

SIKA AG (GROUP)

Baar - Switzerland | Manufacture of articles of concrete, cement and plaster

Company size: **L** | Assessment scope: **Group**

Overall score

↗ **72**_{/100}

Percentile

89th



Scorecard

Publication date: 12 Aug 2025

Valid until: 12 Aug 2026

Overall score

Percentile

89th

↗ **72**_{/100}



Environment

Impact on score ●●●●

↗ **74**_{/100}



Labor & Human Rights

Impact on score ●●●●

↗ **66**_{/100}



Ethics

Impact on score ●●○○

↘ **66**_{/100}



Sustainable Procurement

Impact on score ●●○○

↗ **87**_{/100}

Environment

Impact on score ●●●●

● ↗ **74**_{/100}

Environment | Policies

Impact on score ●●●●

● ↗ **100**_{/100}

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

Environmental policy on energy consumption & GHGs
Quantitative objectives set on energy consumption & GHGs
Environmental policy on air pollution
Exceptional policy on major environmental issues
Environmental policy on water
Environmental policy on customer health & safety
Environmental policy on product end-of-life
Environmental policy on materials, chemicals & waste
Quantitative objectives set on water
Quantitative objectives set on materials, chemicals & waste

Environment | Endorsements

Impact on score ●○○○

● → **100**_{/100}

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

Endorsement of the World Business Council for Sustainable Development (WBCSD)
Endorsement of the Responsible Care Global Charter
Endorsement of the United Nations Global Compact (UNGC)

Environment | Measures

Impact on score ●●●●

● → 100_{/100}

Measures are your company’s actions to support your sustainability policies and commitments.

Strengths

Company-specific research on potential health impacts of products/services
Reduction of carbon emissions in transportation
Communication to downstream users regarding the use of dangerous substances and/or substances of very high concern (SVHC)
Adoption of cooling systems with reduced or recycled water consumption
Implementation of a rainwater harvesting system
Registration of substances to the ECHA
Control measures to prevent contamination of groundwater
Provision of Safety Data Sheets (SDS)
Formalized process in place to assess and document risks related to customer health and safety
Actions to reduce or eliminate the use and release of Persistent Organic Pollutants
Internal sorting & disposal of waste according to waste streams
Water risk assessments performed
Optimization of primary packaging for dimension and weight reduction or material mix simplification
Wastewater quality assessment
Specialized treatment and safe disposal of hazardous substances
Technologies or practices to recycle or reuse water
Provision of safety data sheets (SDS) adapted for the REACH regulation
Dedicated feedback channel on health & safety issues of products
Company awareness program for customers on health & safety issues associated with products/services
Collaboration with external stakeholders for product end-of-life management
Provision of information on proper disposal of product to promote circular material flow
Actions to prevent emissions of atmospheric pollutants and other environmental nuisances (e.g. noise, odor, vibration, road and light)
Use of alternative, less hazardous substances in operations
Reduction of hazardous substance generation or toxicity
Environmental emergency measures in place
Reduction of internal wastes through material reuse, recovery or repurpose
Periodical analysis on the volumes of major air pollutants or ambient air quality monitoring (testing levels of PM, NOx, SO2, VOC or heavy metals)
Reduction of material consumption through process optimization
Use of eco-friendly or bio-based input materials
Use of recovered input materials
Actions for labeling, storing, handling and transporting hazardous substances
Training employees to safely handle and manage hazardous substances
Use of waste heat recovery system(s) or combined heat and power unit(s)
Energy and/or carbon audit

Improvement of energy efficiency through technology or equipment upgrades
Work processes or technologies implemented to mitigate emissions of VOC, SO2, NOx or heavy metals
Work processes or technologies implemented to mitigate emissions of dust and/or particulate matter
Purchase and/or generation of renewable energy
Training of employees on energy conservation/climate actions
Fuel switch to achieve higher energy efficiency and/or lower carbon emission intensity
On-site or off-site wastewater treatment facilities
Use of chemical database to identify potential impacts on human health

Environment | Certifications

Impact on score ●●●○

● → 100/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths

ISO 14001 certified
ISO 50001 certified

Improvement areas

Medium priority	Environmental management system certification covers between 26% and 50% of the assessed scope
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Environment | Coverage

