

# HUMAN RIGHTS POLICY

## SIKA GROUP



BUILDING TRUST



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# Introduction

Respecting human rights is integral to Sika's Values and Principles. Sika considers respect for and promotion of human rights as a fundamental pillar of responsible business conduct worldwide.

As a global player in specialty chemicals, Sika acknowledges its responsibility to uphold human rights within its own operations and to implement adequate measures designed to prevent human right violations from occurring throughout its supply chain.

This Human Rights Policy further formalizes Sika's overarching human rights commitment, building on the Code of Conduct, the Supplier Code of Conduct, and all relevant guidelines and processes.

Sika does not tolerate any violation of the Code of Conduct, the Supplier Code of Conduct, the Human Rights Policy, or any other of its standards and principles.

Baar, February 2026



**Thomas Hasler**  
CEO, Sika Group



**Thierry F. J. Vanlancker**  
Chair of the Board of Directors

# Human Rights Guiding Principles

Sika's Human Rights Policy is based on internationally recognized human rights standards and informed by global guiding frameworks for responsible business conduct. These sources inform the company's approach to human rights, including due diligence and stakeholder engagement processes.

## Human rights standards

Sika integrates the following international human rights standards and conventions into its policies and practices:

- The International Bill of Human Rights, including:
  - The Universal Declaration of Human Rights (UDHR).
  - The International Covenant on Civil and Political Rights (ICCPR).
  - The International Covenant on Economic, Social and Cultural Rights (ICESCR).
- The Core Labor standards of the International Labor Organization (ILO).
- The Ten Principles of the United Nations Global Compact (UNGC).

Sika expects all employees to uphold these standards in their business activities and interactions with colleagues, suppliers, customers, and all relevant stakeholders. Sika also expects its suppliers and business partners to adhere to these standards.

Where national law and international human rights standards differ, Sika strives to apply the highest possible standards while fully complying with all applicable national laws and regulations.

## Guidelines for responsible business conduct

Sika considers the following international frameworks for responsible business conduct:

- The UN Guiding Principles on Business and Human Rights (UNGPs).
- The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.
- The OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

These guidelines form the foundation of Sika's approach to human rights, as they provide principles and guidance for integrating Human Rights Due Diligence (HRDD) into company business processes.

# Governance

## Board level

The Board of Directors (BoD) and the Board Chair are responsible for the review and approval of the Human Rights Policy.

## Group Management level

Group Management is responsible for developing and implementing Sika's Human Rights Policy and for ensuring that human rights considerations are integrated into the company's business strategy, risk management, and operational processes. It also provides regular updates to the Board.

## Corporate level

At corporate level, the relevant functions are responsible for ensuring cross-functional implementation of Sika's Human Rights Framework throughout the company. They are responsible for providing the necessary instruments, methods, and guidance to their internal networks at regional, area, and local level.

## Local level

At local level, General Managers, together with their local management teams, are responsible for safeguarding and upholding human rights within their respective entities and areas of oversight, including among their business partners. They must adhere to internal people-related guidelines, comply with local laws, and oversee their entities accordingly. They are responsible for preventive measures and staff training. They report to area and regional management, who oversee the development of regional implementation plans, aligned with the Group framework.



# Sika Human Rights Framework

Sika aligns its due diligence approach with international standards and guidelines to implement its Human Rights Policy. The infographic below demonstrates Sika's commitment to integrating respect for human rights throughout its operations and supply chain.

## Commitment

The Human Rights Policy sets out Sika's commitment to promoting and respecting human rights and serves as a guide for implementing the Human Rights Framework within the company. Sika is committed to conducting human rights due diligence to identify, prevent, mitigate, and remediate any human rights impacts associated with its activities and business relationships.

## Policies and processes

Human rights considerations are embedded throughout Sika's core operational processes, such as supplier relationship management (including evaluations and audits), human resources processes, internal compliance assessments, and audits. These processes are guided and underpinned by Sika's core policies and guidelines, including the Code of Conduct and the Supplier Code of Conduct. Together, they provide a framework that guides both employees and business partners to embed respect for human rights into decision-making, operations, and business relationships across the organization. A list of additional relevant Sika policies and guidelines relating to expectations of employees and business partners is available in the Annex.

## Human rights risk and impact assessment

Sika is committed to regularly reviewing and updating its assessment of actual and potential human rights impacts and related risks associated with its activities and business relationships. This assessment draws on a variety of sources, including country and sector risk assessments, supplier relationship management, the compliance management system, and engagement with both internal and external stakeholders. Regular stakeholder engagement is essential for responsible business practice and key to capturing insights from across the business by ensuring inclusiveness.

