program sponsors 50 children for their school fees, books and uniforms, and supports a school garden kitchen with chickens and food. Our employees also engage in a pen pal program where children of employees and the children in the school swap monthly letters and drawings around a theme. Other teams across EMEA have taken part in various volunteering activities while adhering to pandemic-related safety restrictions. In Italy, our team enjoyed tree planting and worked together to beautify a retirement home. In Belgium, teams scoured beaches to remove waste. In the UK, employees worked with 'Inspiring the Future' to connect with schools and help with classroom activities such as career preparation and mock interviews.

Case Study:

Preserving Honeybee Habitat in Calgary

Honeybees have become the unlikely ambassadors of something incredibly important. As the key pollinators that lead to one-third of everything we put on our plates, we recognize the importance of conserving honeybee habitats. This year, to advance biodiversity objectives, our facility in Calgary, Canada partnered with Alveole to improve natural spaces for honeybees. By participating in this program in an urban setting, we are not only pushing for changes in the agricultural system, but also helping to educate our employees, provoking much deeper conversations about sustainability internally.





Case Study:

Creating a Healthier World for Underserved Pregnant Women and Children

As a global distributor of nutraceutical ingredients for more than 50 years, Univar Solutions is no stranger to improving lives and strengthening communities through nutrition. We have partnered with Vitamin Angels, a non-profit organization working to improve nutrition and health in low-resource locations in the world. The non-governmental organization reaches 60 million pregnant women and children in every state in the US and across 65 countries worldwide.

The World Health Organization (WHO) estimates that at least half of the world's population lacks access to essential health services. Our support of Vitamin Angels is helping to reduce malnutrition across the crucial span of a child's development, from conception to 5 years of age. Along with an immediate impact on health and nutrition, our support helps to create a foundation for a more

nutritionally sound future for women and children in many underserved communities.

"Univar Solutions' partnership with Vitamin Angels demonstrates our shared commitment to breaking the cycle of undernutrition and improving the lives of underserved and at-risk women and children," said Matthew Ottaway, senior vice president, global consumer solutions. "Vitamin Angels' work aligns perfectly with our purpose-driven mission to help keep communities healthy, fed, clean and safe. As a trusted partner for nutraceutical health and wellness solutions, we're ecstatic to help increase access to wellness, innovation and nourishment, creating a healthier world and a healthier future together with Vitamin Angels."

To learn more about how you can support Vitamin Angels through Univar Solutions, visit univarsolutions.com/vitaminangels.



Appendix

Memberships of Association

Actively working with industry associations is an important part of how we remain at the forefront of changes and opportunities within the regions and industries we support. It aids our efforts to deliver the best possible service to our customers while advancing in the industry.

Our participation in these associations is guided by the principles that reflect both our core values and sustainability strategy.

Key industry associations, groups, initiatives and reporting platforms we actively participate in:

- [National Association of Chemical Distributors \(NACD\)](#)
- [Responsible Distribution](#)
- [Responsible Distribution Canada \(RDC\)](#)
- [European Association of Chemical Distributors \(FECC\)](#)
- [Responsible Care](#)
- [American Chemistry Council \(ACC\) Affiliate Member](#)
- [CDP](#)
- [International Chemical Trade Association \(ICTA\)](#)
- [EcoVadis](#)
- [RSPO](#)
- [Sedex](#)
- [Global Food Safety Initiative](#)
- [Cosmos Organic](#)
- [Fair for Life](#)

United Nations Global Compact (UNGC)

Since 2018, Univar Solutions has been working to implement environmental, social and ethical practices in support of the UNGC principles to advance societal goals. Our key focus includes:

- Upholding and respecting human rights;
- Upholding the freedom of association and eliminating all forms of forced labor;
- Undertaking and promoting environmental responsibility, encouraging environmentally friendly technologies and supporting the precautionary approach; and
- Working against corruption in all forms.



