



Slavery and human trafficking statement - Distrupol Ltd

(relating to the financial year ended 31 December 2019.)

Modern slavery is a crime resulting in an abuse of human rights. Modern slavery can take various forms and is used to describe the crimes of slavery, servitude, forced or compulsory labour and human trafficking. We are striving to combat modern slavery within our organisation and supply chains. The purpose of this slavery and human trafficking statement is to show what we as a company have done in the last financial year and what we are doing going forward.

Distrupol has a proud history of corporate responsibility and we value our integrity as a core and defining characteristic of how we operate. We believe that in today's global economy it is even more important for companies to act as responsible corporate citizens and to make their commitment known to responsible third parties. Whenever we are faced with difficult decisions during the course of our business, Distrupol always chooses the ethical course of action.

Distrupol has a Code of Conduct that covers the company's values on modern slavery and human trafficking. This statement together with a Slavery and Human Trafficking Supplier Questionnaire as part of the Company's due diligence processes in supply chains is one of several steps we undertake to support the avoidance of modern slavery and human trafficking. An Anti-Modern Slavery policy has been published which is available to all of our employees.

This year we will continue to broaden our scope for supply chain mapping. We will further develop our audit and risk assessment program and progress training for our employees to increase awareness and combat slavery and human trafficking within our supply chains.

Our organisation's structure, our business and supply chains

Distrupol Ltd is the trading company within the UK and committed to ensure that adequate controls are applied so that slavery and human trafficking cannot take place in any part of the relevant business. The ultimate parent company of Distrupol Ltd is Univar Solutions Inc. Univar Solutions Inc. has its Commercial Headquarters in the United States of America at Downers Grove, IL.

Founded in 1924, Univar Solutions is a leading global distributor of chemicals and innovative services. The company operates a network of over 850 distribution facilities throughout North America, Western Europe, the Asia-Pacific region, and Latin America, with additional sales offices located in Eastern Europe, the Middle East, and Africa. Univar Solutions sources from over 8,000 producers worldwide and serves more than 160,000 customer locations with a full portfolio of specialty products and ingredients, and basic chemicals. Our high-growth and value-added service offerings are key differentiators in the market.

With a worldwide team of more than 10,000 employees, our scale, geographic reach, comprehensive product portfolio, and value-added services provide us with a distinct competitive advantage by providing a single-source solution for our customers.

For the financial year ended 31 December 2019, Distrupol Ltd had a turnover in excess of £36M. Final figures will be publically available when due.

What is our business?

Distrupol is a leading global distributor of chemistry and related innovative products and services. We safely deliver chemistry (products, expertise, and relationships) e.g. products that help our customers improve the quality of life through affordable energy, clean drinking water, reliable food sources and products that improve our health, homes and environment.

Our supply chains

Distrupol is a world leader in the global distribution of chemistry and related products and services. Our suite of distribution services enables us to serve our customers everywhere, every day, so that they have the products they need, when they need them.

Our policy on modern slavery and human trafficking

As an organisation, we are committed to prohibit modern slavery and human trafficking:

- in any part of our supply chains; or
- in any part of our business.

Our Anti-Modern Slavery Policy reflects our commitment to implement and enforce and maintain effective processes and controls to ensure modern slavery and human trafficking is not taking place. We also encourage and protect whistle-blowers. The policy is available on request.

Due diligence processes in relation to modern slavery and human trafficking

As part of our initiative to identify and mitigate risk we:

- Build long-standing relationships with suppliers and embed our expectations of business behaviour from the beginning;
- Have a policy of “knowing your customer/supplier” to ensure that we are contracting with appropriate businesses.

We work with supplier statements and questionnaires to identify and mitigate the risk of modern slavery and human trafficking. The questionnaire is designed to be issued through our supply chain to:

- Identify and assess potential risk areas in our business and supply chains;
- Mitigate the risk of modern slavery occurring in our business and supply chains;
- Monitor potential risk areas in our business and supply chains.

In addition, we have:

- Updated our supplier questionnaire to capture the principles of modern slavery and human trafficking compliance under international labour laws.
- Revised and updated our Modern Slavery policy

Behaviour of our supply chains

We have a zero tolerance policy approach towards modern slavery and human trafficking. We expect the same high standards from all of our customers, suppliers and other contractors. We constantly monitor and improve our Integrity & Compliance programs rules through a global compliance team

Training on modern slavery

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide adequate training to all our staff. Through top-level commitment, additional modern slavery training will be implemented via a Train the Trainer program. In due course, we will also be seeking the commitment of our business partners to train their staff, suppliers and providers and will offer support where practicable.

Our effectiveness in combating modern slavery

We are conducting external and internal reviews of our processes to give insight on ways that we can tackle modern slavery in our organisation and supply chains. We are developing appropriate KPIs to assess how effective we are and how we will continue to combat slavery and human trafficking within our supply chains. We will also assess our performance through self-assessment.

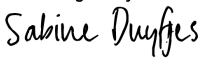
Future steps

Following a review of the effectiveness of the steps we have taken so far, we propose taking the following further steps to combat modern slavery:

- Continuous strengthening of our supply chain mapping through direct collaboration with our suppliers.
- Further assess results of questionnaire findings to create audit and risk assessment programs.
- Create targeted training for employees who act as an immediate contact to our suppliers to increase awareness and combat slavery and human trafficking within our supply chains.

This statement is made in accordance with the Modern Slavery Act 2015 section 54(1) and constitutes Distrupols' slavery and human trafficking statement for the financial year ending 31 December 2019.

Signed on behalf of the board of directors,

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Sabine Duyfjes

Vice President & Associate General Counsel EMEA & APAC & LATAM