



# Protecting society and improving lives



Number of live Croda Foundation projects

21



## The global challenge

### Social inequality and global human development

The emergence from the pandemic and the needs it has created call for a healthier world, including the communities we depend upon and wider society, from food security to better health and wellbeing. It requires addressing the social inequalities within and among countries.

## Delivering greater impact:

### Developing solutions to improve health and wellbeing for society through our customers, promoting diversity in our business and delivering social impact in communities.

Living our Purpose, Smart science to improve lives™, Croda relies on individuals, from its employees to external stakeholders and communities, promoting diversity and inclusion to contribute to a world in which, by 2050, more than nine billion people can live well, within planetary boundaries<sup>1</sup>.

As we depend upon each other, from our novel biologic technologies to sunscreens, from meaningful impact projects in our value chains and ecosystems to Croda Foundation, our ability to collaborate and innovate are key enablers to deliver impact at scale.

1. WBCSD's Vision 2050: Time to Transform

### People Positive SDG targets:

3.3, 3.4, 5.5 and 17





## People Positive continued

### Health & wellbeing

#### Protecting against threats to global human health

As part of our People Positive strategy, we are committed to using our smart science to promote healthy lives: empowering biologics delivery through our core speciality excipients, adjuvant systems and lipid delivery systems.

Croda Pharma is investing in enabling next-generation therapeutics and mRNA-based vaccines. Beyond COVID-19, we continue our collaboration with partners in the fight against the 24 WHO-listed pipeline vaccine diseases. Our technologies are already included in more than 40 commercialised vaccines at or past phase III clinical trial stage. We are moving closer to our target of contributing to the successful development and commercialisation of 25% of WHO-listed pipeline vaccines and have achieved our 2024 milestone of ten clinical phase III trials across 25% of the pipeline vaccines.

Aligned with SDG 3, Good Health & Wellbeing, and our 2021 materiality assessment highlighting Global Health Preparedness as a new material area, in 2022 we were awarded a £15.9m grant by the UK Government to expand our Pharma manufacturing facilities in Leek, Staffordshire. We also entered into a cooperative agreement with the United States Government (total project investment up to \$133m) to establish a third lipid facility in Lamar, Pennsylvania, with both investments supporting delivery of next generation nucleic acid drugs.

In 2022, Croda Pharma was awarded the Best Supplier for Covid-19 Vaccine Development Award at the India Biologics & Vaccines Outstanding Industry Awards for delivering vaccine adjuvants in developing nations. These are locations where the infrastructure required to store many vaccines at low temperatures does not exist.

“This is exactly what Croda is all about – working together and making a difference. A great achievement by our customers can only be possible with the help from dedicated commercial teams working together with the manufacturing sites.”

**Christel Haugsted**, Director, Supply Chain Management, Croda Denmark

#### Protection from potentially developing skin cancer

In 2022, through the use of our solar protection ingredients, Croda contributed to protecting more than 61 million people from potentially developing skin cancer caused by harmful UV rays. This is seven years earlier than our 2030 target to protect at least 60 million people annually. Building on this achievement, work is now underway to develop a roadmap to extend our target towards increased positive social impact relating to sun protection from the use of our technologies.

Building on a 2021 initiative in Asia, we are advancing our work on formulations to provide the full solution for safe and sustainable UV protection based on minerals. In 2022, we rolled out formulation academies in the US and, in early 2023, in Europe, as well as creating a new formulation kit in Latin America focusing on very high SPFs and low energy process formulations.

Continuing our path of education and tackling misinformation, we have continued the ‘myth busters’ campaign, this time focusing on consumer myths around SPF and sunscreens.

Conscious of social inequality and discrimination, Croda is providing support to improve the lives of people with albinism in Togo. Protecting this community is critical to prevent skin lesions, the most serious being skin cancer, being more exposed due to their inability to synthesise melanin. Working in partnership with Pierre Fabre Foundation, we have provided our broad-spectrum titanium dioxide-based UV filter to help them support a community of 1,200 people with albinism across Togo, Uganda and the Ivory Coast, in protecting themselves against the harmful effects of UV rays.



Scan this QR code to view our myth buster blog

### People Positive award: Avanti, Leek and Cowick teams



This award was won by the teams at Avanti, Leek and Cowick for developing and producing an ingredient used in the Pfizer COVID-19 vaccine. This was a huge team effort involving a large number of people, and was selected due to the can-do spirit, cooperation and dedication that were demonstrated.

