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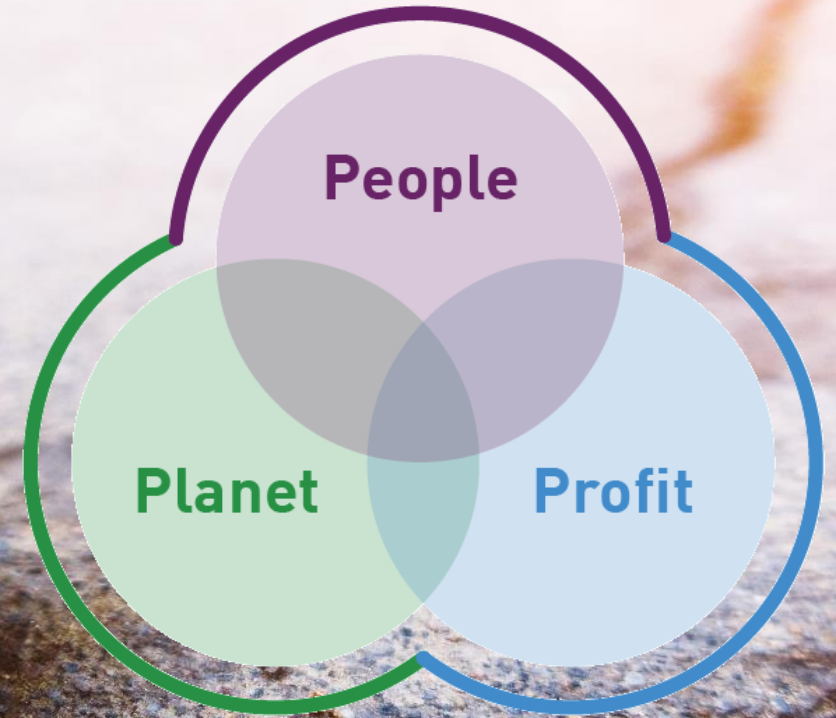
# Sustainability Strategy Overview to 2021



# Our sustainability strategy overview

Sustainability is the common thread tying together our cultural values, mission, and vision.

This can only be realized when we consider our economic, environmental, and social value together.







## Energy & emissions

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### Goal

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

### Implementation areas

- Global sustainability assessment program
- Infrastructure improvements and target energy use and emissions reduction actions
- Work at site level to achieve greater local visibility on key metrics
- Embed sustainable principles into our day-to-day
- Site and office-based behavioral programs



# Resource use

## Goal

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

## Implementation areas

- Rethink processes, reduce resource use, reuse materials, and reduce non-circular waste disposal
- Expand collaboration with customers and suppliers to realize opportunities to offer products and services with circular value





## Safety

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### Goal

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

### Implementation areas

- Use of a near miss reporting tool: Spot it & Stop it
- The use of root cause analysis for all accidents
- Specific targeted training programs such as Safety Passport





# Responsible handling

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## Goal

Protect our people, communities, and environment by leading a “Zero Release” culture to minimize and prevent releases.

## Implementation areas

- Determine root cause for all significant incidents and implement corrective actions.
- Utilize safe transfer procedures for all bulk chemical transfers
- Drive global release reduction initiatives through the global Charter on Release prevention
- Improve overfill prevention systems and use preventative maintenance tools





## Sustainable supply chain

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### Goal

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

### Implementation areas

- Enhance supply chain sustainability transparency
- Strengthen partnerships with customers and suppliers through sustainable business
- Deliver value across the supply chain through our sustainable products, services, and solutions
- Continue to support customers in meeting the expectations and challenges they face on sustainability





# Equality, diversity, & inclusion

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## Goal

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



## Implementation areas

- Creation of an Office of Diversity & Inclusion
- Establish strategic alliances with expert organizations, select customers, and suppliers to guide programming.
- Establish further awareness and educational resources for employees around equality and diversity