### Impact assessment

Sika conducts an impact assessment to identify and prioritize human rights that pose the most severe negative impacts on rights holders (salient human rights) due to Sika's activities or business relationships. These may arise where Sika either causes, contributes to, or is directly linked to adverse impacts. This assessment focuses on both actual and potential impacts, considering the perspective of affected stakeholders, including vulnerable groups. The process evaluates the severity of impacts based on scale, scope, and remediability, ensuring that the most significant risks to people are prioritized in the approach.

### Risk screening

Based on the list of salient human rights identified, Sika performs a risk screening of potential related business risks using the company Enterprise Risk Management (ERM) framework. Risks are systematically assessed and categorized, focusing on the most credible worst-case scenario for Sika. The outcomes of this screening inform the company's risk management process, ensuring that relevant human rights risks are integrated into the overall risk management approach and regularly monitored for updates and improvements within the ERM framework.

## Salient human rights

The following human rights have been identified as Sika's priorities:

**Health and safety**

**Non-discrimination and equal treatment**

**Forced labor and modern slavery**

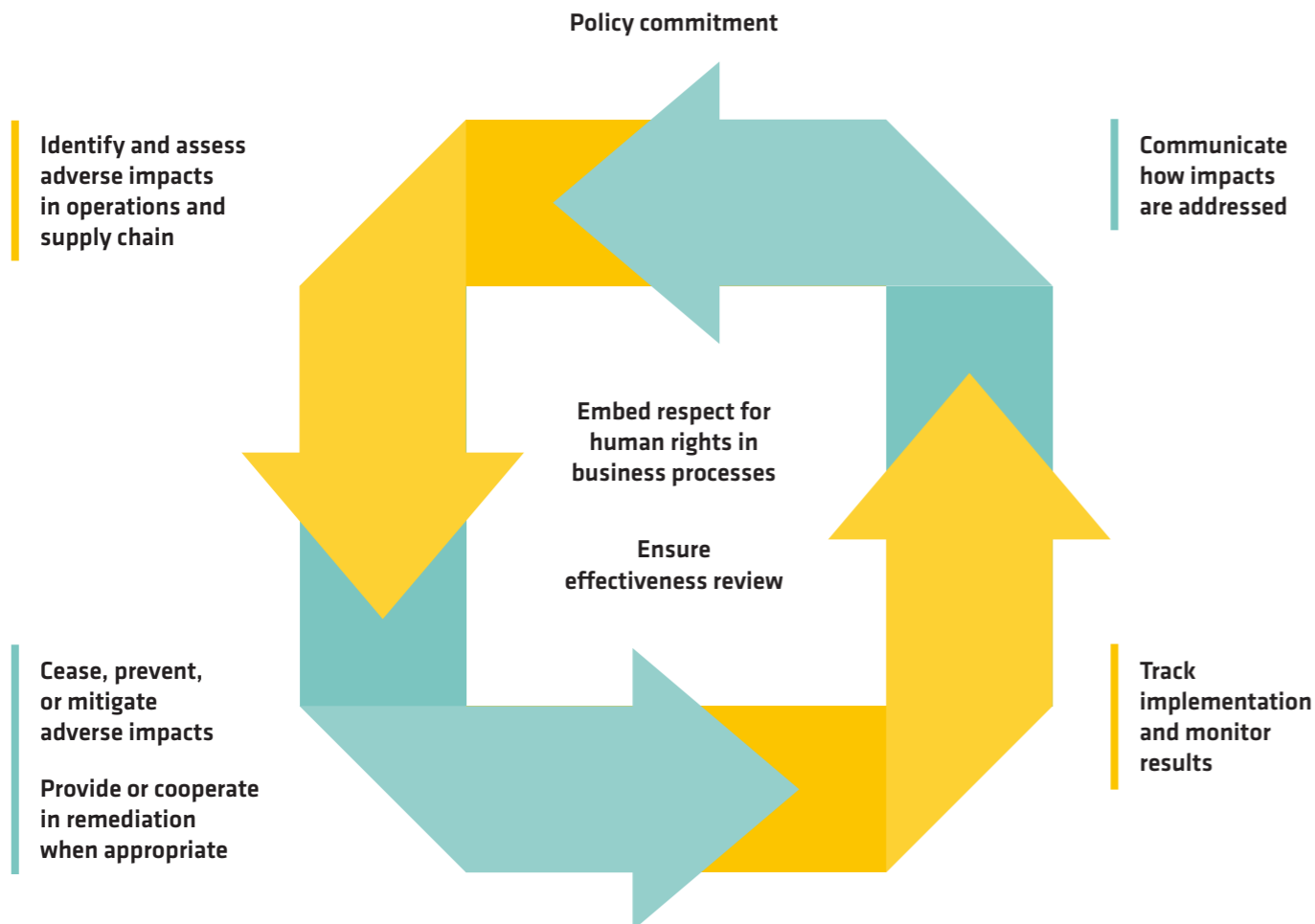
**Child labor**

**Fair working conditions**

**Freedom of association and collective bargaining**

**Environmental protection**

## Sika Human Rights Framework



## Prevention, mitigation and remediation

### Preventive measures

Sika develops and implements preventive measures to embed internationally recognized human rights standards throughout the organization, based on the impact assessment of human rights. These measures are defined at Group level and include policies and guidelines such as the Code of Conduct and the Supplier Code of Conduct, as well as audits and training programs.

