



## **MULTISOL GROUP** **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 our 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 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, 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.

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***

This year, a strong focus on policy and process has been implemented to maintain compliance with local and global regulations surrounding modern slavery.

Multisol continues to work closely with its' parent company Brenntag to adhere to companywide policy and strengthen a global approach to against human rights violations including modern slavery. An innovative IT solution has been adopted based on preparations already made for the Supply Chain Due Diligence Act in 2022, enabling a risk analysis to be produced. This risk analysis serves as a basis for preparing a guideline for preventive measures and is part of a more holistic approach to risk management. This includes carrying out extensive risk analysis and prioritisation, initiating preventive measures.

Brenntag's aim is to have all suppliers covered by risk management as of 2024. All suppliers that are uploaded on to the above platform are assigned to four different risk categories based on a score from 1 to 100 and prioritized accordingly. For suppliers for which this results in an increased risk profile, detailed supported screening is also carried out for potential incidents on the supplier's side. Of the suppliers categorized as high-risk, Brenntag has also assigned internal responsibilities so as to ensure that potential human rights risks at the supplier's end are addressed and thus reduced.

Training has been provided to Multisol's commercial teams for more accurate completion of Customer and Supplier questionnaires to ensure MSA compliance with mandatory reviews by Legal and Trade Compliance teams to complete necessary legal and compliance reviews. In addition, centralised Trade Compliance training has been provided to ensure onboarding checks are made and that no trade is conducted with parties who may be blocked, sanctioned or are subject to any other restrictions.

Multisol and Brenntag now have a Global Human Rights Policy Statement, that was approved by the Board of Management, published on our corporate website: [global\\_declaration-of-principles-on-respect-for-human-rights-2023\\_en.pdf \(e-spirit.cloud\)](#)

We have updated our Supplier Code of Conduct: [global\\_brenntag-supplier-code-of-conduct-2023\\_en.pdf \(e-spirit.cloud\)](#) and a larger and more robust central Compliance department has produced a new Whistleblowing Channel: [Compliance | Brenntag](#) where reporting of any instances of human rights violations and modern slavery can be reported and scrutinised.

Multisol is part of Brenntag's EcoVadis assessment which is conducted on a regular basis. In the most recent assessment published in December 2022, the company improved on its

previous score and achieved 77 points (previous assessment: 71 points), the highest result in the company's history since assessments began in 2014. Brenntag was awarded the EcoVadis platinum medal for this result and thus ranks among the top 1% of all companies rated by EcoVadis. On sustainable procurement, the company scores a particularly high 90 out of a possible total of 100 points and is rated as outstanding.

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

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*David Hopkinson*  
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**David Hopkinson**

**Chief Executive Officer**

**Signed: June 2024 for financial year 2023 (1 January 2023 to 31 December 2023) for Multisol Ltd, its subsidiaries and affiliates.**

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**Further endorsed by:**

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*Selina Hughes*  
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**Selina Hughes**  
**HR Manager**

DocuSigned by:  
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**Lucy Bentley**  
**Quality and Compliance Manager**