## Beyond 2021

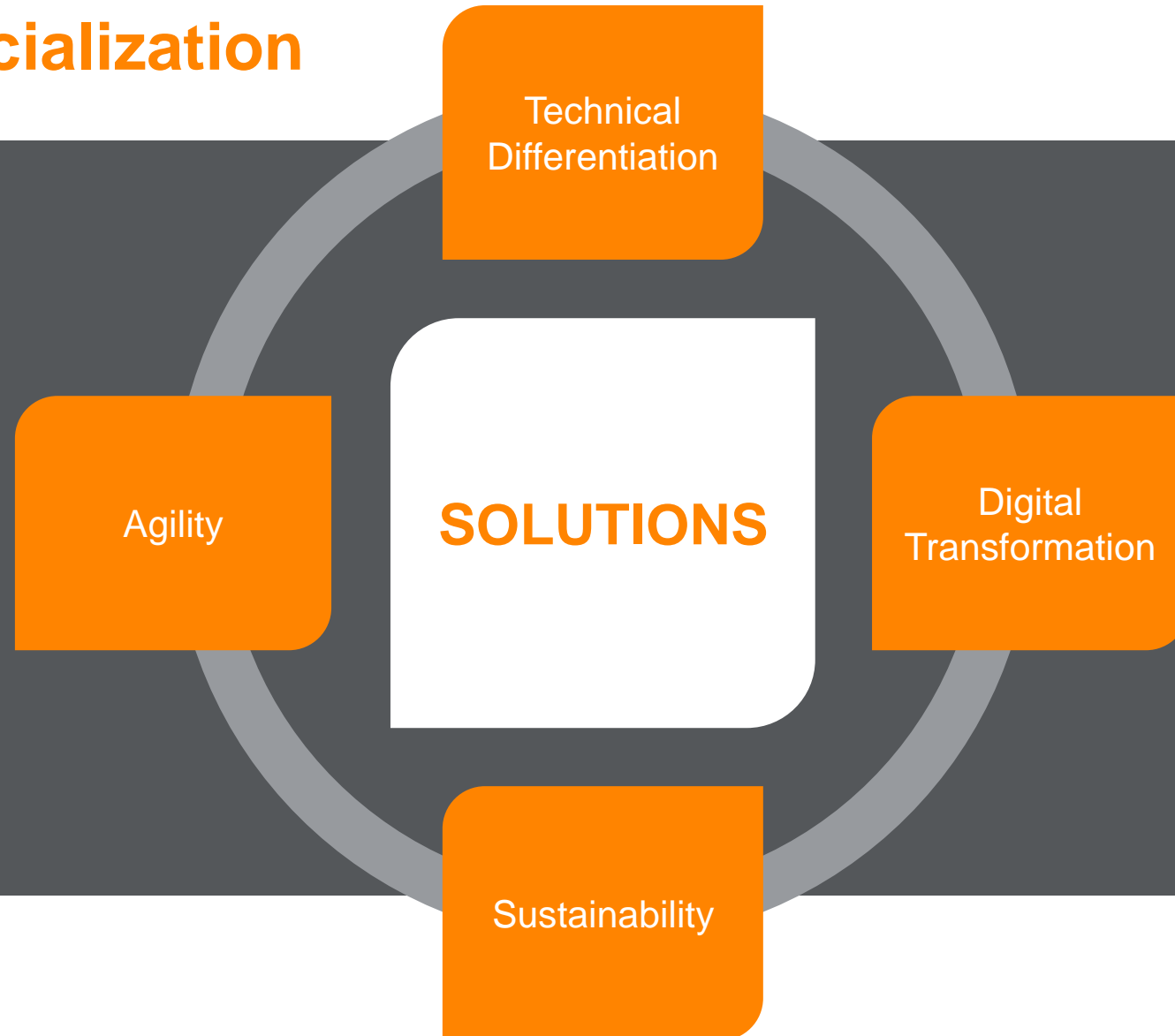
Our focus on driving sustainability in business must go beyond these goals and find both big and small ways to reduce our impact on the planet.

We will continue to carry our comprehensive materiality assessments against the same Global Reporting Initiative (GRI) Standards, challenging the basis of our goals in order to ensure that our revised medium- to long-term agenda is future ready.

Through our wider sustainability strategy, lived through our vision, we invite each and every one of our stakeholders to join us on our sustainability journey.

After all it is **our home, our responsibility.**

# Portfolio of possibilities from concept to commercialization



# Customer Application and Formulation Development Expertise

## 46 Global Solution Centers

### CANADA 7 Solution Centers

7 LOCATIONS  
5 END MARKETS  
12 TECHNICAL EMPLOYEES

### USA 14 Solution Centers

5 LOCATIONS  
6 END MARKETS  
34 TECHNICAL EMPLOYEES

### LATAM 9 Solutions Centers

4 LOCATIONS  
7 END MARKETS  
32 TECHNICAL EMPLOYEES

### EMEA 12 Solution Centers

11 LOCATIONS  
4 END MARKETS  
19 TECHNICAL EMPLOYEES

### APAC 3 Solution Centers

1 LOCATION  
3 END MARKETS  
2 TECHNICAL EMPLOYEES

Opportunity to differentiate  
through *real* technical  
leadership

### Solution Centers by Vertical

2	3	9	9	5	1	6	4	3	4
HIC	LMWF	FOOD	BPC	CASE	PHAR	SOLV	AG	ALL	ENER
Lab-based Technical Employees				Field-based Technical Employees			Total Technical Employees		
56				79			135		





# We have real solutions

application development  
product development  
raw material evaluations  
product performance  
benchmark studies  
physical, subjective and visual testing





# Customer-centric approach

A woman with blonde hair tied back, wearing black-rimmed glasses and a white button-down shirt, is looking down at a dark-colored folder she is holding. The background is a blurred office or cafe environment with warm, bokeh-style lighting.

**Listening**  
**Understanding**  
**Helping**

# Customer **needs**



**Is it better?**

**Is it more cost effective?**

Helping you find the answer



# Supplier **needs**

**Extension of your brand**  
**Growth through innovation**  
**Helping you find the answer**

# What questions do you have?



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