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# 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, BS OHSAS 18001, 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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FM 10411

Multisol Limited is a private limited company registered in England & Wales (registered number: 931537) with its registered office at Alpha House, Lawnswood Business Park, Redvers Close, Leeds, LS16 6QY. It is part of the Brenntag group.

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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 global platform provided foundations for awareness that different geographic locations and sectors presented higher risks of slavery and human trafficking than others. 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 assessments. This year, Multisol will review its position on sustainability to align with its parent company approach.

During the financial year that ended 31 December 2020, Multisol has continued to enhance our risk assessment processes, specifically the recording of the due diligence done with our Suppliers. A new supplier database has been created by a dedicated compliance team to capture the improved and detailed information the Suppliers now provide to the Multisol Group 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, an audit of compulsory and additional training criteria has been assessed to ensure all our staff receives regular, current and comprehensive training to strengthen weaknesses in knowledge across our business. Analysis from the annual assessment of the modern slavery helpline during the global pandemic, indicates there is still a general lack of awareness of modern slavery, which could involve as many as 100,000 people in the UK alone. This year, Multisol will provide additional training to employees for a greater insight and awareness on Modern Slavery.

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Multisol has aligned with Brenntag's Global Sourcing Organization (GSO) on trade compliance. The GSO supplier approval process requires vendors be assessed prior to initiating the first commercial transaction. This assessment includes screening the suppliers to identify individuals and/or entities which are subject to trade embargoes including notable concerns of slavery, servitude, forced or compulsory labour, child labour and human trafficking. As a matter of policy and practice, GSO does not conduct business with sanctioned entities or individuals so identified. All trading partners are automatically and continually vetted against hundreds of restricted and sanctioned party lists sources from government institutions worldwide via Brenntag's Global Sanctions Screening software, Amber Road. Suspected matches are thoroughly investigated and escalated as appropriate before trading can commence.

Following the transparency in supply chains consultation, the UK government is introducing legislation to bring in measures to strengthen section 54 of the Modern Slavery Act 2015 to increase transparency and compliance, improve reporting quality and extend the scope of the legislation. In direct response, all Multisol qualifying companies have registered with the Home Office digital registry as part of the UK government's proposed changes.

Multisol will shortly sign-up to the Home Office contact database for modern slavery reporting guidance and resources. This will be a direct collaboration with a framework for statutory guidance on reporting and to develop, improve and evaluate the quality of future statements.

**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 2021 for financial year 2020 (1 January 2020 to 31 December 2020) 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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Lucy Bentley
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**Lucy Bentley**
**Quality and Compliance Manager**

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