In Sika's operations, each local organization, under the ultimate responsibility of the General Manager, is responsible for designing and implementing local preventive measures that complement and reinforce those established at Group level. This approach ensures that preventive actions are globally consistent while remaining locally relevant, supporting Sika's commitment to respecting human rights. As part of this commitment, Sika's yearly ESG Confirmation, coordinated by Corporate Compliance, requires all General Managers to annually attest that they have effectively implemented and communicated key principles to their workforce. Furthermore, compliance audits and targeted assessments serve as an additional layer of assurance, verifying that preventive measures are effectively implemented and maintained at local level.

At supplier level, compliance with the minimum requirements set out in the Supplier Code of Conduct is embedded in Sika Group's purchasing terms and conditions as a binding requirement. Sika's Supply Chain Due Diligence and Risk Management approach is integrated into the Supplier Relationship Management process and includes preventive measures such as the pre-evaluation and selection of suppliers according to a defined set of environmental and social criteria, as well as supplier evaluation and development. Under the Together for Sustainability framework (TfS), supplier audits enable further engagement with workers in the value chain. Sika seeks to encourage responsible business practices across its supply chain by promoting human-rights-related preventive and mitigation measures where relevant.

### Mitigation measures

Where assessments or reports identify new or evolving salient human rights, additional mitigation measures will be defined and implemented. The results of these assessments are integrated into relevant internal functions and decision-making processes to ensure timely and appropriate risk management, with clear escalation procedures for severe or systemic issues. Mitigation measures may include preventive measures, engagement with affected stakeholders, and adjustments to business processes.

At supplier level, as part of its Supply Chain Due Diligence and Risk Management approach, Sika has implemented a remediation and development process for suppliers that do not meet Sika's expectations and standards during the evaluation process. These suppliers are prioritized for corrective action plans and may undergo re-assessment or re-audit.

### Reporting channels including the Sika Trust Line

Everyone may face challenges, tough choices, and ethical dilemmas in their daily work life, whether as a Sika employee, customer, business partner, or any other stakeholder. Sika promotes transparency and a culture where people feel comfortable speaking up, recognizing that it can take courage to do so. That's why Sika offers several ways to report suspected misconduct or concerns. Please refer to the Sika Trust Policy for more information on available reporting channels including the [Sika Trust Line](#), and the reporting process.

### Remediation measures

If a human rights violation is substantiated, Sika will define and implement preventive and remedial actions to address the issue and its root causes. These actions may include disciplinary measures – up to and including termination – as well as corrective steps to prevent, reduce, or eliminate identified risks or violations. Where appropriate, the individual who reported the concern will be informed of the outcome.

## Training and capacity building

Sika is committed to promoting a culture of awareness and education on human rights across its organization and among its suppliers. To achieve this, Sika provides training resources to all employees, tailored to their roles and local contexts. These training programs aim to give employees a clear understanding of human rights in the context of Sika activities and their responsibilities in upholding these standards. Sika engages with suppliers and business partners by providing training opportunities through access to training platforms and resources, leveraging industry initiatives such as Together for Sustainability (TfS). Through the Supply Chain Due Diligence and Risk Management approach, Sika identifies areas for improvement and works collaboratively with suppliers to implement action plans and build capacity to enhance the effectiveness of human rights due diligence.

## Monitoring and reporting

Sika discloses information on its human rights framework, related processes, actions, and outcomes annually in its Annual Report. As a signatory of the UN Global Compact, Sika also submits an annual "Communication On Progress" report to the UNGC, reflecting on Sika's commitment to the Ten Principles.

## Effectiveness review

Sika recognizes that respecting and promoting human rights is a dynamic and evolving responsibility. Through regular review of the impact and risk assessment, stakeholder engagement and collaboration, preventive measures, and transparent reporting, Sika is committed to ensuring that respect for human rights remains central to its governance, strategy, and operational processes. This approach supports Sika's ambition to minimize negative impacts and foster continuous improvement.



# Annex

## Sika policies and guidelines

All the policies and guidelines relating to expectations of employees and business partners listed below are part of Sika's human rights management system. They can be found on the Sika intranet (for employees) and on the corporate webpage [↗ ESG Policies & Guidelines](#).

- Values and Principles
- Code of Conduct
- Supplier Code of Conduct
- Responsible Sourcing Guidelines
- Sika Trust Policy
- EHS Minimum Requirements
- People and Culture Guidelines

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