



# Gender Pay Gap R e p o r t 2023

# 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 2023, 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.

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In 2023, as we continued to navigate the evolving landscape, Croda remained steadfast in our purpose-driven approach, it's about building a workplace where talent is valued equally, innovation thrives, and everyone can succeed.

Closing this gender pay gap is essential to creating a more inclusive and prosperous future for our company and society. Staying true to our values, we worked collaboratively, reinforcing our commitment to innovation and accountability. Despite challenges, we demonstrated that, even in difficult times, we can foster a workplace where gender equality flourishes, building a stronger, more inclusive company and a brighter future for everyone.

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**Dawn Christensen  
& Erik-Jan Bartels**

Vice Presidents  
Croda Europe

# Croda Europe UK

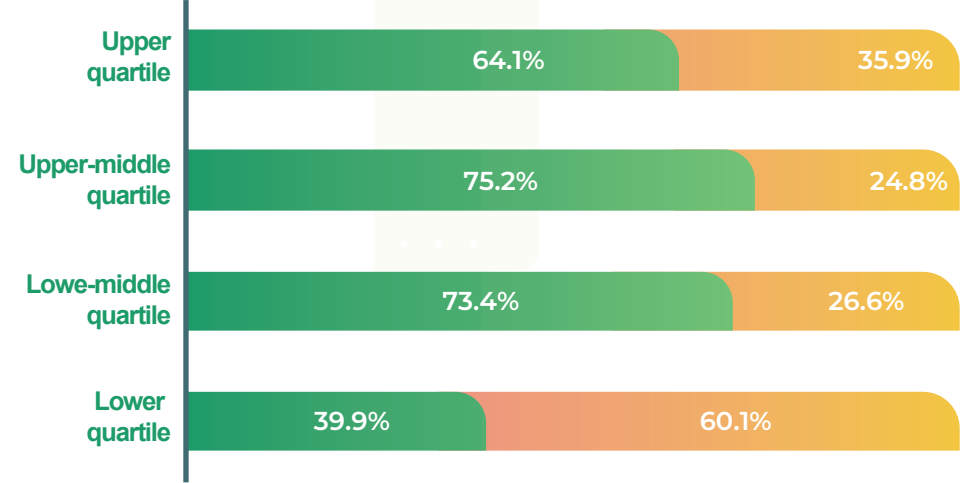
## Gender Pay Gap results

### 2023

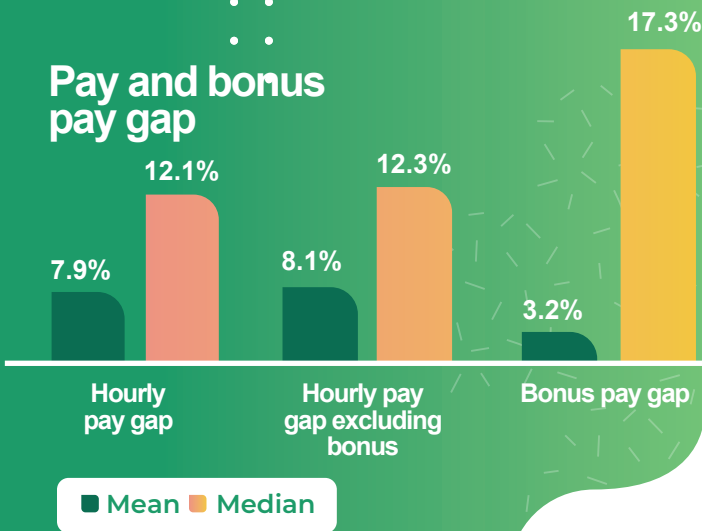
#### Number of employees



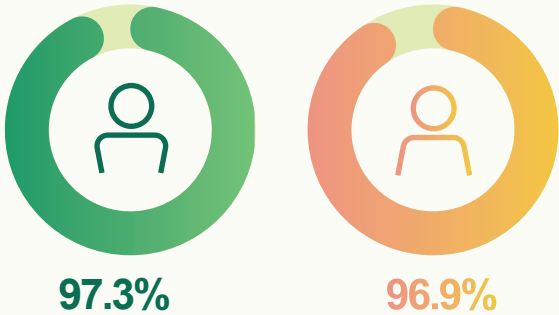
#### Population of men & women in each pay quartile



#### Pay and bonus pay gap



#### Portion of employees receiving a bonus



## Pay gap

Reviewing 2022 reported figures for 'hourly pay excluding bonus', the mean pay gap for 2023 has increased by 1.8 percentage points, and the median pay gap for 2023 decreased by 3.0 percentage points.

▼ **+1.8pp**  
Mean pay gap

▼ **-3.0pp**  
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.