

Social impacts

We continue to make progress on our goals to improve the health and wellbeing of our employees, communities and wider society.

Our Commitment to become People Positive by 2030 drives our efforts to continuously improve our impacts on employees globally, on workers in our supply chains and on people in communities connected to Croda and Croda Foundation.

Living safety as a value is reducing injuries

Since 2023 we have refocused our personal safety agenda on leadership's role to engage with, listen to and support staff, enabling safety conversations and improvements across the organisation. We describe this as living safety as a value, not just a priority (see case study p5), enabling 74 of our locations worldwide – 79% of the total – to be totally injury free in 2024.

Our top 500 leaders were again challenged in 2024 to embed these principles through delivery of safety-based objectives. Over 96% were successful in achieving this, contributing to our Total Recordable Injury Rate (TRIR) falling significantly from 0.72 to 0.47 (2022: 0.74). We are on track to meet our 2030 target of being in the top 10% of global chemical companies for safety.

We pay all Croda employees a Living Wage

Since 2021 we have paid our employees a Living Wage¹ in all countries of operation. This ensures working for Croda allows employees a life where decent standards of living are met and they can participate fully in society. We are in the final stages of receiving certification from the Fair Wage Network (FWN) for the work we have done to date.

1. As defined by the Fair Wage Network

2. Defined by the WHO Pipeline Vaccine list 2019

3. Croda Foundation 1st Impact Report 2024

Human rights due diligence in our own operations and supply chains

Our 2023 top-down human rights risk assessment identified the Group's salient human rights risks. To complement this, we will carry out bottom-up risk assessments across our locations. We conducted our first one in Brazil in 2024, running a human rights workshop with the leadership team, identifying risks bespoke to Brazil.

We assessed the likelihood and severity of these risks, carried out listening groups with service provider employees and conducted social audits of our manufacturing sites in Campinas and Holambra.

We have designed a due diligence methodology to help us identify risks in our supply chains. Taking a risk-based approach to the rollout of the methodology (starting with bio-based raw materials/high-risk service provision in line with

our top-down risk assessment and Double Materiality Assessment), we will put controls in place to mitigate risk and look to appropriately remediate any issues found.

Our technologies are helping develop vaccines for the most deadly diseases

In 2020, we set out to commercialise our adjuvant and high-purity excipient technologies in vaccines that addressed at least 25% of the most challenging communicable diseases². These diseases disproportionately impact the poorest communities of the world with the least access to medicines and hospital care so effective vaccination is the solution. We delivered on our milestone in 2022, two years ahead of schedule: to be part of at least 10 phase III clinical trials for these vaccines.






At the end of 2024, we are supplying our adjuvant and high-purity excipient technologies to 16 commercial vaccine solutions for four of the diseases: malaria, hepatitis B, pneumococcal viruses, and meningitis.

Sustainably improving more than 22 million lives since 2021 through philanthropic investing










Since its formation at the end of 2020, Croda Foundation, an independent charitable organisation solely funded by Croda, has invested £5.4m of Croda's profits into 46 projects across the world. All focus on reducing hunger and poverty, improving access to healthcare and health provision, and protecting and restoring ecosystems. Since the first project, invested in 2021, Croda Foundation has sustainably improved the lives of more than 22.8 million people³, far exceeding our original ambition when we first conceived of the Croda Foundation (see case study p16).



Social Impact

Objective	2030 Target	Progress Milestones and metrics	Status	2024 Progress
Health and wellbeing We will use our smart science to promote healthy lives and wellbeing through the development and application of our ingredients and technologies.	<ul style="list-style-type: none"> By 2030, we will contribute to the successful development and commercialisation of 25% of WHO listed pipeline vaccines By 2030, we will protect at least 60 million people annually from potentially developing skin cancer from harmful UV rays, through the use of our sun care ingredients 	<ul style="list-style-type: none"> By the end of 2024 our technology will be part of at least 10 clinical phase 3 trials across at least 25% of the WHO listed pipeline vaccines By the end of 2024 we will protect 1 million lives from skin cancer through the use of novel sun protection technologies. 	 	We have demonstrated supply of critical adjuvants and excipients into 16 commercial vaccines responding to 4 of the 24 WHO listed pipeline vaccines. 61 million people protected in 2022, achieving our 2030 target. 71 million people have been protected in 2024.
Gender Balance We will achieve gender balance in our business by focusing on recruitment and development opportunities to increase the number of women in decision-making positions.	<ul style="list-style-type: none"> By 2030, we will achieve gender balance across the leadership roles in our organisation 	<ul style="list-style-type: none"> We are rolling out gender-balanced shortlisting recruitment across Croda, with a target of having 80% of shortlists gender balanced by the end of 2023. 		41% ^Δ of leadership positions now filled by women (2023: 39%).
Improving More Lives We will promote our smart science and help improve lives using our technologies within our local communities, where our science can make a positive difference. We aim to create STEM educational opportunities and provide basic necessities through the use and application of our ingredients.	<ul style="list-style-type: none"> We will establish and fund a Croda Foundation to help permanently improve one million lives in relevant communities 	<ul style="list-style-type: none"> We will establish and fund a Croda Foundation to help permanently improve one million lives in relevant communities 		22.8m lives sustainably improved through investing £5.4m of Croda's funds in 46 projects 2021-2024.
F Health, Safety & Wellbeing We will protect the health, safety, and wellbeing at work of all of our people and contractors.	<ul style="list-style-type: none"> OSHA Total Recordable Injury Rate in the top 10% for the chemical industry 30% increase in positive responses to the wellbeing areas in our Global Employee Culture Survey. 	<ul style="list-style-type: none"> Achieve OSHA Total Recordable Injury Rate of 0.3 by the end of 2024. 		Full year Total Recordable Injury Rate 0.47 (2023: 0.72). While this is a significant improvement we missed our public milestones. Deployed a Human Performance Programme across the Group, driving employee engagement in SHE improvement across all functions and regions. In 2024, this programme delivered over 2,500 improvement activities and actions. 55% positive wellbeing responses (2023: 59%).

