

Group Policy on Development & Training

Croda International Plc believes in enabling employees to reach their full potential through development, training and education, so that they can contribute fully and progressively to the success of the company.

The responsibility for employee development is shared equally between the employee, their manager and the Company. Employees are expected to take responsibility for the continuing assessment and satisfaction of their own training needs using appropriate help from every available source. Employees are expected to explore their own abilities, to understand their strengths and weaknesses, to share their aspirations with their manager and to demonstrate their desire to continue to learn.

All managers are expected to provide regular guidance and on going support to capitalise on and stretch employees' abilities, to listen to individual aspirations to evaluate employees' potential for future roles and to help individuals build realistic development plans and identify relevant opportunities to turn these plans into reality.

Croda is committed to creating an environment which encourages continuous development and training in which employees quickly understand the key values and skill sets required for progression. For further information on development and training within Croda please see the relevant process and guidance documents.

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 in the same fair and consistent way to all employees. It will be reviewed and updated when necessary by Group Human Resources, and any new legislation will be incorporated appropriately.