



MULTISOL MODERN SLAVERY ACT (MSA) STATEMENT

(This statement is made pursuant to section 54(i) of the Modern Slavery Act 2015 and constitutes the Modern Slavery statement for Multisol Limited and its Subsidiaries and Affiliates.)
All preceding statements are available for public review via our website at: <https://multisolgroup.com/>

INTRODUCTION FROM THE CEO

Multisol Limited operates to the highest standards of safety, quality, professionalism, integrity, health and environmental management, an ethos demanded of every employee. Multisol Limited and its associated companies ("Multisol") are committed to improving our practices to prevent all forms of modern slavery (including slavery, servitude, forced or compulsory labour and human trafficking, as well as child labour), taking place in any part of our business, or supply chain. This statement sets out the steps we have taken during the previous financial year to implement this commitment and we expect the same commitment from our suppliers, contractors and business partners.

Organisation Structure

Multisol is a market leader in the formulation, blending and distribution of high value fuel and lubricant additives, base oils and specialty chemicals. Multisol was established in 1968 and operates across Europe Africa and the Middle East, employing around 170 people at facilities in UK, France, Russia, Mauritius and South Africa. Multisol was acquired by the Brenntag Group in 2011.

Our Supply Chain

Multisol distributes a portfolio of products from our industry leading suppliers and support the delivery of these products to our customers, ranging from global technology leaders and multinational petrochemical companies to regional and local industrial businesses and fuel and lubricant end users. Multisol holds certification for: ISO 9001, ISO 14001, ISO 45001, ESAD and is committed to the CBA's Responsible Care initiative.

Our Policies

For many years, Multisol and our parent company, Brenntag UK Holding Limited have been committed to the highest standards of business conduct and ethics in our operations and supply chain. This commitment forms a cornerstone for many of our policies, procedures and our approach to business.

Safety is the top priority at Multisol and responsibility and sustainability are fundamental aspects of the corporate strategy. Multisol recognizes that only through the joint commitment of all stakeholders within the chemical industry can we be sure that any form of slavery is eradicated. Sustainability issues such as health, safety and environmental protection, working practices, supplier management and governance are increasingly important criteria when choosing business partners and making purchasing decisions. Therefore, Brenntag maintains a close and ongoing dialogue with its suppliers and customers.

Multisol's Anti-Slavery, Child Labour and Human Trafficking Policy prohibits the use of child or forced labour in our business and prevents any involvement with entities that support prohibited labour practices or human trafficking, including slavery, bonded labour or debt-bondage, or securing labour or services by force, threat, or deception.

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Multisol's supplier/subcontractor requirements dictate our subcontractors and suppliers adhere to Multisol policies. Multisol expects a joint commitment from its suppliers and subcontractors in support of business conduct and ethics and sustainability and against all forms of slavery and human trafficking. Accordingly, our standard form subcontractor/supplier agreements oblige suppliers and subcontractors to acknowledge and comply with Multisol's policies in this regard.

Effective Risk Assessment and Management

Multisol has processes in place to support on-going assessment and management of risks associated with our partner engagements, direct business operations and business relationships. We will not work with customers, suppliers or sub-contractors who do not share our commitment to high ethical standards, particularly in relation to modern slavery.

Our Code of Business Conduct & Ethics and whistleblowing policy provide a process for reporting or raising concerns about any wrongdoing to the Group Compliance Officer, in confidence and without fear of retaliation.

Effective Communication

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide group-wide training to staff. All Directors have received such training and are committed to the subject.

Progress and Next Steps

Multisol's parent company, Brenntag, is a member of the chemical industry's 'Together for Sustainability' initiative, and has developed a bespoke Supplier Code of Conduct, and undergoes external assessment by EcoVadis, a leading independent provider of Corporate Social Responsibility (CSR) assessments. Multisol aligned with Brenntag during 2021 and joined the CSR assessment process, this ensures compliance with internationally recognised human rights standards and frameworks for slavery and human trafficking..

During the financial year that ended 31 December 2021, Multisol continues to enhance its supplier risk assessment processes. In addition to the creation of its new supplier database, our Supplier Questionnaire directly addresses suppliers on their policies, procedures and processes in relation to Modern Slavery Act offences, adding greater structure and transparency to this process.

Under Human Resource management, Multisol provided additional training to employees for a greater insight and awareness on Modern Slavery. This has been diarised for refresher training which is particularly prevalent following the UN's International Organisation for Migration's warning related to current global tensions.

Multisol's global platform presents higher risks of slavery and human trafficking than others due to its potential to supply into sensitive locations. Multisol's alignment with Brenntag's Global Sourcing Organization (GSO) on trade compliance, together with support from the global sanctions screening software, Amber Road, ensures it does not conduct business with sanctioned, countries, entities or individuals. This is particularly prevalent in the current climate, with regular and ongoing reviews into the shifting global landscape on sanctions.

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On January 1, 2023, the German Supply Chain Due Diligence Act (SCDDA) will come into force. With similarities to the UK Modern Slavery Act, the SCDDA serves to implement the United Nations Guiding Principles on Business and Human Rights, requiring in-scope companies to identify and assess risks to human rights and the environment within their supply chains, and establish effective risk management systems. The new act seeks to eliminate child and forced labor from global commerce and improve working conditions for all those in a supply chain. Multisol's ultimate parent company, Brenntag SE, is registered in Germany and alignment with corporate compliance teams is in progress to ensure compliance with both Acts is complimentary across the group of companies.

Multisol is now a member of the Home Office contact database for modern slavery reporting guidance and resources. This is a direct collaboration with a framework for statutory guidance on reporting and to develop, improve and evaluate the quality of future statements. With the coming Modern Slavery Bill, Multisol's membership will ensure its continued compliance to coming changes in the legislation.

Signed on behalf of the Board of Directors and Executive Committee:

DocuSigned by:
David Hopkinson
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David Hopkinson

Chief Executive Officer

Signed: June 2022 for financial year 2021 (1 January 2021 to 31 December 2021) for Multisol Ltd, its subsidiaries and affiliates.

Further endorsed by:

DocuSigned by:
Karen Frith
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Karen Frith
HR Manager



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