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Dear Customer,

The decision by the United Kingdom to leave the European Union, known as Brexit, presents challenges to businesses across both the UK and the wider EU. We continue to monitor the situation and potential impact on our operations and have mitigation actions in place. Our Brexit team is helping to ensure business continuity to deliver the best support and services for our customers during the transition.

This FAQ provides additional information regarding our preparations for Brexit. Please contact your Sales or Customer Service Representative if you have additional questions or contact us directly at Brexit.UK@vwr.com or Brexit.IE@vwr.com.

Frequently asked questions

Q. Do you have a Brexit steering committee or working group?

A. We have a dedicated team in place that continues to prepare the business for Brexit. The team comprises employees from across our organization and is supported by external experts as needed. The team meets frequently to assess progress of our action plan. The Brexit steering committee oversees the team.

Q. What are your plans for Brexit?

A. Our dedicated team has prepared for a number of scenarios including no deal or Hard Brexit. Key areas we have considered include changes to tariffs, customs borders, exchange rates and regulatory frameworks, as well as any impact on our integrated supply chain. We are operating and preparing at every level of our organization, from customer service, sales, and procurement, to finance, compliance, human resources and information technology. We have identified more than 250 actions to help maintain our operations following any Brexit decision.

We have assessed six key areas of our organisation, identified risks & existing level of preparedness, and put actions in place to mitigate those risks. We will continue to monitor the situation to ensure that expected progress is being made.

Q. Are your Brexit plans available to see?

A. We will respond to requests for information on a case by case basis. Please contact us at Brexit.UK@vwr.com or Brexit.IE@vwr.com.

Q. What areas have you identified as potential risks due to Brexit?

A. We have identified six areas that could potentially be affected by Brexit and have assessed the risks based on our level of preparedness and potential impact. These areas are:

1. Supply Chain – Sourcing, Customs Compliance, Stock Levels, Transport
2. Regulatory – Export Controls, CE marking, REACH Regulations
3. Human Resources – EU/EEA staff in UK, UK staff in EU, Travel, Resource Levels
4. Finance – Direct & Indirect Costs, Pricing, Exchange Rates, VAT
5. Legal – Contractual Obligations, Intellectual Property
6. Systems – GDPR, Systems Reconfigurations

These six areas could impact both our UK and European operations, and are addressed in our action plan.

Q. What actions are you taking to mitigate the risks posed by Brexit?

A. We have identified more than 250 actions to help maintain our operations following any Brexit decision. Some of these actions are defined as 'no-regret' actions that we will put in place regardless of the outcome of the negotiations. The actions are divided into 'Pre-Brexit', 'Post-Decision' and 'Post-Brexit' actions.

Some actions that we have already taken include:

- The establishment of a customer reservation stock process to help secure supply of goods. Of course, with a short time to go until the exit date, we can no longer guarantee that for each request our manufacturers have enough production capacity for additional demand, or that enough storage space will be available, but we assess each request on a case by case basis. If you are interested in placing a reservation, or if you plan to place additional orders to increase your stock levels or build safety stock, please discuss with your VWR account manager, customer service associate or contact us at Brexit.UK@vwr.com
- Continuous monitoring and adjustment of inventory levels stocked in our UK, Ireland and EU facilities to reflect the new leave date. This monitoring ensures that we can adjust to fluctuations in demand and supply
- We have worked with our logistics partners to identify alternative shipping routes and have plans in place to switch routes with minimal notice if and when required. For our shipments to Ireland we have permanently changed our routes so that they no longer transit through the UK, avoiding any potential delays with shipments from the EU to the UK. In case of a no-deal, we want to ensure supply of goods to Northern Ireland by having the option to route goods from our UK-based warehouse

Q. How will you keep customers and suppliers updated on preparations for Brexit?

A. We have a communication plan in place as part of our preparations. This plan includes:

- Ensuring our current statement on Brexit preparations is maintained on our websites at <https://uk.vwr.com/store/> and <https://ie.vwr.com/store/>
- Dedicated Brexit email addresses Brexit.UK@vwr.com and Brexit.IE@vwr.com that can be used by customers and suppliers for any Brexit related enquiries
- Keeping our teams updated on actions the company is taking to mitigate any risks posed by Brexit
- An FAQ document

Q. What can customers and suppliers do to mitigate the impact of Brexit?

A. We encourage our customers to contact their Sales Representative or Customer Service Representative, contact us directly at Brexit.UK@vwr.com or Brexit.IE@vwr.com to discuss how we can work together to mitigate the risks of Brexit.

Areas customers may want to consider include but are not limited to:

- Identifying key products and quantities required to maintain operations, workflows, production lines and R&D initiatives
- Assessing stocking levels of key products around the period of Brexit and costs associated with holding additional stock vs costs associated with delays or unavailability of product
- Assess contractual obligations that may be impacted by Brexit
- Identify products where alternatives can or cannot be accepted

Q. How are you working with your suppliers to mitigate the impact of Brexit?

A. We have a comprehensive action plan in place to work with our suppliers. This action plan covers three areas:

- Supply chain & movement of goods between the United Kingdom, Ireland and Europe
- Key Products – sourcing, stocking levels and regulatory compliance
- Supplier Engagement – clear communications and assessment of supplier preparedness for Brexit

Q. Which products VWR products are at risk because of Brexit?

A. Our plan has actions in place to identify those products that may be at risk due to Brexit. The assessment looks at the following factors:

- Potential border delays
- Stocking levels
- Potential changes to regulatory requirements and export controls
- Origin of goods
- Potential changes in tariffs and customs requirements

We continuously monitor inventory levels in our UK, Ireland and EU facilities to reflect the new exit date. This monitoring helps ensure that we can adjust to fluctuations in demand and supply and have sufficient buffer to meet that demand.

We encourage our customers to identify product lines that are critical to their operations, workflows, production lines and R&D initiatives and to work with us to mitigate those risks posed by Brexit. Contact your Sales Representative or our Brexit team at Brexit.UK@vwr.com or Brexit.IE@vwr.com

Q. What could be the financial impact of Brexit on VWR, part of Avantor and its customers?

A. Without having clarity on the specific terms and conditions of Brexit at this stage in time, it would be premature to comment on any financial impact.

Q. What would be the legal impact of Brexit on VWR, part of Avantor?

A. We are assessing the impact of Brexit on our existing contractual obligations with suppliers and customers. There are no plans to create or change legal entity names or our business model as a result of Brexit.

Q. What would be the regulatory impact of Brexit on VWR, part of Avantor?

REACH

Our products are registered in Belgium for REACH and will therefore not be affected by Brexit. We work with a small number of UK-based suppliers that may be registered in the UK for REACH. We are working to identify products that could be impacted, plans to move registrations to the EU and identify alternative products if needed.

Once the UK equivalent of REACH is established, and the registration system is available, we will register our substances so that they can continue to be sold within the UK.

CE, IVD, Medical Devices

Under a no-deal scenario, it is possible that UK-based Notified Bodies will not be recognized in the EU and the CE certificates delivered by UK notified bodies will no longer be recognized in the EU.

We work with a number of suppliers that use a UK-notified body. We are working to identify the products that could be impacted, plans to move registrations to an EU notified body and identify alternative products if needed. This primarily affects UK-manufactured, regulated products that are sold into the EU.