

## **Croda International Plc - Our Anti-Bribery and Corruption Statement**

Croda International Plc is a manufacturer of speciality chemicals with 4,600 employees and 72 operations in 38 countries worldwide.

Bribery occurs where there is an intent to give someone a financial or other advantage to encourage that person to perform their functions or activities improperly or reward that person for having already done so. It is an inducement for an action which is illegal, unethical or a breach of trust, and can take the form of gifts, loans, fees, rewards or other privileges.

A breach of international bribery and corruption laws may result in Croda or individuals being prosecuted, potentially leading to fines and/or imprisonment. In addition, any breach can lead to serious damage to Croda's reputation.

### **Our anti-bribery and corruption standard**

In all our global activities, we are firmly committed to upholding the highest standards of integrity in its business dealings and we will not tolerate bribery and corruption in any part of our business, in any country.

### **Our anti-bribery and corruption principles**

- To have a senior management team that demonstrate strong ethical leadership, setting high standards of integrity for themselves and their teams and provides a visible example in their commitment to ethics.
- To comply, as a minimum with all bribery and corruption laws in the countries in which we operate, but in addition set our own demanding internal standards which we will strive to comply with across all our global businesses.
- To establish, implement, maintain an ethical management system, incorporating policies and procedures to prevent bribery and corruption in any part of our business.
- To identify and assess bribery and corruption risks associated with our business and prioritise and control such risks.
- To define and communicate responsibilities for prevention of bribery and corruption to our employees and associated third parties.
- To provide appropriate information, training, coaching and supervision for our employees and associated third parties in order to enhance their awareness of and prevent bribery and corruption.
- To review compliance with and the effectiveness of our ethical management system and use incident investigations and audits to stimulate continual improvement.
- To monitor and evaluate our performance through a balanced set of leading and lagging indicators.

It is my belief that our zero tolerance to bribery and corruption is essential to preserve our corporate reputation and is vital to ensure the long-term future of Croda. I firmly believe that adherence to these principles will assist us in living up to our high ethical standards and I am personally committed to providing the leadership and resources.



Steve Foots - May 2020