



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

Focus on policy and process has continued at Multisol to maintain compliance with local and global regulations surrounding modern slavery.

Brenntag SE, Multisol's ultimate parent company continues to implement compliance with the GSCA, which came into effect in Germany on January 1st, 2023. As part of this, a Human Rights Officer was appointed for Brenntag SE, who oversees the entire company and captures all UK entities. The role covers the management of human rights and environmental risks and ensures compliance with the legal framework and reports directly to the Brenntag Group's CEO.

Risk management is the responsibility of the Human Rights Officer, who monitors and refines the risk our company faces. In the reporting period, Brenntag did not receive any reports of human rights violations within the company that resulted in the need to specify and initiate remedial actions. For this reason, no remedial actions were initiated.

A new software tool "Pre-wave" for supplier screenings is now up and running. This innovative IT solution was established as part of the compliance framework for the Supply Chain Due Diligence Act in 2022, enabling a wider risk analysis to be produced. For suppliers, detailed AI2)-supported screening is carried out for any potential reported incidents. Brenntag has a dedicated manager who reviews pre-wave reports to ensure that any potential human rights risks at the supplier's end are addressed.

Local consideration has been made of potential risks of under the Gangmasters (Licensing) Act 2004 to protect vulnerable workers and prevent worker exploitation in the agriculture and packaging sectors as suppliers to our Group V base oil portfolio. White oil, which can also be used in food grade lubricants, and base oils such as PAGs or esters can be used in certain [biodegradable base stocks](https://www.gov.uk/government/publications/home-office-framework-documents/gangmasters-and-labour-abuse-authority-framework-document) rather than vegetable or seed oils. <https://www.gov.uk/government/publications/home-office-framework-documents/gangmasters-and-labour-abuse-authority-framework-document>.

Multisol Supplier questionnaires ensure compliance with the MSA compliance is confirmed by all our suppliers. Further training has been delivered to local compliance teams in this regard.

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 2025 for financial year 2025 (1 January 2024 to 31 December 2024) for Multisol Ltd, its subsidiaries and affiliates.

Further endorsed by:

Signed by:
Selina Hughes
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Selina Hughes
HR Manager

DocuSigned by:
Lucy Bentley
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Quality and Compliance Manager