

Group Policy on Health Promotion and Monitoring

Croda International Plc aims to promote and sustain a healthy workforce and will provide reasonable support to encourage health promotion amongst its staff. It is the responsibility of the Site Head to ensure that working environments are conducive to good health

All new appointments must be subject to pre-employment health assessments.

Employees may be asked to have a medical examination at any time during their employment if there are any concerns about their health and its impact on their work. There are also certain jobs where regular medical checks are essential, either to comply with statutory requirements or to ensure the Company operate the best possible health and safety practices.

Health and Medical Assessments / Activities include amongst others:

- risk assessments
- completion of questionnaires for review by a suitably qualified health practitioner.
- medical examinations by General Practitioner, Specialist, Occupational Health Practitioner (either by Company or individual referral).
- testing for drug or alcohol use / abuse
- medical reports provided by Company occupational health advisers
- blood pressure monitoring
- cholesterol testing

Employees are expected to co-operate with the Company's health promotion and monitoring policy. This may include consenting to health assessments and/or medical examinations with a Company designated practitioner, and consenting to the disclosure to the Company of medical notes arising from the consultation. Employees have the right to decline a request to attend a medical assessment, but the Company then reserves the right to make a decision based on the available evidence, some or all of which may be incomplete.

Employee rights in respect of medical notes / information are protected under the Group Policy on Data Protection. The Company reserve the right to maintain data for statistical analysis and monitoring purposes.

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.