

Croda International Plc - Our Anti-Bribery and Corruption Statement

Croda International Plc is a manufacturer of speciality chemicals with over 5,500 employees and 92 sites worldwide.

Bribery occurs where there is an intent to give someone a financial or other advantage to encourage that person to perform their functions or activities improperly, or reward that person for having already done so. It is an inducement for an action which is illegal, unethical or a breach of trust, and can take the form of gifts, loans, fees, rewards or other privileges.

A breach of international bribery and corruption laws may result in Croda, or individual employees, being prosecuted, potentially leading to fines and/or imprisonment. In addition, any breach can lead to serious damage to Croda's reputation.

Our anti-bribery and corruption standard

Through our Purpose, Smart Science to Improve Lives, we are firmly committed to upholding the highest standards of integrity and ethical behaviours in our business dealings in all our global activities, and we will not tolerate bribery and corruption in any part of our business, in any country.

Our anti-bribery and corruption principles

- To have a senior management team that demonstrate strong ethical leadership, setting high standards of integrity for themselves and their teams and who provide a visible example in their commitment to ethics.
- To comply, as a minimum with all bribery and corruption laws in the countries in which we operate, and in addition comply with Croda's own demanding internal standards across all our businesses.
- To establish, implement and maintain the Croda Group's ethical management system, incorporating policies and procedures to prevent bribery and corruption in any part of our business.
- To identify and assess bribery and corruption risks associated with our business and prioritise and control such risks.
- To define and communicate responsibilities for prevention of bribery and corruption to our employees and associated third parties.
- To provide appropriate information, training, coaching and supervision for our employees and associated third parties in order to enhance their awareness of and prevent bribery and corruption.
- To review compliance with our ethical management system and the effectiveness of it, and to use incident investigations and audits to stimulate continual improvement.
- To monitor and evaluate our performance through a balanced set of leading and lagging indicators.

It is my belief that our zero-tolerance to bribery and corruption is essential to preserve our corporate reputation and is vital to ensure the long-term future of Croda. I firmly believe that adherence to these principles will assist us in living up to our high ethical standards and I am personally committed to providing the leadership and resources.



Steve Foots, CEO – September 2024