



## **Modern Slavery and Human Trafficking Statement - Distrupol Limited**

(relating to the financial year ended 31 December 2020)

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 continue to strive 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 plan to do going forward.

Distrupol Limited (“Distrupol” or the “Company”) 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 in our business, Distrupol always chooses the ethical course of action.

Distrupol has a Global Standards of Business Conduct that outlines the Company’s values and emphasizes the need to comply with applicable laws and regulations, including laws related to preventing modern slavery and human trafficking. This statement together with our Form QC57B Supplier Questionnaire, which includes questions on slavery, human trafficking, and other compliance topics, is part of the Company’s due diligence processes and is one of several steps we undertake to combat modern slavery and human trafficking in our supply chains. We also publish a Slavery and Human Trafficking Statement annually on our website at [www.Distrupol.com](http://www.Distrupol.com).

This year, Distrupol will continue to evaluate further enhancements to our existing risk assessment program and will strive to increase our employees’ awareness of modern slavery and human trafficking issues to further combat slavery and human trafficking within our supply chains.

### **Our organisation’s structure, our business, and supply chains**

Distrupol Limited is committed to ensuring that adequate controls are in place so that slavery and human trafficking cannot take place in any part of our Company’s business. The ultimate parent company of Distrupol Limited as of 31 December 2020 was Univar Solutions Inc. (“Univar Solutions”). Univar Solutions has its headquarters in the United States of America in Downers Grove, IL, USA, and is a leading global specialty chemical and ingredient distributor representing a premier portfolio from the world’s leading producers. Learn more at [UnivarSolutions.com](http://UnivarSolutions.com).

On 1 April 2021, Distrupol Limited was sold by Univar Solutions and became a subsidiary of GPD Companies, Inc. GPD Companies, Inc. is a Delaware corporation and a holding company formed by One Rock Capital Partners, LLC and its affiliates with the intent to create a leading group of global, value-added distributors. GPD Companies, Inc. is based in The Woodlands, TX, USA.

Headquartered in Surrey, England, with broad geographic reach across Europe, Distrupol has provided value-added sales and application development of thermoplastic resins for over 50 years. Through its decades-long relationships with world class supply partners, the Company offers a robust array of superior performance products and solutions that meet the needs of diverse end users from leading and emerging industries such as the consumer,

medical, automotive, and electrical sectors, among others.

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 2020, Distrupol Limited had a turnover in excess of £60M.

### **What is our business?**

Distrupol is a leading global distributor of an extensive range of thermoplastic polymers and elastomers. We deliver chemistry (products, expertise, and relationships), such as 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. We also provide innovative solutions and expertise in the sales and application development of our products.

### **Our supply chains**

Distrupol caters to over 1,300 customers across 13 countries with a portfolio of over 4,000 grades of high-quality polymers, including sustainably derived solutions that reduce environmental impact. For more information, visit [www.Distrupol.com](http://www.Distrupol.com).

### **Our strategy on modern slavery and human trafficking**

As an organisation, we are committed to comply with all applicable laws and regulations and to strongly support the prohibition of modern slavery and human trafficking:

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

This Slavery and Human Trafficking Statement reflects our commitment to implement, enforce and maintain effective processes and controls to ensure modern slavery and human trafficking is not taking place within our organisation. We also encourage and protect whistle-blowers as further outlined in our Global Standards of Business Conduct, which is available on [www.Distrupol.com](http://www.Distrupol.com).

### **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 communicate 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 use 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 emphasized in our supplier questionnaire and due diligence processes the need for our business partners to comply with the principles of modern slavery and human trafficking under international labour laws.

### **Behaviour of our supply chains**

We have a zero-tolerance approach towards modern slavery and human trafficking. We expect the same high standards from all of our customers, suppliers and other contractors, including, but not limited to:

- Ensuring that they do not use slave labour, illegal child labour, or forced labour
- Ensuring that overall terms of employment are voluntary
- Ensuring that they do not engage any abuse of human rights
- Ensuring that all local applicable laws and regulations are being followed, including but not limited to as it relates to minimum age requirements, wages, and the number of hours worked in a given week
- Promptly identifying and reporting to Distrupol any suspected or actual violation of these requirements.

Failure to comply with applicable laws and regulations and our policies may result in a number of serious consequences, up to and including termination of any contracts with Distrupol's business partners.

We constantly monitor and seek to improve our integrity and compliance programs through our global legal and 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. Compliance with applicable laws and regulations, including applicable laws related to modern slavery and human trafficking, is a topic that is incorporated into our annual training curriculum, and we request our suppliers to confirm that they have their own codes of conduct, anticorruption policies, and policies focused on combatting human trafficking and modern slavery in place.

### **Our effectiveness in combating modern slavery - 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:

- Maintain close relationships with suppliers to ensure visibility and alignment on the principles and compliance related to preventing violations of modern slavery and human trafficking.
- Further assess results of questionnaire findings to evaluate enhancements to existing risk assessment programs.
- Launch targeted training for employees who act as an immediate contact to our suppliers and customers 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 Distrupol's slavery and human trafficking statement for the financial year ending 31 December 2020.

Signed on behalf of the board of directors on 29 June 2021,

Carrie Rutherford

Carrie Rutherford

Director, Distrupol Limited