Past Industry Associations

- [National Association of the Chemical Industry Mexico \(ANIQ\)](#)
- [Brazilian Association of Chemical Distributors \(Associquim\)](#)
- [International Chemical Trade Association \(ICTA\)](#)

ESG Data Table

Environmental Performance

Energy

MWh	2016	2017	2018	2019	2020	2021	2021 % of Total Energy
Site Diesel	1,525	1,213	1,942	1,157	1,011	4,533	0.86%
Fleets Diesel	313,541	347,650	376,812	319,120	251,704	229,107	43.28%
Natural Gas	162,320	174,780	181,330	180,197	174,444	172,189	32.53%
Fleet Gasoline	47,280	40,007	35,522	33,728	21,797	19,851	3.75%
LPG	19,139	19,334	20,960	18,994	11,143	10,053	1.90%
Gas Oil	5,563	5,869	5,163	5,256	5,910	2,922	0.55%
Biogas	0	625	668	676	716	47	0.01%
Coal	720	0	0	0	0	0	0.00%
Electricity	111,081	105,153	103,224	93,972	86,879	82,699	15.62%
Renewable Electricity	0	228	229	221	1,742	7,068	1.34%
Heating (Network)	0	0	0	-	290	340	0.06%
Steam	1,161	1,330	1,327	1,310	592	592	0.11%
Total Energy (MWh)	662,330	696,189	727,177	654,631	556,228	529,401	100.00%
Energy Intensity (Total emissions per \$M)	82.04	84.35	84.24	70.49	67.30	55.52	-

The energy intensity ratio used includes only the internal use of energy.

Environmental

Scopes 1 and 2 Emissions

tCO ₂ e	2016	2017	2018	2019	2020	2021	2021 % of Total Scopes 1 & 2
Fleets Diesel	78,857	87,419	93,263	78,013	60,553	54,255	43.73%
Natural Gas	29,867	32,188	33,357	33,129	32,075	31,538	25.42%
Fleet Gasoline	11,372	9,621	8,305	7,883	4,996	4,557	3.67%
LPG	4,107	4,147	4,495	4,074	2,390	2,156	1.74%
Gas Oil	1,537	1,619	1,428	1,349	1,517	750	0.60%
Site Diesel	384	305	481	283	243	1,074	0.87%
Biogas	0	0	0	0	0	0	0.00%
Coal	232	0	0	0	0	0	0.00%
Heating Oil	0	0	0	0	0	0	0.00%
Refrigerants	0	0	0	0	341	554	0.45%
Scope 1 Total	126,356	135,299	141,329	124,731	102,115	94,884	76.48%
Electricity ¹	45,454	44,222	40,832	34,115	31,948	29,028	23.40%
Renewable Energy	0	0	0	0	0	0	0.00%
Heating (Network)	0	0	0	0	50	58	0.05%
Steam	237	263	326	231	102	101	0.08%
Scope 2 Total	45,691	44,485	41,158	34,346	32,100	29,187	23.52%
Global Scopes 1 & 2 Total	172,047	179,784	182,487	159,077	134,215	124,071	100.00%
Emissions Intensity (Total emissions per \$M)	21.31	21.78	21.14	17.13	16.24	13.01	-

1. Electricity emissions calculated using market-based factors. This is an update from historic reporting which was previously calculated using location-based factors. In this report market-based factors have been retrospectively calculated for electricity where available for years 2016-2020. Displayed Electricity (location-based) emissions below are for information purposes only and not included in the totals.

Location-based Scope 2 Emissions

tCO ₂ e	2016	2017	2018	2019	2020	2021
Electricity (location-based)	45,454	44,222	40,832	34,345	32,050	30,108
Heating (Network)	0	0	0	0	50	58
Steam	237	263	326	231	102	101
Scope 2 Total (Location-based)	45,691	44,485	41,158	34,576	32,202	30,267

Progress to 2021

Absolute change (%)	2016-2021	2020-2021	Intensity change (per \$M)	2016-2021	2020-2021
MWh	-20.07%	-4.82%	MWh	-32.32%	-17.50%
tCO ₂ e	-27.89%	7.56%	tCO ₂ e	-38.94%	-19.87%

Progress on Goals to 2025

		Baseline (2019/2020 Avg)	2021 Performance	% Change Baseline to 2021
Absolute	MWh	605,429	529,401	-12.56%
	tCO ₂ e	146,646	124,071	-15.39%
Intensity (per \$M)	MWh	68.89	55.52	-19.41%
	tCO ₂ e	16.68	13.01	-22.01%

