



Fueling innovation through knowledge



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Overview

As a business that relies on the innovation and intellectual capital of our people for continued success, being able to retain knowledge within the company and share it with new employees is vital.

To satisfy increasingly complex needs in a fast-changing environment, we need to ensure our teams can access and act on the cumulative knowledge and experience of our business and that of external partners including customers, suppliers and industry experts. This requires a behavior change and new digital systems to capture and retrieve information.

Our 2025 target is to ensure all employees have a minimum of one week's training each year. This can be on-the-job, classroom-based in person or online, self-study, computer-based training, professional development, mentoring or coaching. Training promotes opportunities for lifelong learning and so helps to create a more engaging and inclusive workplace.

Our performance

Our MyCroda HR system is helping to ensure we meet this objective. It has enabled us to significantly increase our online training programmes, which are freely available to all colleagues globally, with many available in local languages. MyCroda also means we can record training more effectively, whatever the method or medium.

All Croda employees already receive significant on-the-job training, supplemented by a range of locally-provided technical and managerial training. We also offer a suite of management and leadership development programmes that are delivered regionally but sit with a global curriculum. For our most senior leadership programmes, we have partnered with Ashridge Hult Business School to ensure that our leaders are receiving the most up-to-date and relevant professional development support.

While employee training is a crucial element of knowledge management, we know this is just the beginning. We are currently working to define a longer-term target, linked to our Commitment, to encourage and support the learning and behaviours necessary for a leader in our sector.

SDG targets

4.3



Progress on our Commitment

Key

Target requires additional focus



Objectives	Targets	Milestones and metrics	Status	2022 progress
Knowledge management 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"> Longer-term target under development. 	<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. 		<ul style="list-style-type: none"> 29% of employees globally have completed one week's training (32 hours) in 2022