

UNIVAR INC. EXECUTIVE STOCK OWNERSHIP POLICY

Univar Inc. (the “Company”) believes it is in the best interest of the Company and its shareholders to align the financial interests of our directors and senior officers with those of shareholders. The Board of Directors has adopted the following equity ownership requirements to further assure that the compensation for directors and officers coincides with the performance of the Company and its share value:

Effective November 6, 2015, The Board of Directors has established the following Equity Ownership Requirements:

Director Equity Ownership

Company Non-Employee Directors are to hold an amount of equity in Univar Inc. equal to three times the Director’s annual cash retainer amount, such equity ownership level to be reached within three years after joining the Board of Directors. The value of the equity for purposes of compliance with this policy is determined based on a 200-day trailing average for the stock price.

Management Equity Ownership

The Company’s senior executives are to own equity in the Company as follows:

Position	Multiple of Base Pay	Time to Attain
Chief Executive Officer	5X	5 Years
President , Chief Financial Officer & General Counsel	3X	5 Years
Other Senior Executives	2X	5 Years

Senior executives subject to this Policy are required to achieve applicable ownership requirements within 5 years of becoming subject to such requirement. The value of the equity for purposes of compliance with this policy is determined based on a 200-day trailing average for the stock price.

The following may be used in determining the ownership level of the director or management member:

- Shares of Univar Common stock owned outright or beneficially
- Restricted Shares, Performance Shares or Restricted Stock Units even while unvested
- Vested stock options, Black-Scholes values

If the holding requirements are not met, in addition to other disciplinary steps, the participant shall be prohibited from selling Company shares.

The Board of Directors shall have the discretion to adjust ownership requirements in the event of a material reduction in the value of the Company’s shares.

Approved November 5, 2015