This project is our Purpose in action and clearly represents our values of Together, Responsible and Innovative.



For more information on our Purpose In Action (PIA) Awards

**See page 5**

## People Positive continued

### Focusing on D&I in Asia

Colleagues in Asia have been leading a programme of raising awareness, building an inclusive culture, and driving inclusivity in recruitment. Junko Kubokawa, Country/Regional Managing Director, and Jeyanthi Krishnan, Asia Regional Counsel, are leading activities across Asia Pacific, which include a new D&I newsletter tailored for the region, a broad action plan to improve inclusion for women in support of the Group gender balance target, alongside a variety of mentorship and training sessions for colleagues.

One particular activity focused on understanding the concerns and needs of female employees through listening groups was held in India, Japan and Indonesia. These have enabled more focused actions to be taken such as creating facilities for nursing mothers and reviewing child-care facility partnerships.

### Gender balance

We continue to measure progress against our target of achieving gender balance across our leadership roles by 2030. We are pleased to report that the number of women in leadership positions has increased by 5.7 percentage points since the 2019 baseline figure, with 38.2% of leadership roles now filled by women.

The appointment of a new female CFO, Louisa Burdett, on 1 January 2023 will move the gender balance of the Board in 2023 to 55% female representation and our Executive Committee to 33%.

This year we also saw a 48% net increase in the number of female process operators (excluding leavers as part of the PTIC divestment) and participation in our prestigious senior leadership programmes has been gender balanced, important steps in helping us to achieve our 2030 target.

We continue to monitor balanced shortlists and, in 2023, will automate the collection of this data, allowing us to identify issues as they arise.

#### Broadening to diversity & inclusion (D&I)

We continue to progress against our D&I roadmap, published in 2021, identifying actions in key areas to ensure we become a more diverse and inclusive organisation: diversity data gathering; improving D&I awareness; developing our D&I brand; measuring and setting KPIs; and alignment to reward and recognition.

Following on from our Global Diversity Representation Survey, we have established region-specific objectives to address targeted issues. For example, our South Asia region established three sub-groups to address issues of communication and awareness, nurturing a D&I culture and reviewing recruitment.

Our programme to build D&I awareness across Croda includes running masterclasses from thought leaders in the field, including a series of sessions on Cultural Awareness with a focus on Asia that was delivered to senior leaders.

Our regional teams have also established new D&I subcommittees and affiliation groups to complement our Global D&I Committee. These have been instrumental in advising regional management on a range of topics to help deliver real change in our employee experience.



Please see the People metrics section in our ARA2022.  
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### Improving more lives

#### Supporting our local communities

We are committed to engaging with and supporting our local communities. In 2022, Croda employees donated 5,336 hours through our 1% Club, including 31% on STEM educational activities.

Supporting SDG 2, Zero Hunger, our Atlas Point employees in North America helped to serve 315 families and distribute 16,500 kg of food. Croda Brazil employees in Campinas helped residents of a nursing home by cleaning and painting planters and planting a range of vegetables, many of which were donated by Incotec Brazil.

“Sharing the value we generate with neighbouring communities and providing them with education and employment opportunities is fundamental to our People Positive strategy and good for Croda.”

**Russ Niksic**, Senior Vice President - Croda Inc

Beyond our 1% Club, our Fragrances business, Iberchem, expanded its Roots Programme ‘Bridging the Digital Divide’. Initially launched in Thailand, the project now reaches Spain, Mexico, France and China. In donating hundreds of computer workstations, the project enables thousands of students around the world to access information, knowledge and education. 2022 saw Croda South Africa start sponsorship of seven children through school, improving their livelihoods and future prospects.

In the spirit of UN secretary-general António Guterres’ call for action at the International Day for Biological Diversity in May 2022, and aligned with our aspiration to become Net Nature Positive by 2030, Croda employees engaged in diverse initiatives reconnecting people and nature. These included environmental cleaning and forest restoration in local communities (at locations in India, Netherlands, Turkey and Colombia), and maintaining beehives in five of our European sites, helping nature preservation and biodiversity and contributing to the local ecological balance. Read more on our website.

## People Positive continued

### Responsible award: North America Community Engagement



Atlas Point, one of our biggest manufacturing sites, continues to strengthen its engagement with local communities, through providing opportunities for enhanced learning experience of the local high-schoolers.