Value Chain Scope 3 Category	2021
1) Purchased goods and services (with LCA)	9,881,535
2) Capital goods	Not Relevant
3) Fuel-and energy-related activities	30,096
4) Upstream transportation and distribution	179,826
5) Waste generated in operations	23,148
6) Business travel	5,872
7) Employee commuting	Not Relevant
8) Upstream leased assets	Not Relevant
9) Downstream transportation and distribution	Not Relevant
10) Processing of sold products	Not Relevant
11) Use of sold products	Not Relevant
12) End-of-life treatment of sold products	Not Relevant
13) Downstream leased assets	Not Relevant
14) Franchises	Not Relevant
15) Investment	Not Relevant
Total Scope 3 (tCO ₂ e)	10,120,477

Investment in Low-carbon Technologies

	Low-carbon Technologies
United States	\$2.7 million
Canada	\$0.3 million
Latin America	\$0.4 million
EMEA	\$0.2 million
Total	\$3.6 million

Waste

Non-Hazardous (Metric Ton)	2016	2017	2018	2019	2020	2021
Packaging recycled (not used in its current form)	1,321	897	657	1,258	1,046	209
Other recycled	3,347	3,869	1,996	3,133	3,619	7,740
Incineration with energy recovery	378	437	421	721	748	595
Incineration without energy recovery	4,000	68	60	38	557	336
Landfill	27,494	26,798	17,199	21,586	29,099	32,669
Other disposal (biological treatment, etc.)	627	928	6,051	7,405	1,266	973
Other disposal 2	447	0	749	23	126	499
Other disposal 3	3	0	0	0	0	0
Total metric ton non-hazardous waste	37,617	32,995	27,133	34,164	36,461	43,021
Metric ton non-hazardous waste (per \$M)	4.66	4.00	3.14	3.68	4.41	4.51

Hazardous (Metric Ton)	2016	2017	2018	2019	2020	2021
Packaging recycled (not used in its current form)	975	338	119	222	169	153
Other recycled	2,304	1,905	3,573	1,246	439	453
Incineration with energy recovery	2,043	2,655	2,099	1,934	3,112	1,528
Incineration without energy recovery	579	476	559	21	250	1,613
Landfill	235	1,415	1,628	1,276	1,407	1,100
Other disposal (biological treatment etc.)	5,043	1,503	2,807	4,542	4,384	2,438
Other disposal 2	313	67	68	1,032	670	259
Other disposal 3	76	106	0	0	0	0
Other disposal 4	14	0	0	0	0	0
Total metric ton hazardous waste	11,582	8,465	10,853	10,273	10,431	7,544
Metric ton hazardous waste (per \$M)	1.43	1.03	1.26	1.11	1.26	0.79

Waste

Progress on 2021 Goals

Global Totals	Type	2016-2021 % Change
Absolute Change	Hazardous	-34.86%
	Non-hazardous	14.37%
Intensity Change (per \$M)	Hazardous	-44.85%
	Non-hazardous	-3.16%

Waste

Progress on 2025 Goals (hazardous waste reduction)

		Baseline (2019/2020 Avg)	2021 Performance	% Change Baseline to 2021
Absolute	MT Haz	10,352	7,544	-27.13%
Intensity	MT Haz (per \$M)	1.18	0.79	-33.18%

Waste

Progress on 2025 Goals (percent not landfilled)

		Baseline (2019/2020 Avg)	2021 Performance	% Change Baseline to 2021
Absolute	% recycled, recovered or incinerated	15.75%	20.64%	31.09%

Water

Meters Cubed (m ³)	2016	2017	2018	2019	2020	2021
Total Municipal	830,994	757,166	785,419	790,107	651,924	668,846
Total Own Source	46,932	56,858	49,284	50,147	47,984	65,277
Total Water Extracted	877,926	814,024	834,703	840,254	699,908	734,123
Total Water in Products	280,078	290,676	249,326	245,125	128,968	285,517
Total Wastewater	597,848	523,348	585,377	595,129	570,940	448,606

Water

Progress on 2025 goals (wastewater reduction 15%)

Meters Cubed (m3)	Baseline (2019/2020 Avg)	2021 Performance	% Change Baseline to 2021
Absolute	583,035	448,606	-23.06
Intensity (per \$M)	66.58	47.05	-29.34

