

Independent Trustee Recruitment Brief

A voluntary Board opportunity to help Croda Foundation sustainably improve lives through access to people, know-how and capital.

ROLE

Trustee, Croda Foundation

LOCATION

Hybrid:
face-to-face and
online

REMUNERATION

Unremunerated
voluntary position

CLOSING DATE

**28 June 2026 at
12:00 BST**

About Croda Foundation

Croda Foundation was established in 2020 as an independent charitable company founded, and solely funded, by FTSE 100 specialty chemicals company Croda International PLC.

The Foundation's purpose is to sustainably improve lives by providing access to people, know-how and capital. Its funding supports projects that improve access to healthcare and health provision, reduce poverty and hunger, improve livelihoods and protect or restore ecosystems.

£6.4m

committed in grants

58

projects supported

23

countries reached

22.8m

lives sustainably improved

A distinctive model

Employee-led nominations

Grants support registered charities and other grantees across the world, with a focus on Priority Countries linked to Croda's presence, operations, sourcing or product use.

Changemakers Programme

Croda colleagues volunteer their know-how to strengthen funded projects through technical advice, capacity-building and practical problem-solving.

Public benefit safeguards

Where Croda products, technologies or ingredients can help, they are used solely for public benefit and in alignment with charity law. Foundation grants and activities are never used to create commercial advantage for Croda.

Global reach, focused priorities

The Foundation backs work at the intersection of health, livelihoods and ecosystems, using financial grants alongside people and expertise to deepen impact.

The Trustee opportunity

The Board of Trustees provides oversight, governance and leadership in pursuit of Croda Foundation’s strategy and charitable purpose.

One of the founding Trustees is rotating off the Board. Croda Foundation is therefore seeking a new independent Trustee who can bring the right blend of experience, judgement and constructive challenge to sustain and strengthen the Board’s skill base.

What this role offers

An opportunity to help govern an international corporate foundation with a distinctive model: a single funder, employee-led nominations, global charitable partnerships and growing use of Croda know-how to improve lives sustainably.

Who should consider applying

Candidates should have recent senior experience of working with Croda, including an understanding of how the business operates, its culture, and how it interacts with Croda Foundation.

Eligibility note: current Croda employees are not eligible for this independent Trustee role. Croda Nominated Trustees are recruited through a separate process.

The appointment at a glance

Role	Trustee, Croda Foundation
Board meetings	A mixture of face-to-face and online meetings. Approximately 4 x 1/2 days and 3 x full day meetings.
Remuneration	Unremunerated voluntary position. Expenses will be covered.
Core capabilities	Leadership, decision-making, governance and trustee judgement
Closing date	28 June 2026 at 12:00 BST

Skills, experience and values

The Board would welcome candidates who can bring an alternative perspective, constructive challenge and a genuine desire to deliver Croda Foundation's purpose and strengthen the Trustee team.

Specific skills and experience in the following areas would be particularly welcome:

Finance & Risk

Conflicts of Interest

Reputation

Manufacturing Operations

Health & Safety

Corporate Foundations

Trustee and governance experience

Previous Trustee experience and knowledge of working with corporate foundations would be an asset, alongside the ability to operate collectively as part of a Board.

Constructive challenge

The successful candidate should be willing to test thinking, support good decision-making and help the Board maintain appropriate oversight without losing sight of impact.

Our values

Responsible

We steward charitable resources carefully and make decisions that support public benefit.

Innovative

We seek practical, sustainable ways to use people, know-how and capital to improve lives.

Together

We work through partnership: with communities, grantees, Croda colleagues and the wider charitable ecosystem.

Trusted

We act with integrity, transparency and good governance, recognising the responsibilities that come with our model.

How to apply

Please send your CV and a short cover note explaining your interest in the role and the skills, experience and perspective you would bring to the Board.

Email	contact@crodafoundation.com
Closing date	28 June 2026 at 12:00 BST
Website	www.crodafoundation.com/en-gb

Accessibility

Croda Foundation is committed to ensuring everyone can access its website and application processes. This includes people with sight loss, hearing, mobility and cognitive impairments. Should you require access to these documents in alternative formats, please let us know.

Purpose-led governance for sustainable impact

This is an opportunity to contribute your experience to an independent charitable company with a distinctive global model, strong values and a clear commitment to improving lives through responsible philanthropy.