Please refer to the Glossary on p23 for definitions of KPI terminology

Objective	2030 Target	Progress Milestones and metrics	Status	2024 Progress
Process Safety We will protect the health and safety of all of our people, contractors and the communities in which we operate.	<ul style="list-style-type: none"> Zero significant process safety incidents per year We will continue to investigate and apply learnings from minor incidents and near misses. 	 	<ul style="list-style-type: none"> Conduct an independent peer review of our Process Risk Reviews (PRR) for high-hazard processes by the end of 2023. 	 Process Safety Total Incident Rate (PSTIR) 0.096 in 2024 (2023: 0.101).
Fair Income <ul style="list-style-type: none"> We will contribute to sustainable and inclusive economic growth by ensuring that everyone working at Croda sites receives a fair income. 	<ul style="list-style-type: none"> Everyone working at Croda locations, including temporary and permanent employees, and all contractors will receive a living wage that is monitored and reviewed annually 	 	<ul style="list-style-type: none"> All employees temporary and permanent will be paid a living wage by the end of 2022 All regularly employed contractors will be paid a Living Wage by end of 2024. 	 We are in the final stages of receiving certification from the Fair Wage Network (FWN) for the work we have done to date.  In 2024 we completed an initial assessment of our contractor population and compliance with our Living Wage standards.
Knowledge Management <ul style="list-style-type: none"> We will manage our intellectual capital, ensuring employees acquire the knowledge and skills needed to promote the sustainable development of our business and promote lifelong learning opportunities for all. 	<ul style="list-style-type: none"> 2030 goal still to be developed 		<ul style="list-style-type: none"> 100% of employees will receive a minimum of one week's training per year by the end of 2025. 	 37% of our global workforce benefitted from a minimum of one week's training in 2024 (2023: 44%).

Please refer to the Glossary on p23 for definitions of KPI terminology

Restatements +

+ indicates where metrics have been restated in the ARA or SIR. Details are captured below to show the value as restated, the values reported in Annual Report 2023 are shown in brackets immediately afterwards and ±% change in our restatement.

1. Restatements made to prior year data in 2024 to complete the integration of Solus Biotech. **Scope 1 GHG emissions** 87,367 (86,740) tCO₂e, +0.7% change (2023), 111,189 (110,487) tCO₂e, +0.6% change (2022), 104,701 (104,088) tCO₂e, +0.6% change (2018). **Scope 2 GHG emissions (location-based)** 62,933 (60,834) tCO₂e, +3.5% change (2023). **Scope 2 GHG emissions (market-based)** 17,096 (14,506) tCO₂e, +17.9% change (2023), 14,214 (10,653) tCO₂e, +33.7% change (2022), 51,356 (46,882) tCO₂e, +9.5%

change (2018). **Scope 3 GHG emissions (upstream)** 690,722 (674,234) tCO₂e, +2.4% change (2023), 930,606 (918,810) tCO₂e, +1.3% change (2022), 887,324 (863,939) tCO₂e, +2.7% change (2018). **Emission intensity** 142 (138) tCO₂e/£m value add, +2.9% change (2023), 139 (134) tCO₂e/£m value add, +3.7% change (2022), 314 (306) tCO₂e/£m value add, +2.6% change (2018) and **Total energy consumption** 792,457,099 (777,947,568) kWh, +1.9% change (2023). Resulting combined totals and breakdown of energy consumption by scope have also been restated on ARA page 43.

2. Restatement made to prior year data in 2024 due to a correction to remove duplicated information in the data gathering (165Ml) (2023) and to complete the integration of Solus Biotech.

Water withdrawal 2,858 (3,007) ML, -5.0% change (2023).

3. Restatement made to prior year data in 2024 due to an improvement in the calculation method for **Land Area Saved** 183,123 (151,038) hectares, +21.2% change (2023), 193,025 (161,431) hectares, +19.6% change (2022), 103,419 (92,223) hectares, +12.1% change (2019).

4. Restatement made to prior year data in 2024 due to the application of a new rate of clothing damage for our laundry performance additive from a more recent study, the incorporation of the improved method for Land Area Saved (note 3) and the adjusted GHG emissions (note 1). **Carbon emissions avoided through the use of our products** 713,839 (812,620) tCO₂e, -12.2% change (2023). **Carbon cover ratio** 0.9:1 (1.05:1), -14.5% change (2023).

Limitations

Total Recordable Injury Rate (TRIR):

The 35% reduction in TRIR since 2023 is driven by a 32% reduction in injuries and 2% increase in headcount. A consistency issue has been identified with the hours worked data to account for the remaining difference. We are embarking on a programme to improve the consistency, accuracy and controls around this number.

Assurance Δ

Δ indicates where metrics have been assured (limited assurance) under ISAE (UK) 3000 and ISAE 3410 by KPMG, our independent assurance provider. See www.croda.com/sustainability for details.