



Gender Pay Gap Report

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In the midst of the unprecedented challenges of 2021 due to the coronavirus pandemic, we understood that our commitment to diversity and inclusion, particularly in leadership, was more vital than ever. Guided by our values of 'Responsible', 'Innovative', and 'Together' we recognise that by empowering our people, we strengthen our entire organisation, ensuring a brighter and more equitable future for all.

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Dawn Christensen

Managing Director,
Croda Europe

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 2021, 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.



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.

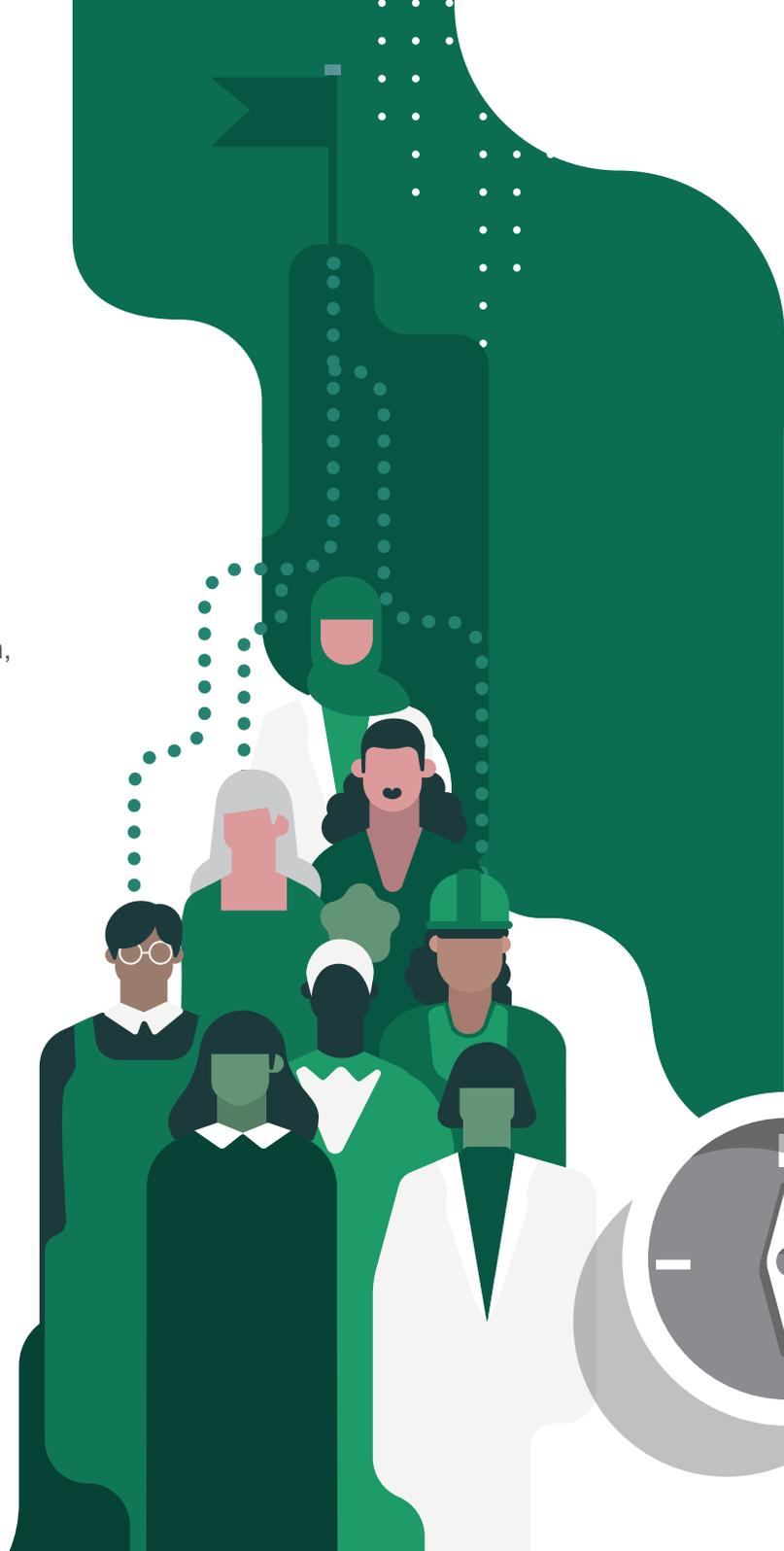
Progress & Plans

Pay gap

Reviewing 2020 reported figures for 'hourly pay excluding bonus', the mean pay gap for 2021 has decreased by 0.2 percentage points, and the median pay gap for 2021 increased by 1.9 percentage points.

▼ -0.2pp
Mean pay gap

▼ 1.9pp
Median pay gap

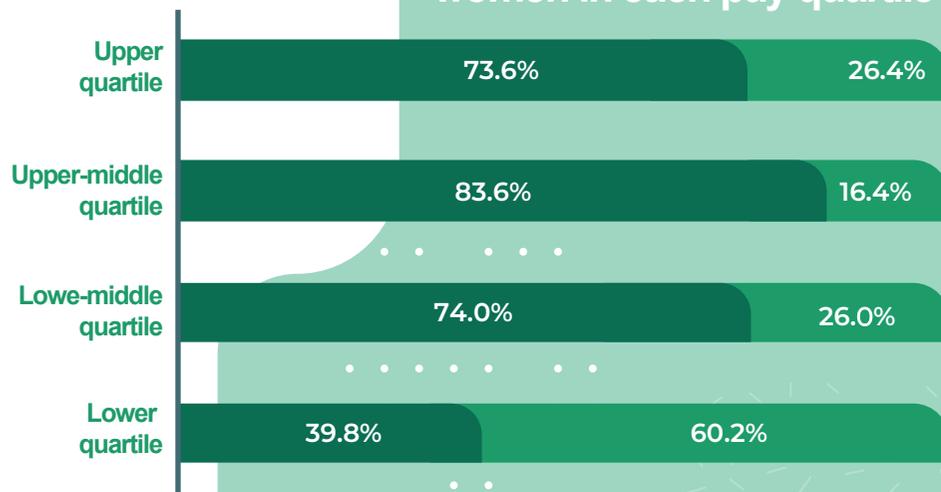


Croda Europe UK Gender Pay Gap results 2021

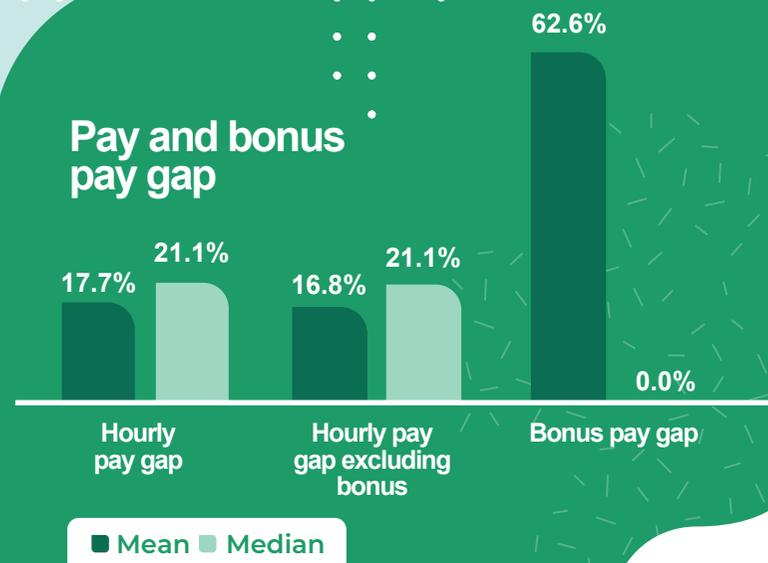
Number of employees



Population of men & women in each pay quartile



Pay and bonus pay gap



Portion of employees receiving a bonus

