

## **Group Policy on Managing Diversity**

Croda International Plc recognises and values the benefits that derive from diversity in its workforce.

The Company acknowledges the following basic rights for all employees

- to be treated with respect and dignity;
- to be treated fairly with regard to all procedures, assessments and choices;
- to receive encouragement to reach their full potential.

We will maintain an environment that is based on merit and inclusiveness, where all employees can develop their full potential on the basis of ability, necessary qualifications and fitness for work, irrespective of social or cultural origins and background.

Everyone working for Croda should ensure there are no discriminatory practices which may be limiting the Company's ability to achieve its objectives, thereby maintaining our reputation as a fair and responsible employer in the eyes of our employees, shareholders, customers, and the public.

If any employee is found to have breached this policy they may be subject to disciplinary action under the Disciplinary Procedure.

If any employee believes that they have been unfairly discriminated against they should make a complaint using the Grievance Procedure.

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.