Multiplying factor

● 50/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

Medium priority	Supporting documents show a medium level of coverage of environmental actions or certification throughout company operations
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Environment | Reporting

Impact on score ●●●○

● → 75/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Reporting on total water consumption
Reporting on total weight of waste recovered
Reporting on total gross Scope 3 GHG emissions
Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation
Reporting on total gross Scope 1 GHG emissions
Reporting on total gross Scope 2 GHG emissions (market or location based)
Reporting in accordance with ESRS Set 1
Company reports to CDP
Reporting on total weight of hazardous waste
Reporting on total weight of non-hazardous waste
Reporting on total gross Scope 3 downstream GHG emissions
Reporting on total amount of renewable energy consumed
Reporting on total energy consumption
Total gross Scope 3 downstream GHG emissions value confirmed in supporting documentation
Reporting on total amount of water recycled and reused
Reporting on total weight of air pollutants
Total gross Scope 2 reporting value confirmed in supporting documentation
Total gross Scope 1 reporting value confirmed in supporting documentation
Comprehensive reporting on environmental issues
External assurance or verification of sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting
Reporting with reference to the GRI Universal Standards

Improvement areas

Low priority

No information related to whether any sites/operations are located in or near biodiversity-sensitive areas

Environment | 360° Watch

Impact on score ●●●●

● → 50/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Improvement areas

Medium priority

The 360° Watch has identified at least one significant adverse report regarding water management.

Medium priority

The 360° Watch has identified at least one significant controversy, fine or penalty regarding environmental issues in the last five years (see news with red downward arrow in the 360° Watch section).

Medium priority

The 360° Watch has identified at least one significant adverse report regarding air pollution

News that impacted your score (21)

News stories about your company we found in public databases.

U.S. EPA Final Order With Penalty against Sika Chemical Corp, NJ, facility

echo.epa.gov | Feb 2025

On 07/02/2025, Sika Chemical Corp was issued a Total State/Local Penalty of USD \$16,700 for "other" violations of Clean Air act (CAA).

360° Watch

Impact on Score

Negative

Severity

Minor

valid from May 2025 to Jun 2030



U.S. EPA Final Order With Penalty against Sika Corp, NJ, facility

echo.epa.gov | Nov 2023

On 30/11/2023, Sika Corp was issued a Total State/Local Penalty of \$12,000 for "other" violations of Clean Water Act (CWA).

360° Watch

Impact on Score

Negative

Severity

Minor

valid from Nov 2023 to Dec 2028



US EPA Final Order with Penalty against Sika Corp

echo.epa.gov | Feb 2022

In February 2022, Sika Corp was fined a \$1,000 penalty for other violations of the Clean Water Act.

360° Watch

Impact on Score

Negative

Severity

Minor

valid from Feb 2022 to Mar 2027



In 2021, Sika (Sichuan) Building Material was cited in the Insblue Database Environmental Supervision [CN]

www.insblue.com.cn | Jun 2021

On 09/06/2021, Sika (Sichuan) Building Material was fined RMB 20,000 for violation of Air Pollution Prevention and Control Law - Pollution control facilities were not installed and used in accordance with regulations.

360° Watch

Impact on Score

Severity

Neutral

valid from Jun 2021 to Jul 2026



2023, 2024, 2025 Government Credit Rating for SikaDavco (Zhejiang) New Materials Co. [CN]

www.insblue.com.cn | Jan 2025

For 2023, 2024, 2025 , SikaDavco (Zhejiang) New Materials Co. was rated Green by the Corporate Environmental Credit Rating System in Zhejiang. Green indicates that the company complied with all legal requirements, did not receive community complaints, earned full credit on evaluation indicators within the past 3 years AND participated in more than 2 voluntary activities including obtaining ISO 14001 certification, participating in Cleaner Production audit, supporting community NGO or engaging in responsible purchasing.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2025 to Feb 2030



