

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

DOWNERS GROVE, Ill., Jan. 29, 2021 /PRNewswire/ --Univar Solutions Inc. (NYSE: UNVR) ("Univar Solutions" or "the Company"), a global chemical and ingredient distributor and provider of value-added services, today announced it has been recognized as a Best Place to Work for LGBTQ+ Equality by the U.S. based Human Rights Campaign (HRC) Foundation after achieving a score of 100 on the [HRC Corporate Equality Index \(CEI\)](#). Human Rights Campaign Foundation's Corporate Equality Index is the national benchmarking tool on corporate policies, practices and benefits pertinent to lesbian, gay, bisexual, transgender and queer employees. This is the third year in which Univar Solutions has participated in the CEI and the first year achieving a score of 100.

"It is actually hard to put into words the incredible journey we have been on. This recognition is yet another example of the significant steps that Univar Solutions continues to take to provide an environment that is fully inclusive, equal and equitable for all employees," said [Brandon Lyssy](#), director global engagement & inclusion. "The HRC CEI serves, less as a recognition for us, and more as a guide on where we can continue to enhance the experience for our employees and promote an environment where every person knows they can show up as their full self."

President and CEO, [David Jukes](#) commented, "I could not be prouder of how far we have come, and where we are going, to provide the most inclusive and creative work environment in our industry. It begins with our values and being a place where people matter and continues with our people – our greatest strength, and we will continue to challenge ourselves every day to ensure that our employees know they are cared for, equal, and valued."

Univar Solutions mandates a discrimination-free workplace and has enhanced business practices that support equality for all employees through internal education, performance management, and the company's global LGBTQ+ Employee Resource Network. The Company provides inclusive benefits for same-sex couples such as medical, dental, wellness, and medical benefits associated with gender reassignment surgery for transgender employees.

The organization actively seeks insights and best practices from, and shares its own advancements and actions with, other global organizations equally committed to equality. In 2020, Univar Solutions joined over 1,600 other CEOs to become signatories of CEO Action, the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. Additionally, the organization promotes public policy supporting equal treatment for all LGBTQ+ persons, and in 2020 joined over 120,000 others in publicly supporting the proposed Equality Act which would provide consistent, and explicit non-discrimination protections for LGBTQ people across key areas of life, including employment, housing, credit, education, public spaces and services, federally funded programs, and jury service.

The recognition by the HRC is another independent indicator of the inclusive culture and ideal workplace that Univar Solutions is providing to employees on a daily basis. You can learn more about the commitments and core values of the company by viewing our [Diversity, Equity, and Inclusion Purpose Statement](#) online.

About Univar Solutions

Univar Solutions (NYSE: UNVR) is a leading global specialty chemical and ingredient distributor representing a premier portfolio from the world's leading producers. With the industry's largest private transportation fleet and North American sales force, unparalleled logistics know-how, deep market and regulatory knowledge, world-class formulation and recipe development, and leading digital tools the company is well-positioned to offer tailored solutions and value-added services to a wide range of markets, industries, and applications. Univar Solutions is committed to helping customers and suppliers innovate and grow together. Learn more at [UnivarSolutions.com](https://www.univarsolutions.com).

Forward-Looking Statements

This press release includes certain statements relating to future events and our intentions, beliefs, expectations, and predictions for the future which are "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934, as amended. Forward-looking statements are subject to known and unknown risks and uncertainties, many of which may be beyond the Company's control. These forward-looking statements are subject to risks and uncertainties that could cause actual results to differ materially from the expectations and assumptions. A detailed discussion of these factors and uncertainties is contained in the Company's filings with the Securities and Exchange Commission. Potential factors that could affect such forward-

looking statements include, among others: the ultimate geographic spread of the COVID-19 pandemic; the duration and severity of the COVID-19 pandemic; actions that may be taken by governmental authorities to address or otherwise mitigate the impact of the COVID-19 pandemic; the potential negative impacts of COVID-19 on the global economy and our customers and suppliers; the overall impact of the COVID-19 pandemic on our business, results of operations and financial condition; other fluctuations in general economic conditions, particularly in industrial production and the demands of our customers; significant changes in the business strategies of producers or in the operations of our customers; increased competitive pressures, including as a result of competitor consolidation; significant changes in the pricing, demand and availability of chemicals; our levels of indebtedness, the restrictions imposed by our debt instruments, and our ability to obtain additional financing when needed; the broad spectrum of laws and regulations that we are subject to, including extensive environmental, health and safety laws and regulations; an inability to integrate the business and systems of companies we acquire, including of Nexeo Solutions, Inc., or to realize the anticipated benefits of such acquisitions; potential business disruptions and security breaches, including cybersecurity incidents; an inability to generate sufficient working capital; increases in transportation and fuel costs and changes in our relationship with third party providers; accidents, safety failures, environmental damage, product quality and liability issues and recalls; major or systemic delivery failures involving our distribution network or the products we carry; operational risks for which we may not be adequately insured; ongoing litigation and other legal and regulatory risks; challenges associated with international operations; exposure to interest rate and currency fluctuations; potential impairment of goodwill; liabilities associated with acquisitions, ventures and strategic investments; negative developments affecting our pension plans and multi-employer pensions; labor disruptions associated with the unionized portion of our workforce; and the other factors described in the Company's filings with the Securities and Exchange Commission. We caution you that the forward-looking information presented in this press release is not a guarantee of future events or results, and that actual events or results may differ materially from those made in or suggested by the forward-looking information contained in this press release. In addition, forward-looking statements generally can be identified by the use of forward-looking terminology such as "may," "plan," "seek," "will," "expect," "intend," "estimate," "anticipate," "believe" or "continue" or the negative thereof or variations thereon or similar terminology. Any forward-looking information presented herein is made only as of the date of this press release, and the Company does not undertake any obligation to update or revise any forward-looking information to reflect changes in assumptions, the occurrence of unanticipated events, or otherwise, except as required by law.

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For further information: Investor Relations, Heather Kos, +1 844-632-1060; IR@univarsolutions.com; Media Relations, Dwayne Roark, +1 331-777-6031, mediarelations@univarsolutions.com

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