Year Over Year Global Release History

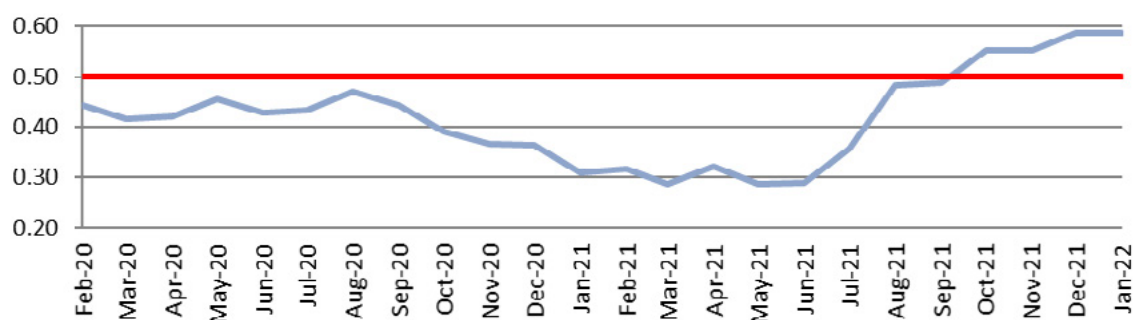
	2017	2018	2019	2020	2021
Not significant	370	527	683	527	494
Significant	83	73	105	61	62
Total Releases	453	600	788	588	556
Government Reported	36	54	44	47	21

Global 2021 Releases by Region	North America	EMEA	LATAM
Not significant	397	81	16
Significant	47	9	6
Total Releases	444	90	22
Government Reported	20	1	0

Social

Safety	2016	2017	2018	2019	2020	2021
Historic Annual TCIR	0.70	0.71	0.59	0.58	0.36	0.40

DOT Recordable Accident Rate



Current DEI Performance at the End of 2021:

	2020 Baseline	2021 Metric
Increase female representation at the people-leader level by at least 3 percent to 35 percent by 2025	32.2%	32.9%
Increase ethnic diversity at the people-leader level and above in the USA by 3.2 percent from 17.8 percent to 21 percent by 2025	17.8%	19.3%

HR Data:

The below data provides a snapshot of our employee, management and executive officer demographics as of December 31, 2021:

Employees*		People Managers	
USA	5,297	Male	1,586
EMEA	2,135	Female	67%
Canada	716	Elected to not self-identify gender	33%
LATAM	1,302		<1%
Total	9,450	Executive Officers*	
Male	64%	Male	78%
Female	35%	Female	22%
Elected to not self-identify gender	<1%	Labor force covered by a collective bargaining agreement	
		US	12%
		Europe	47%
		Canada	23%

(*) Information based on self-identification data.



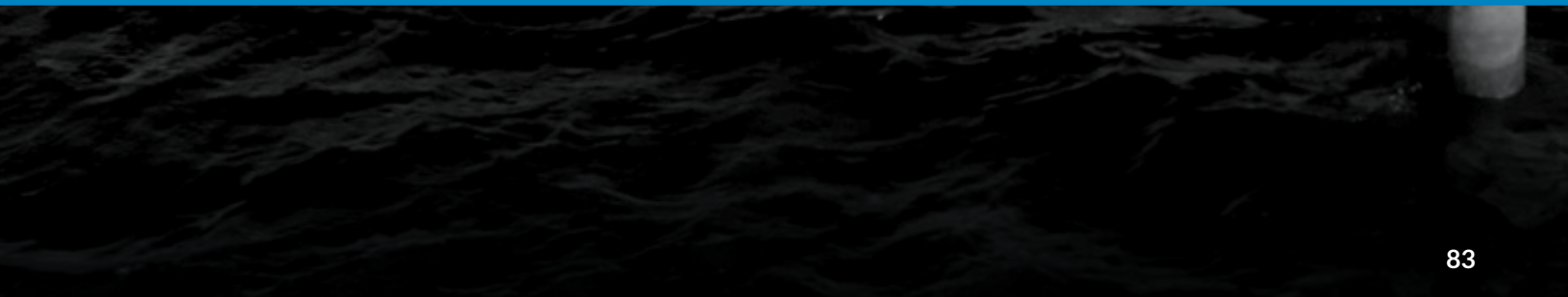
GRI, SASB and TCFD Indices

This report has been prepared in accordance with the GRI Standards: Core option for the period of January 1, 2021 to December 31, 2021. We submitted the report to notify the GRI of the accordance claim made within this report. Additionally, we prepared the report in accordance with the SASB disclosures for the Chemical industry and the climate-related risks and opportunities disclosure framework as recommended by TCFD.

