



Univar Europe - SUSTAINABILITY and SOCIAL RESPONSIBILITY Statement.

Univar is committed to being a responsible corporate citizen everywhere it operates. Its *Statement of Core Values* reflects this commitment:

Safety: Safety is the first priority, the most important aspect of our work.

Ethics: We treat every individual in our business and personal practices ethically with integrity and honesty.

Leadership: Each of us strives to lead and motivate by example and consistently live up to these core values. We coach, train, develop and empower employees to reach their full potential.

Employees: We respect and value every employee and are committed to support and develop each other personally and professionally.

Environment: We are committed to protecting the health and well-being of our employees, our customers, the community and the environment.

Sustainability: We are committed to reducing our environmental impact, ensuring the safety of our employees and neighbours, helping to grow our supplier and customer businesses by growing our own business and ensuring the safe stewardship of products, thereby moving closer to creating a fully sustainable business.

Continuous Improvement: We will improve results for all our stakeholders by doing the right things better every time.



Univar Europe - Safety, Health and Environment Policy

The mission of Univar Europe is to be the preferred quality partner for the distribution of chemicals and services. We combine economic success with social and environmental responsibility.

We recognise that safe practices, healthy working conditions and conservation of our environment are essential to achieve sustainable profitability and continuity for our company and employees. We are committed to ensuring that our operations do not have a negative effect on the environment or the health and safety of our employees and neighbours. We are therefore committed to:

Our Core Value, "Serious about Safety"

Our Employees and Others

Ensuring the health, safety and welfare of our employees and the health and safety of other persons who may be affected by our activities.

Meeting Applicable Legal and Other Requirements

Complying with all relevant regulations and requirements and operating in accordance with both government and industry codes of practice and guidance appropriate to our activities.

Management of Risk

Assessing and managing the risks associated with our activities to ensure a high level of protection for our employees, contractors, customers, the public and the environment.

Policies and Documentation

Having in place documented policies and management systems which enable us to control our health, safety and environmental risks and improve our health, safety and environmental performance.

Provision of Information and Training

Providing relevant health, safety and environmental information to contractors, customers, statutory bodies and the public.

Providing all employees with information, instruction and training aimed at ensuring that they understand their responsibilities and the contribution they can make towards the achievement of health, safety and environmental objectives.

Prevention of Pollution

Preventing pollution of air, land and water through careful planning of operations, provision of suitable facilities and responsible waste management.

Emergency Response

Establishing and maintaining appropriate emergency response systems.

Product Stewardship

Working and communicating with our partners along the supply chain to manage existing and new products and meet the increasing demands for health, safety, environmental protection and sustainability.

Continual Improvement

Achieving continual improvement in safety, health and environmental performance.

Objectives and Targets

Establishing and reviewing health, safety and environmental objectives and targets.

Community Interaction

Maintaining an awareness of and responding to community concerns which relate to our activities.

Univar Europe aims to ensure that all its employees are engaged in the delivery of this policy.
Univar Europe will provide resources necessary to fulfil these policy requirements.

Signed on the 27-07-2009 by John van Osch

President EMEA Univar



ETHICS

Univar has adopted a *Code of Conduct*, [<http://www.univarcorp.com/codeofconduct.htm>] applicable in the countries in which Univar operates. The company is committed to the high standards set by the *Code*: at all times Univar employees must act ethically and in compliance with applicable laws.

The *Code* has whistleblower provisions that enables employees to report misconduct and which provide for reporting, where appropriate, to the Board of Directors. The *Code* and the strict policy of the company prohibit any form of retaliation against employees who report suspected misconduct.

EMPLOYEES AND LABOUR

Univar is made up of over 7,500 employees working in over 20 countries around the world. We are committed to fair employment practices for all of our employees, regardless of their race, colour, nationality, religion, gender, age, disability or any other status protected by law. Univar's policy is to adopt and comply with sound labour and employment practices and to treat its employees in accordance with all applicable laws and regulations wherever their place of employment. Univar's *Code of Conduct* underpins the company commitment to legal compliance and respect for labour standards. Univar also respects its employees' rights of free association.

SAFETY

Univar management in each business unit is responsible for the local implementation of the SHE standards that have been established on a companywide basis in the global SHE policy. Important elements of these standards include organization and communication, standards and procedures, security, training and education, reporting, assessment and controls, and change management.

Univar works to eliminate on-the-job accidents in a number of ways: accident prevention efforts through planning, process and facility investments and controls, safety training, safety committees, safety and environmental audits, and post-accident investigations with follow-up steps.

ENVIRONMENT

Environmental and product stewardship are very important values at Univar. We are committed to responsibly handling, storing, transporting and disposing of the chemical products we sell. As a matter of company policy, we follow rigorously all relevant environmental, health and safety regulations as they affect company operations.



In North America, Univar Canada is a member of the Canadian Association of Chemical Distributors and follows the latter's Code of Responsible Distribution. Univar USA is a member of the National Association of Chemical Distributors and is committed to the NACD's Responsible Distribution ProcessSM, which focuses on the responsible management and distribution of chemicals. Univar is also a member of the American Chemistry Council and is committed to its Responsible CareSM program. In addition, Univar Europe was one of the pioneers of the Responsible Care program across Europe and actively involved in promoting effective environmental and product stewardship through national trade associations and the European Chemical Distributors Association (FECC).

Through our actions amongst others on safety, product stewardship waste minimisation, resource conservation and continuous improvement both at our own operations and customer sites, we working towards a more sustainable way of conducting business.

QUALITY POLICY

We work to ISO9001 norms at all our operations. Continual improvement is a central part of our quality management systems. Where appropriate sites are not only certified to ISO9001 but also to specific quality standards such as HACCP and Food Safety Standards, to ensure that customers can have confidence that Univar implements the appropriate quality standards relevant for specific product end uses.

CONTINUOUS IMPROVEMENT AND AUDIT

Univar is committed to quality and continuous improvement in all areas of the company. We have an ongoing quality improvement process in place in each of our business units designed to identify potential errors and eliminate them before they happen. Our goal is to increase customer service and help assure that we meet customer requirements the first time.

We also continue to refine our continuous-improvement environment with an emphasis on achieving productivity enhancements. Our managers' measure workflow processes to improve the amount of product per employee we move through our facilities reduce or eliminate unnecessary or redundant inventory and generally increase the return we realize on all assets employed in our business.

Univar conducts an annual evaluation of the company's internal controls and risk control systems, policies and procedures using guidance from the framework developed by the 1992 Committee of Sponsoring Organizations of the Treadway Commission (COSO).