

## **Whistleblowing**

At Croda, we are committed to conducting our business throughout the world with honesty and integrity. We will behave ethically in all business transactions. We will comply with the law in each country in which we do business. These are the standards we expect from all of our employees, agents, distributors and any other third-parties we engage to act on our behalf.

All organisations face the risk of things going wrong from time-to-time. By adopting a culture of openness and accountability, we can prevent breaches of those standards and remedy failings when they do occur. We encourage anyone to report any information relating to any suspected wrongdoing connected to Croda. This may include:

- criminal activity
- failure to comply with any legal or professional obligation
- miscarriages of justice
- danger to health and safety
- damage to the environment
- bribery
- financial fraud or mismanagement
- breach of our internal policies and procedures
- conduct likely to damage our reputation or financial wellbeing
- unauthorised disclosure of confidential information
- the deliberate concealment of any of the above matters.

## **How to report any concerns**

### **For employees**

For employees, we hope that concerns can be raised with line managers. If that is not possible or the matter is more serious, employees should refer to the Whistleblowing Policy on the company's intranet and consider contacting one of the following to raise their concerns:

- Group General Counsel and Company Secretary
- Any other member of the Executive Committee
- the Croda SpeakUp reporting line/portal.

### **For those outside Croda**

We also welcome reports of wrongdoing from those outside our company. We have created a web-portal to provide a safe place for any individual to share information in strict confidence, within the realms of local law. This offers anonymous, web-based access for the reporting of 'tip-offs' to us. It is available in many languages and can be accessed via the following link: [Croda.ethicspoint.com](https://Croda.ethicspoint.com).

## **How we deal with reported concerns reported via the SpeakUp line**

All reports from employees and third-parties will be handled by independent dedicated experts. If concerns are raised in good faith, there will be no risk of suffering any form of detriment or retribution as a result. However, the portal must not be used to knowingly submit false or slanderous statements or information. Improper submissions of this nature can give rise to serious consequences under company policy, or under civil or criminal law.