

Univar Solutions Recognized as a Best Place to Work for LGBTQ+ Equality by the Human Rights Campaign Foundation for Second Year in a Row

Marks second consecutive year company earns top score in HRC Foundation's annual assessment of LGBTQ+ workplace equality

DOWNERS GROVE, Ill., Jan. 27, 2022 /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 Human Rights Campaign (HRC) Foundation, after achieving a score of 100 on the HRC Foundation's 2022 Corporate Equality Index (CEI) for the second consecutive year. The HRC Foundation's CEI, which Univar Solutions has participated in for the past four years, is the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality.

Univar Solutions Recognized as a Best Place to Work for LGBTQ+ Equality by the Human Rights Campaign Foundation	"This achievement is an important milestone in our ongoing journey to realize the unstoppable power that comes from providing a fully inclusive culture for all our people," said Brandon Lyssy, director global engagement & inclusion. "While we are proud to have again earned a top score, we see this sustained recognition as a reminder to continue to challenge ourselves to identify new and creative ways to develop our people, promote equity, and champion a more just society around the globe."
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President and CEO, David Jukes commented, "Being a place where people matter is not only at the heart of our values – it is also central to our purpose of helping to keep our communities healthy, fed, clean and safe. It's our people that differentiate us; that make us stronger and more innovative than our competition. We not only value the multiple dimensions of diversity that our people bring with them every day – we rely on it to help drive profitable growth and competitive advantage for the benefit of all our stakeholders."

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 LGBT+, and seven other, Employee Resource Networks. 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.

More broadly, the Company's achievement of top marks on the HRC Foundation's 2022 CEI validates the range of diversity, equity and inclusion (DEI) initiatives it has undertaken to amplify diverse voices and build a more equitable and sustainable world for all. Last year, the Company shared as part of its annual ESG-sustainability report a refreshed, multiyear DEI strategy, focused on creating greater transparency for talent, developing awareness and advocacy, partnering with local communities to advance STEM opportunities for underrepresented groups, and helping the business win through improving and enhancing equitable workplace policies and hiring processes.

To learn more about Univar Solutions' commitments and core values, please visit its [Diversity, Equity, and Inclusion](#) page 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 technical sales force, unparalleled logistics know-how, deep market and regulatory knowledge, 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. While fulfilling its purpose to help keep communities healthy, fed, clean and safe, Univar Solutions is committed to helping customers and suppliers innovate and focus on Growing Together. Learn more at 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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