North America's Community Engagement team provided six students from under-represented communities with hands-on engineering experience in research laboratories at Bucknell University. The judges appreciated the team's efforts in promoting STEM education in the community around Atlas Point and presenting science as a pathway to improving lives.



For more information on our Purpose In Action (PIA) Awards  
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### Sustainably improving one million lives by 2030: Croda Foundation

Following its initial funding and approval as a charity in 2021, this year has been an impactful action year for Croda Foundation, the independent philanthropic organisation set up by Croda International Plc, aligned with our Commitment to be People Positive by 2030. The Foundation aims to improve lives across three priority areas: improve access to healthcare; reduce hunger and poverty and improve livelihoods; and restore forests and ecosystems.

To date, the Foundation has sustainably improved the lives of at least 300,000 people through the projects underway, against its 2030 target of one million.

During 2022, Rommel Moseley, Executive Director at the Foundation, and his team have more than tripled the number of live projects to 21, from six in 2021, benefitting more than 14 million people across 19 countries, and committing £2.8m of the grants provided by Croda during the year. Key milestones achieved in 2022 include formal adoption of the Foundation Theory of Change, the first grant monitoring visits, and recruiting an experienced grant manager. Based on this Theory of Change, the Foundation has approved several milestones to be achieved by the end of 2026:

- 450,000 people have increased income and skills to better support their livelihoods
- 600,000 people have access to healthcare and clean drinking water provision that they didn't previously have
- 7,000 hectares of forests protected or ecosystems restored
- 30,000 trees planted

Croda Foundation's adjusted\* mission now aligns further with the UN SDGs. The Foundation ensures that projects supporting the UN SDGs are charitable under English law and further the Foundation's charitable purposes.

To read more visit  
[www.crodafoundation.com](http://www.crodafoundation.com)



\* During 2022, Croda Foundation adjusted its mission from permanently improving one million lives to sustainably improving one million lives.

### America's Grow-A-Row (AGAR): £50,000 for Fresh Produce Initiative



With the US Department of Agriculture reporting that individuals facing food insecurity experience higher rates of chronic disease such as diabetes, hypertension and obesity, this initiative addresses the lack of reliable access to quality affordable fresh produce in low income communities, and the need for nutrition and culinary education. AGAR says its distribution goal increased to 1.13 million kg (2.5 million lb) of fresh products or 10 million servings, while 1,474 children and adults were educated, representing 3,114 hours of instruction. In addition to Croda Foundation's grant support, employee engagement including a 1% Club corn harvest activity and our smart science (lettuce seeds pelleted by Incotec) further contributed to a positive impact.

Commitment performance continued

# People Positive



### Key

- Target achieved
- Target on track
- Target requires additional focus
- Target challenging to achieve

## Objectives and targets

### Health & wellbeing

- 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



- By the end of 2024 our technology will be part of at least 10 clinical phase III trials across at least 25% of the WHO-listed pipeline vaccines
- By the end of 2024 we will protect one million lives from skin cancer through the use of novel sun protection technologies



- Croda technology at various stages of evaluation in 17 out of the 24 pipeline vaccines, across 123 projects (2021: 79 projects)
- More than 40 are at or successfully beyond clinical phase III trials across nine pipelines, achieving our 2024 milestone
- 61 million people protected through the use of our sun care ingredients in 2022, achieving our 2030 target
- Three million people protected from skin cancer through the use of novel technologies launched in the last four years
- Work is ongoing in Sun Care to define a more impactful new target

### Gender balance

- By 2030, we will achieve gender balance across the leadership roles in our organisation



- 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



- 38.2% of leadership roles now filled by women, against wider workforce that is 40% female
- 19% shortlists were balanced for full year 2022. Data collection will be automated in 2023 enabling closer monitoring and improvement

### Improving more lives

- We will establish and fund a Croda Foundation to help improve one million lives in relevant communities



- Intermediate milestones for Croda Foundation to be set during 2022

- 300,000 lives sustainably improved by end 2022 and >14 million lives benefitted by projects from the Croda Foundation
- Since end 2021 over £1.1 million in funding for thirteen projects from core funds with a further £1.75 million of the £2 million restricted health care grant donated specifically focusing on vaccine and health infrastructure projects, supporting projects within South Asia, Africa and Brazil
- Intermediate milestones have been set, please see p35