



## **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 Multisol Europe Limited)

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 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***

In accordance with the German Supply Chain Act, which is designed to identify and prevent human rights abuses, including modern slavery and forced labour, across entire supply chains, Multisol's ultimate parent company, Brenntag SE, continues to implement human rights compliance across the entire group. Our current global Human Rights Officer will be retiring effective June 30, 2026. Their successor has been appointed and will be reporting to our Chief Commercial Officer effective April 1st, 2026. The outgoing HRO has worked very closely with their successor over a number of months to ensure the complete transition of the role will not affect the high standards we have set in recent years.

Our dedicated compliance team have updated induction materials which now specifically mention Modern Slavery compliance to new staff for awareness.

The geopolitical risks to our business heavily shapes the industry by driving volatility in the market. We have been constantly monitoring critical transport chokepoints, and accelerating regional shifts toward sustainable alternatives. Customers have altered their production to favour of more profitable alternatives, which heavily restricts the supply chain. This dynamic creates continuous upward pressure on the price of finished products. As a business, we have adjusted our procurement and supplier assessment strategies and will include mandatory queries on supplier approaches to modern slavery in all future audits.

A biannual review of risk across the company has just been completed in a centralised Risk Management Hub. The hub is designed to streamline the process of identifying, assessing, and mitigating risks across our organisation. The platform serves as a comprehensive resource for all employees involved in the risk management process, providing immediate access to the platform, risk registers, guidance, training materials, and key contacts within the risk management team. Therefore, a review of the risk of modern slavery within the Multisol group and supply chain is not just considered in a local, UK context, but rather it can be assessed across the entire company to further strengthen our risk management approach and enable informed decision-making at all levels of the organisation.

A companywide drive to encourage whistleblowing in instances where our employees consider there has been any unfair, unethical or illegal activities within our business has been strengthened. This includes instances of modern slavery and human rights violations. This drive has been implemented by announcement in townhall briefings, email shots and importantly for our manual operatives who have limited access to computers, we have SpeakUp posters, displayed in entrances and communal areas. The posters have local contact details, QR codes & links to encourage staff to report any issues in a way they feel most comfortable to do without any risk.

Multisol as part of the wider Brenntag Group is a recognised Environmental Social and Governance ('ESG') leader and aims to drive responsible chemical distribution and set

sustainability benchmarks across the industry. Oversight of human rights risks is embedded within Brenntag's broader ESG governance framework. Responsibility is shared across Group functions including Sustainability, Compliance, Legal, and Procurement, with regular reporting to senior management and Board-level structures to ensure accountability and alignment with corporate strategy.

In addition, Suppliers are asked to confirm adherence to our Supplier Code of Conduct which places expectation upon them to play an active part in protecting human rights within their organisation and throughout their supply chains. The requirement to maintain and publicise a whistleblowing channel is stipulated in the Supplier Code of Conduct and is therefore passed on within the supply chain.

All employees are required to undergo mandatory training on our code of conduct, which includes aspects of modern slavery through forced labour. In the UK, we deliver bespoke training materials, compliant with the Modern Slavery Act. Our central training hub, which distributes mandatory training materials to all employees across the globe, is developing human rights training and it is expected to be released in the forthcoming reporting year.

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

DocuSigned by:  
  
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**David Hopkinson**  
**Chief Executive Officer**



**Signed: 22 June 2026 for financial year 2025 (1 January 2025 to 31 December 2025) for Multisol Ltd, its subsidiaries and affiliates.**

**Further endorsed by:**

Signed by:  
  
E042C7E6D28F4D3...  
**Selina Hughes**  
**HR Manager**

DocuSigned by:  
  
E381EAFACF8A46E...  
**Lucy Bentley**  
**Quality and Compliance Manager**