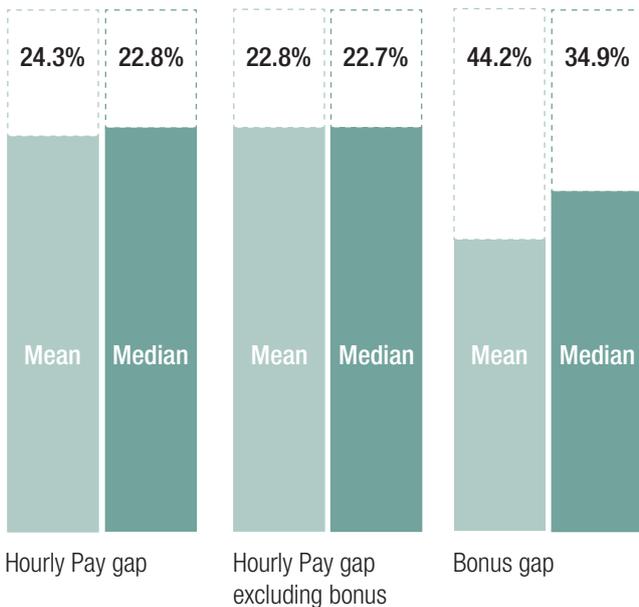


This report presents the Gender Pay Gap for employees working for Croda Europe Ltd (a legal entity of more than 250 employees).

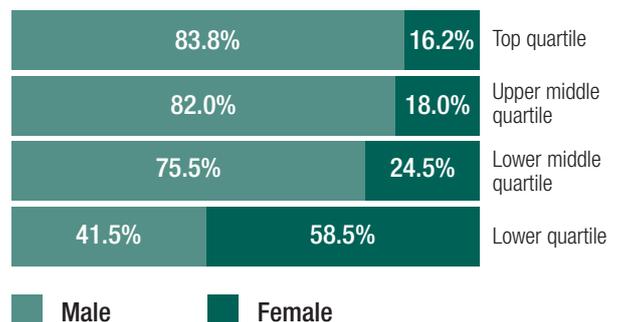
“Croda believes in the value of diversity and is committed to creating an inclusive and diverse organisation. In publishing this data, we recognise that we must continually challenge ourselves to achieve these ambitions. While we are comfortable that this is not an equal pay issue, we realise we must do more to attract, retain and progress women in our organisation.”

Maarten Heybroek President Croda Europe

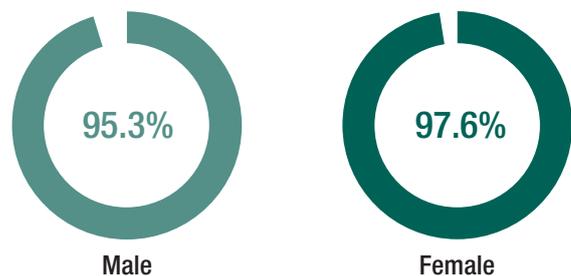
Pay and Bonus Gap - Croda Europe (612 male and 254 female)



Proportion of men and women in each pay quartile



Proportion of employees receiving a bonus in 2016



Why we have a gender pay gap

Our gender pay gap is not an equal pay issue, but down to a lack of female representation across our Business, particularly in operations and leadership roles. Along with other companies in our sector, we are actively working to increase the number of women at all levels in our company. Our gender hourly pay gap includes bonus payments that are made in March. This is because the relevant pay period required by legislation includes our March payroll. As annual bonus payments are variable year upon year; and in order that we have a stable base line on which to measure progress, we have also calculated the figure excluding these amounts. Our median bonus figures show that we are fairly rewarding our people, who are eligible for a bonus.

How we are taking action

1. We are actively engaging with employees through surveys and listening groups to understand what the barriers are to women applying for and progressing to more senior roles
2. We continue to work with schools globally to inspire young women to enter our sector and study STEM courses
3. Within our recruitment we are seeking to increase our numbers of female applicants and ensure our processes are fair and bias free
4. We constantly look for ways to enable agile working for our employees
5. We are working towards establishing strong mentoring relationships within the business for all of our talent, with an initial focus on female talent
6. We are creating opportunities for women to effectively network internally and externally through specific development programmes
7. We are introducing leadership development which is focussed on values, emotional intelligence and authenticity

We confirm that the data reported is accurate

Tracy Sheedy Group HR Director

Maarten Heybroek – President Croda Europe