



Corporate Social Responsibility 2008 Report

UNIVAR CORE VALUES

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.

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

SAFETY

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

Safe operational practices, healthy working conditions and care for the environment are essential to the well-being of Univar employees and to the company's success. Therefore, the company is committed to its global Safety, Health and Environmental (SHE) policy at all levels of the organization, and it is an integral component of all business operations.

Global SHE Policy: We recognize 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 neighbors. To meet our commitments we will:

- Protect the environment, the safety, health and welfare of our employees and the health and safety of customers, contractors, the community and other people in relation to all of our activities through the control of our workplace environment
- Continually improve our processes to manage safety, health and environmental performance
- Contribute to the continuity of our company through the recognition, evaluation and control of hazards and the prevention of pollution
- Meet the applicable legislation, regulations and industry standards that govern our business
- Establish and review our objectives and targets to ensure we are meeting our safety, health and environmental commitments
- Provide the necessary resources, time and money to support the implementation of this policy
- Train our employees to ensure they are aware of and understand their roles and responsibilities in meeting the commitments outlined in this policy
- Make this policy available to all stakeholders and display it at all of our locations

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 continued in 2008 to improve its SHE audit program. In North America, both business units' already extensive audit programs were enhanced by the addition of outside audits by the company's insurance carrier. Univar Europe expanded its audit program beyond intra-country audits to include three additional elements: inter-country audits by teams of SHE and operations managers; overall audits by European corporate SHE managers; and outside audits by the company's insurance carrier.

Of additional interest in Europe is the recently enacted Registration, Evaluation and Authorization of Chemicals (REACH) legislation. This European Union initiative could significantly change the face of chemical manufacturing in Europe, and it represents both a threat and an opportunity to chemical distribution. The company will monitor the implementation of this legislation and will be prepared to adjust our business processes as required.

Univar's safety performance for 2008 was relatively steady compared to 2007. The company's Lost-Time Injury Rate (LTIR) in 2008 was 3.0 compared with its target of 2.5. Its goal for 2009 is 2.5.

	Lost-Time Injury Rate (LTIR (per 1,000,000 work-hours))				
	2005 Actual	2006 Actual	2007 Actual	2008 Actual	2008 Target
Univar Canada	5.2	4.5	2.5	5.9	2.0
Univar Europe	4.8	5.9	3.6	3.0	3.0
Univar USA	3.0	1.5	2.3	2.6	2.5
Univar	3.9	3.4	2.8	3.0	2.5

Univar works to eliminate on-the-job accidents in a number of ways: accident prevention efforts through planning, process and facility controls, safety training, safety committees, safety and environmental audits, and post-accident investigations with follow-up steps. Univar's commitment to high safety standards and practices has resulted in a reduction in both safety-related and environmental incidents over the past five years.

ETHICS

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

Univar has adopted a *Code of Conduct*, a copy of which is available on the company's Web site in the languages of the countries in which Univar operates. The company's management 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 require employees to report misconduct and which provide for reporting, where appropriate, to management and the Board of Directors. The Code and the strict policy of the company prohibit any form of retaliation against employees who report suspected misconduct.

LEADERSHIP

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

Univar is committed to encouraging leadership by all of its employees. This is accomplished through both the example of day-to-day management and specific training programs.

Both Univar Canada and Univar USA conduct regular manager and supervisor training programs on a variety of topics. Univar USA also conducts a one-week "college" for new company leaders. Univar

Europe provides its own Leadership Programme to help develop future leaders.

At the companywide level, in 2006 Univar began conducting a Business Development Program for senior- and middle-level field and staff managers, and other employees who may potentially fill those positions in the future. Participants study strategic management through seminars in financial analysis, marketing analysis and business planning, and strategic thinking and planning. The sessions are led by experienced professors who have taught in similar executive educational programs at various colleges and universities.

Each business unit has a succession plan in place for its key executive and management positions. In these plans, potential candidates are identified, as well as their readiness for advancement. For those identified candidates who are not yet ready for a particular position, a development plan is in place to help them complete their preparations.

The company also recognizes its obligation as a corporate citizen to support and contribute to charitable, civic and educational organizations. Univar and its employees are very involved in the communities in which we work and live. This involvement includes both financial and volunteer support.

The company prefers to support financial requests from qualified organizations that provide services in the local communities in which we operate. Each business unit, and each region within these units, is responsible for choosing the local organizations and the level of financial assistance. These decisions are supported by the Univar Foundation.

Our employees also volunteer thousands of hours each year to various organizations in their communities, with the company's support. After Hurricane Katrina in 2005, the company set up an Employee Relief Fund to assist families with immediate needs. Employees across the US contribute to the fund and the company matches 100% of their donations. In 2008, employees hit hardest by that year's hurricanes in Louisiana and Texas received assistance from these funds.

EMPLOYEES

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

Univar is made up of approximately 7,500 employees working in 23 countries around the world. We are committed to fair employment practices for all of our employees, regardless of their race, color, nationality, religion, gender, age, disability or any other status protected by law.

Univar reduced the size of its workforce during 2008 to 7,542 from 7,706, a 2.1% decrease. The Univar USA workforce decreased to 4,279 from 4,332 employees in 2007, a 1.2% change. Univar Canada also reduced its workforce to 743 from 770, or 3.5%. The Univar Europe workforce was reduced to 2,372 from 2,480, or 4.3%. The remaining Univar workforce increased to 148 employees from 124 the previous year.

Univar administers the company through its business unit managers, providing them direction and assisting their processes while not trying to manage day-to-day operations. One example of this assistance is the formation of a number of steering committees to analyze administrative functions and identify opportunities for global cooperation. Steering committees are composed of the top business unit managers for the particular functional area, directed by a Univar executive. Use of steering committees minimizes duplicate costs while facilitating ownership by the business units for the strategies, policies and/or technologies adopted by the organization.

While business unit management may make the final decisions, subject to appropriate levels of authority, steering committees help share best practices and policies and procedures. They also exchange intellectual and technical capital; evaluate technologies and proposed business strategies; address common business unit issues; and look for synergistic opportunities among business units. Steering committees currently operate in the areas of Global Supplier Strategy, International Product Sourcing, Information Technology, Human Resources, Safety, Health and Environment, and Trademarks.

Univar respects its employees' rights of free association. The company generally has good relationships with the unions and works councils that represent its employees in a number of its facilities and negotiates in good faith with these employee representatives.

Univar operates training and development programs at every level of the company. We provide our employees with both the skills and knowledge necessary to perform their current work, and opportunities to demonstrate their ability to advance within the company.

ENVIRONMENT

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

CONTINUOUS IMPROVEMENT

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

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.