

The difference we make for

Our people

Our people are the heart of our business and are concerned citizens who care about the world they live in. We want them to be passionate about the work they do for us, forging long careers as we give them opportunities to fulfil their potential, support them to give back to their local community and to have a positive environmental impact on our planet.

As employees

The can-do attitude, family spirit and customer focus of our people is at the core of what makes our business different and is a true source of our competitive advantage. We work hard to create a stimulating, energetic and fun place to work where everyone can thrive and take pride in what they do. We challenge, inspire and support our people to reach their full potential with professional training and meaningful development programmes.

We strive to maintain a supportive work environment, and we invest significant time and money into ensuring the health and wellbeing of our employees. It is a place where people know they will be treated fairly and respected as equals and individuals; where they will be recognised and celebrated for their achievements.

This year, as part of our focus on employee health and wellbeing, we have also delivered a 'safety leadership' model to our top leaders, carried out a range of mental health programmes and have established a Diversity and Inclusion Steering Committee.

As colleagues

Our focus is on togetherness; working as one global family, we build a culture of trust and transparency that values every colleague's unique contributions. Working in and across teams around the globe, we support, encourage and cooperate with each other, sharing our knowledge to the benefit of our customers and our business.

We create an environment where we respect and are respected by our colleagues. We recognise that we have much to learn from each other and it is our differences, the diversity within our

teams, that are the key to our inspiration and innovation and to bringing out the best in ourselves.

As citizens

At Croda, we recognise our responsibilities to the local communities in which we operate as well as the wider societies of which we are a part. This is integral to maintaining positive relationships with the communities we operate in, as we strive to be ambassadors for the chemical industry and good citizens.

Through our 1% Club, employees have the opportunity to spend some of their work time supporting local STEM (science, technology, engineering and mathematics) education and other community initiatives. Many of our people do much more than this in their own time, and we are proud to support their drive to help good causes through raising money, volunteering and more.

As people

There is a very strong collective concern for the planet, ethics and human rights within our business and this is what drives our work on sustainability.

We have strong occupational safety programmes, and in 2018 have worked on behavioural safety and safety leadership themes within our OHSAS 18001 safety management system. Through these activities we aim to provide a safe place of work with an interdependent safety culture.

Globally, our people work hard to ensure the traceability of our bio-based ingredients, working with our supply chain to protect from modern slavery and reduce the negative environmental impact at every stage of our product life cycle. Throughout our own business we are working hard to reduce the greenhouse gas (GHG) emissions

of our operations, the waste we send to landfill and our water consumption. We are also investing in biotechnology and bio-refineries, and are constantly innovating to improve the sustainable benefits and reduce the environmental impacts of our products. These activities ensure that our people can take pride in working for a company that puts people and the planet first.

In Focus: Supporting the mental health of our global family

There has been, quite rightly, an increasing focus on mental health in recent years. To support our teams in this area, in 2018 all our sites across the globe participated in World Mental Health Day and International Stress Awareness Day.

The programmes varied in each location; many sites introduced yoga, aromatherapy or meditation sessions as ways of

encouraging relaxation and promoting wellbeing. Some sites also collaborated with agencies to offer tips on how to identify and deal with stress.

Thane, our manufacturing site in India, provided training on a range of mental health topics with the aim of equipping managers to identify and deal with issues as they arise. The site also established a new office space for employees to take a short break without distractions called the 'Manan' room, meaning 'contemplation' or 'thinking' in Sanskrit. Other sites gave employees opportunities to talk to mental health professionals, either in groups or on a one-to-one basis.