2023, 2024, 2025 Government Credit Rating for Sika Hamatite Automotive (Zhejiang) Ltd., [CN]

www.insblue.com.cn | Jan 2025

For 2023, 2024, 2025, Sika Hamatite Automotive (Zhejiang) Ltd., was rated Green by the Corporate Environmental Credit Rating System in Zhejiang. Green indicates that the company complied with all legal requirements, did not receive community complaints, earned full credit on evaluation indicators within the past 3 years AND participated in more than 2 voluntary activities including obtaining ISO 14001 certification, participating in Cleaner Production audit, supporting community NGO or engaging in responsible purchasing.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2025 to Feb 2030



2021, 2022, 2023, 2024, 2025 Government Credit Rating for Sika Mbcc Construction Systems(Huzhou) Co., Ltd [CN]

www.insblue.com.cn | Jan 2025

For 2021, 2022, 2023, 2024, 2025, Sika Mbcc Construction Systems(Huzhou) Co., Ltd was rated Green by the Corporate Environmental Credit Rating System in Zhejiang. Green indicates that the company complied with all legal requirements, did not receive community complaints, earned full credit on evaluation indicators within the past 3 years AND participated in more than 2 voluntary activities including obtaining ISO 14001 certification, participating in Cleaner Production audit, supporting community NGO or engaging in responsible purchasing.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2025 to Feb 2030



TIME World's Best Companies of 2024

time.com | Sept 2024

A new Statista and TIME ranking of the World's Best Companies highlights firms prioritizing employee well-being alongside profit. While many employers' focus on worker happiness waned post-pandemic, companies like Apple, Microsoft, and BMW continue to invest in their employees. This ranking, based on employee satisfaction, revenue growth, and ESG data, showcases that such an approach can drive both worker happiness and strong financial performance. Microsoft, for example, excels in employee satisfaction and revenue. Apple leads in ESG, demonstrating commitment to sustainability and

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Sept 2024 to Oct 2034



Business ambition for 1.5°C campaign

sciencebasedtargets.org | May 2024

Sika AG is listed among the 643 companies joining Business Ambition for 1.5°C made a commitment to reach science-based net-zero by 2050, in addition to setting near-term 1.5°C aligned targets.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from May 2024 to Jun 2029



Sika se suma a la economía circular con la transición a nuevos envases reciclados para sus principales gamas de materiales

www.corresponsables.com | Feb 2024

Los envases plásticos de Sika se adaptan a los más altos requerimientos del ecodiseño, una filosofía que persigue el diseño de productos y servicios sostenibles, que minimicen el impacto ambiental durante todo su ciclo de vida. Desde principios de año, la compañía ha comenzado a utilizar plástico 100% reciclado de postconsumo para el envasado de los productos químicos para la construcción y la industria en formato pastas y líquidos que se comercializan en cubos o garrafas. Esta iniciativa se enmarca en la campaña “Calidad por dentro, compromiso por fuera” con la que Sika apuesta por el

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Mar 2024 to Apr 2029



Sikafill Duralastic, la nueva gama de elásticos que reduce el impacto medioambiental de los edificios

www.canalferretero.com | Jan 2024

La línea de productos incluye soluciones capaces de mejorar la eficiencia energética al reducir la temperatura hasta en un 82%. Sika ha lanzado al mercado Sikafill Duralastic, una nueva gama de elásticos enfocados a la impermeabilización de todo tipo de cubiertas. Su consistencia hace posible que se adapte hasta a la geometría más compleja, cuenta con soluciones que alargan la vida de las cubiertas y contribuye a la eficiencia energética de la edificación.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2024 to Feb 2029



Sika enters concrete recycling partnership with South Pole

www.consultancy.eu | Aug 2023

Sika has partnered with South Pole, a sustainability solutions provider, to promote concrete recycling. The collaboration aims to advance sustainable construction practices by reusing concrete waste. Sika will utilize South Pole's expertise to implement concrete recycling initiatives across its operations globally. By repurposing concrete waste, Sika aims to reduce its environmental footprint and contribute to a circular economy. The partnership underscores Sika's commitment to sustainability and innovation in the construction industry. By leveraging South Pole's knowledge and resources, Sika seeks to drive

