

## **Group Policy on Discrimination**

Croda International Plc encourages and believes in maintaining a working environment and culture that is free from discrimination. Discrimination will not be tolerated at any stage of the recruitment or employment relationship, and nor will it be tolerated in the Company's dealings with suppliers or customers.

The Company believes in employing the best people. Discrimination occurs when decisions are made based on race, nationality or ethnic origin, religion or belief, culture, gender (including gender reassignment), marital status, parental status or family responsibilities, disability, age, sexuality or any other category that is irrelevant or unnecessary to the individual's capability to perform the role. Therefore, no unnecessary criteria will be applied in any part of the employment relationship.

All employees of Croda International Plc and its subsidiary companies are responsible for ensuring that no other employee or person who has dealings with the Company suffers detriment either directly or indirectly as a result of any of the criteria mentioned above. It is the employee's responsibility to raise this matter with either their line manager or Group Human Resources if they are subject to, witness, or know of instances of discrimination.

Any employee who reports a violation of this Policy may do so without fear of retaliation or retribution for so doing. Anyone threatening retaliation or retribution may face action under the Disciplinary Policy. All reported instances will be treated and investigated sensitively and confidentially.

This Policy will, as a minimum, comply with all local legislative requirements. In the absence of any local legislation, this policy shall determine the standards to which the Company and its employees will operate. Where there is a conflict, current local legislation will always prevail. Unless referred to in a written statement of terms and conditions of employment, this policy does not constitute and should not be construed as a binding contract of employment or a promise of continued employment between Croda and the employee.

This policy will be applied to all employees in the same fair and consistent way and in accordance with all other relevant Policy documents. It will be reviewed and updated where necessary by Group Human Resources, with any changes to legislation incorporated as and when they take effect.