For all three of these indices, we have not been able to fulfill every disclosure outlined in the standards and frameworks. However, as part of our commitment to continuously improve, we endeavor to increase these disclosures in future reporting. To support our reporting principles of accuracy, transparency and comparability, omissions of individual disclosures are detailed in our respective content indices for 2021, which can be found on the Univar Solutions **ESG Resources Page**.



Behind the Report





Legal Compliance

Compliance with laws and regulations is the minimum standard Univar Solutions holds across the geographies. We work on holding ourselves to higher standards in many areas through our ethics, safety and environmental policies and management systems.

In 2021, we are not aware of any criminal violations, investigations or other material claims made against us regarding anti-bribery, corruption, human rights or privacy. Additionally, we are not aware of any instances or material violations of occupational health and safety or environmental responsibility that were not swiftly and satisfactorily addressed.

Chemical Safety Regulatory Compliance

As a global leader in chemical and ingredient distribution, we work to safely manage the materials we supply. In line with key principles of Responsible Care and Responsible Distributions, we are working to foster the safe use of chemicals through the supply chain and communicate the hazards and risks of chemical products. We work to comply with all regulations on material safety, including providing required communication of material hazards and handling information to customers across all our regions.

We monitor the development of upcoming legislation and work with partners to anticipate new legislative impacts on our organization so that we are well positioned to maintain compliance and lead the standard across our industry. We will continue to closely monitor and provide input on legislation, such as the European Union's Green Deal and chemicals strategy for sustainability.

External Assurance Statement

This year, we engaged with ERM Certification and Verification Services (ERM CVS) to undertake independent limited assurance in line with ISAE 3000 for our 2021 reported Scopes 1 and 2 GHG emissions. The assurance statement from ERM CVS provides details to audited data from 2019, 2020 and 2021, and such information can be found on our [ESG Resources Page](#).

ERM CVS has been engaged for this assurance work as an independent third party.

Changes to the Scope of Reporting

In 2021, Univar Solutions' site footprint underwent several optimizations as we finalized the integration of our legacy organizations in the US and refined the structure of our operations in parts of EMEA. This led to a number of site closures through 2021. While this may result in increased efficiency in emissions at our operational sites, we also anticipate that this may result in increased delivery miles. As such, transport-based Scopes 1 and 3 emissions may increase in future years and amplify our need to reduce emissions from our fleet.

In addition to these changes, on December 1, 2021, Univar Solutions acquired Sweetmix Distribuidora de Materias Primas Industrias Ltda (Sweetmix), to expand Food Ingredients and CASE Portfolio in Brazil. The associated emissions and resource use, as well as safety and other metrics in this report, reflect the inclusion of Sweetmix as of the date of acquisition. Again, this operational change does not have a material impact on our footprint and therefore does not alone warrant a recalculation of our baseline.

However, a significant change and restatement has been triggered due to the removal of data in historic reporting to account for the divestiture of our Canadian Agricultural Services business which closed on November 30, 2020. This data was included in the historic sustainability reports and the removal of this data has played a significant role in the restatement of our earliest baseline of 2016, as well as subsequent years. Alongside this divestiture-based adjustment, we have made further updates to our historic data where we were able to improve data quality and accuracy. Our data is in line with the GHG Protocol Corporate Accounting and Reporting Standard for emissions and it supports our reporting principles of accuracy, balance, clarity, comparability, reliability and timeliness. This helps ensure our disclosures remain meaningful and accountable to our goals.

