

Gender Pay Gap Report

2022



Inclusion at Croda

Smart science to improve lives™

We combine our knowledge, passion, and entrepreneurial spirit to create a positive difference to the environment and to society.

Through 2022, we have continued to embed Our Purpose, Smart science to improve lives™, across the business, aligning our activities with the goals set out in Our Commitment.

Our Commitment sets out a series of stretching 2030 targets where we aim to be the most sustainable supplier

of innovative ingredients. We will create, make and deliver solutions to tackle some of the biggest challenges the world is facing. By 2030, we will be Climate, Land and People Positive.

We continued to work towards our goal to increase the representation of women at Croda, across all levels and roles, but particularly in senior leadership positions. A summary of the progress we have made, and the actions taken, have been included in this report.

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In the year of transition to a post pandemic 'Living with Covid' phase, Croda remained focussed on our commitment to be purpose led. We recognised the importance of unity and responsibility and in a year where the need for resilience continued to be high, we held true to our values. We worked together, showing our commitment to innovation and responsibility, and proved that even in adversity, we could create a workplace where gender equality thrives, building a stronger, more inclusive company and a better future for all."

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Dawn Christensen

Managing Director,
Croda Europe

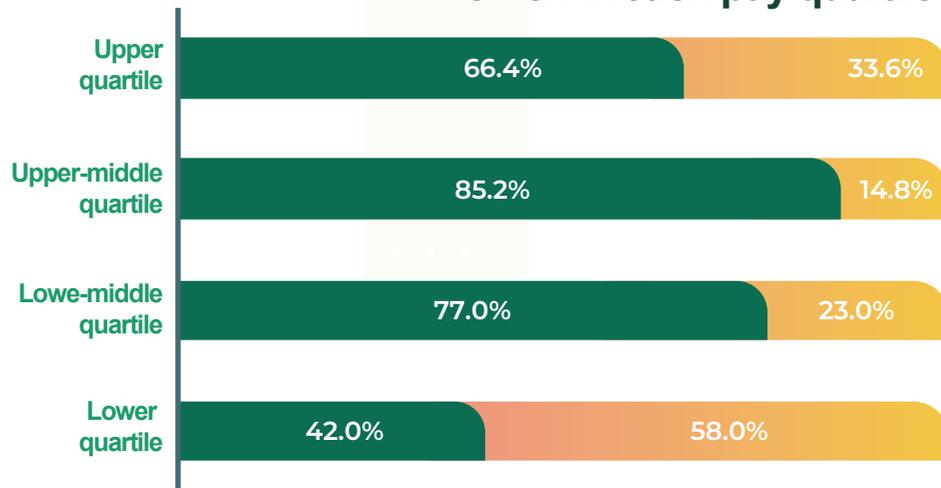


Croda Europe UK Gender Pay Gap results 2022

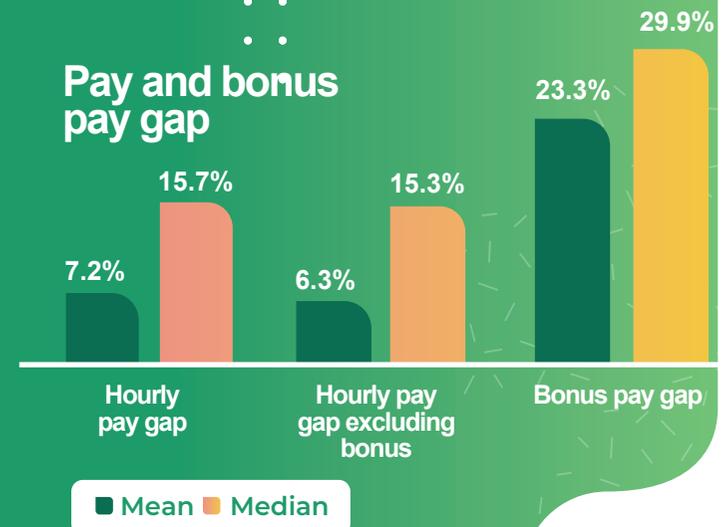
Number of employees



Population of men & women in each pay quartile



Pay and bonus pay gap



Portion of employees receiving a bonus



Progress & Plans

Pay gap

Reviewing 2021 reported figures for 'hourly pay excluding bonus', the mean pay gap for 2022 has decreased by 10.5 percentage points, and the median pay gap for 2022 decreased by 5.8 percentage points.

▼ **-10.5pp**
Mean pay gap

▼ **-5.8pp**
Median pay gap



Gender Pay Gap at Croda

The gender pay gap sets out a Company's difference in the pay between men and women, using a variety of statistical measures.

It is not a review of 'equal pay', which is specifically a woman receiving the same compensation for the same or similar job.

The data:

Mean gender pay gap – this is the difference in the average hourly or bonus pay for women when compared to men.

Median gender pay gap – this is the middle point of the reviewed workforce, comparing the person who is at the mid-point of the data.