

ENVIRONMENT HEALTH AND SAFETY POLICY

Sika puts safety first. Safety, well-being and health of our employees and partners is a prerequisite to the Group success. Working safe is not only a program but a way of getting things done. This relies on several pillars:

- Management commitment to continual improvement: Safety management cannot be delegated. Each manager needs to demonstrate leadership, responsibility, and exemplarity. It is planned to integrate Safety targets into the personal objectives for management personnel.
- Employees' involvement: Sika considers that everyone has a role to play in making sure workplaces are healthy and safe. Sika believes that workplaces have better Health and Safety outcomes when workers are involved in Health and Safety matters. That is why the Group actively encourages the effective and proportionate consultation and participation of workers and other stakeholders on all relevant health and safety matters. Each employee has a responsibility to make health, safety, and environmental protection an integral part of all daily work.
- Compliance with rules: Sika Safety Minimum Requirements have been defined and implemented for each Sika company in relation to workplace safety. In addition, Sika Life Saving Rules have been set up to address key risks. Together with the Minimum Requirements and local regulations, these Saving Rules are mandatory for all Sika companies.
- Training and education: job safety performance is required from everyone working at Sika. Managers must ensure that employees know about the materials and the equipment they use, known hazards and how to reduce risks. Dedicated trainings are also organized on regular basis, not only for new employees but also existing staff.
- Hazards' recognition and resolution: risk assessments help to define what is needed to keep people safe. They are regularly organized and executed by local, corporate teams or external insurance companies.
- Incident reporting and investigation: it is mandatory that each serious incident is systematically reported, investigated, and gives rise to implementation of relevant actions. In addition, Sika strives identifying and analysing all minor events in order to prevent from more serious ones.

Environment

Sika is committed to environment protection and promote business activities, products and services in a manner that protects people and environment.

In pursuing its commitment to the reduction of its environmental impacts, Sika commits to:

- Comply with all applicable environmental laws, regulation, and standards,
- Implement and continually improve its environmental management system to reduce the environmental impact,
- Assess, set and review measurable environmental objectives and targets,
- Minimize the environmental impact of its operations through identifying risks and environmental impacts and encouraging reduction, reuse, and recycling in its activities,
- Develop innovative products and solutions with lower impact both in manufacturing process and for customers' final usage,
- Report regularly to the Executive Management Team, employees and stakeholders on its environmental status, aspects, impacts and performance.



Adil Outgouga (General Manager)

18th of January 2024