Emissions Methodology

The GHG Protocol Corporate Accounting and Reporting Standard remains the standard upon which our global emissions calculations and reporting are based. The baseline for our goals at the end of 2021 is that of our performance in calendar year 2016. For all emissions stated in metric tons of CO₂ equivalent (tCO₂e), these represent the collective emissions of the associated CO₂, CH₄ and N₂O. The only exception to this is the disclosure of a small quantity of refrigerant gases. We continued to follow the operational control boundaries in our Scopes 1 and 2 data collection, covering all operations considered to be under Univar Solutions' operational control. As in previous years of reporting, this excludes third-party warehouses, haulage and all other sources outside of our operational control. For 2021, the majority of Scope 1 emissions have been calculated using the latest UK government GHG factors to calculate emissions related to our corresponding activities. For fugitive emissions from escaped refrigerant gasses, emissions factors are sourced from the 2014 Environmental Protection Agency's factors. In 2021, only UK refrigerant fugitive emissions were reported. We intend to expand this reporting in future disclosures.

At a minimum, location-based Scope 2 electricity grid factors for the countries in which we operated in 2021 are based on the 2019 International Energy Agency data set unless more accurate sub-national grid factors were available. Reporting on Scopes 1 and 2 in this report is externally assured as part of our work with ERM CVS. The data within this report covers all operations in our control where data could be attained. For market-based Scope 2 emissions, supplier-specific emissions were used, including any market based instruments in places at specific sites, including certified renewable electricity. Where market-based factors were not available, location-based factors were applied.

For the first time in 2021 we have added market-based emissions for all reporting years, 2016-2021 and reported this alongside updated location-based reporting. Our 2016 and 2019/20 baselines have been updated to also reflect market-based emissions. Progress against our goals to 2021 and 2025 are for the first time this year based on market-based emissions. However, we will continue disclosing location-based emissions.

For the first time, we underwent a full Scope 3 mapping process for all 15 categories of Scope 3 emissions in 2021, and we are reporting this extended Scope 3 analysis for years 2019, 2020 and 2021. Limited Scope 3 emission calculations for 2019 and 2020 reported previously have been recalculated and replaced by the disclosures in this report. Within Scope 3 emissions calculations, all categories were reviewed for our inventory. Based on our business model, Scope 3 categories 1, 3, 4, 5, 6, have been determined relevant to our operations and calculated. The breakdown of these emissions have been reported alongside a brief overview of the methods we have employed in producing these calculations. These Scope 3 emission disclosures are reported in line with the GHG Protocol Technical Guidance for Calculating Scope 3 Emissions. While in line with the GHG Protocol guidance, the methods used in determining our Scope 3 emissions include a number of estimations and extrapolations such as the use of product-level carbon footprints based on generic emissions factors and the use of Environmentally Extended Input-Output (EEIO) modeling where more accurate supplier data was not available. We will continue to work to review and improve the accuracy and methods applied in Scope 3 disclosures by working with our supplier and other value chain partners. We will continue to follow the GHG Protocol guidance on restatements, updating our Scope 3 emissions in line with this guidance where appropriate.

Our mapping and calculation of our Scope 3 emissions have been used in our submission of goals to the Science Based Targets Initiative (SBTi) as part of our commitment to develop emissions reductions in line with their Business Ambition for 1.5°C. At the time of publication, Univar Solutions is awaiting review of our global goals by the SBTi.

As in previous years, the Global Warming Potentials (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.

Across all scopes and regions where primary data has not been available at a small percentage of locations, estimates have been applied to calculate data. This has been conducted on a headcount basis and usually has only applied to office locations which typically have fewer variables in emissions sources. Estimations total less than 5 percent of our locations when compared with the number of locations for which we have primary data. This percentage is likely to have a relatively overall small footprint due to the typically lower resource use intensity nature of our office operations. For these locations, estimated per capita metrics for energy, waste and water have been applied.

In other circumstances in which primary data was not available for this reporting period but has been historically, we have made informed estimations and extrapolations.

All estimates made through 2021 have been done in accordance with our internal emissions calculation process to help ensure consistency and comparability between reporting periods. We have made further improvements to our processes in this area since 2019 and will continue to work to improve data quality moving forward.

The baseline of 2016 was selected as it was the first year in which we had globally compiled data. The 2019/20 average baseline for our 2025 goals was selected to moderate the impact of COVID-19 on our performance.



Contact Details



We value your feedback. Please share your comments on our sustainability and performance at sustainability@univarsolutions.com.

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Common Stock

Univar Solutions common stock is listed on the New York Stock Exchange (NYSE) under the ticker symbol: UNVR.



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