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Aug 2023 to Sept 2028



HSE Improvement Notice served against Sika Limited

resources.hse.gov.uk | Jul 2023

In July 2023, HSE issued an Improvement Notice to Sika Limited's facility in Welwyn due to failure to ensure dangerous substances, including extremely flammable, highly flammable and flammable substances are suitably stored to reduce the risk, so far as is reasonably practicable, of danger i.e. fire and explosion.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jul 2023 to Aug 2028



Over 1,000 Companies Have Curtailed Operations in Russia—But Some Remain

som.yale.edu | Jan 2022

Over 1,000 companies have publicly announced they are voluntarily curtailing operations in Russia to some degree beyond the bare minimum legally required by international sanctions — but some companies have continued to operate in Russia undeterred. Sika has significantly scale back business in Russia; stopped production and investments. It has received a Grade [C].

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2022 to Feb 2032



2022 ChemScore Report

chemscore.chemsec.org | Jan 2022

ChemScore looks at the 54 biggest chemical companies in the world, based on revenue, and ranks their performance in four different categories: the toxicity of their product portfolio, research and development of non-toxic chemicals, management and transparency, Sika and the number and scope of controversies and scandals that the company has been involved in. Sika was on the list of ChemScore report with a grade C-.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2022 to Feb 2027



Sika Develops Concrete Admixture to Reduce Carbon Footprint

www.verdict.co.uk | Oct 2021

Swiss chemical company Sika in cooperation with the Swiss Federal Institute of Technology Lausanne has developed concrete admixtures leveraging the Limestone Calcined Clay Cement (LC3) technology that lowers CO2 emissions. The technology aims to facilitate the production of performant and sustainable cement with less clinker.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Oct 2021 to Nov 2026



Sika Launches Total Green Roofing Package — Living Architecture Monitor

roofing-daily-news.com | Sept 2021

The market-leading roof manufacturer Sika has brought a complete green roof package onto the market, which supplies both the high-performance roof sealing system and the green roof system, supported by its proven technical and application support. Since sustainable development is a focus of construction and is supported by the government and local authorities, the benefits of a Sika Green Roof cannot be overestimated. Several studies have shown that green roof systems can improve air quality, reduce the urban heat island effect, preserve or even increase biodiversity, improve the

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Sept 2021 to Oct 2026



Sika : une nouvelle gamme de mortiers de réparation à impact environnemental réduit

www.constructioncayola.com | Apr 2021

Sika lance une nouvelle gamme de mortiers (de réparation, scellement calage et ragréage) « développement durable » composée de 5 nouvelles solutions proposant des performances accrues et des bénéfices environnementaux.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2021 to May 2026



Sika a mis au point un nouveau processus de recyclage du béton

www.bdcmagazine.com | Mar 2021

Le processus permet notamment de séparer et réemployer les composants du béton utilisé, et de recycler les agrégats, indique la multinationale zougoise. Le chimiste de la construction Sika assure mardi avoir mis au point un nouveau processus de recyclage du béton, piégeant quelque 60 kilos de Co2 par tonne de matériel déchets de démolition concassés. Le processus permet notamment de séparer et réemployer les composants du béton utilisé, et de recycler les agrégats, indique la multinationale zougoise dans un communiqué.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Mar 2021 to Apr 2026



Major fire at auto supplier Sika [DE]

www.radiohamburg.de | Dec 2020

A fire broke out on Friday in a company owned by the auto supplier Sika near Hamburg's Eidelstedt S-Bahn station. There is a lot of smoke, said a fire department spokesman.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Dec 2020 to Jan 2026



No records found for this company on Compliance Database

Jul 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Jul 2025 to Jul 2030

Labor & Human Rights

Impact on score ●●●●

● ↗ 66_{/100}

Labor & Human Rights | Policies

Impact on score ●●●●

● ↗ 75_{/100}

A policy is a set of objectives that addresses specific sustainability issues. It shows a company’s intention to reduce impact, mitigate risk or improve performance.

Strengths

Labor & human rights policy on career management & training
Comprehensive policy on a majority of labor or human rights issues
Quantitative objectives set on working conditions
Quantitative objectives set on employee health & safety
Committed to continuously pay a living wage
Labor & human rights policy on social dialogue
Labor & human rights policy on working conditions
Labor & human rights policy on employee health & safety
Labor & human rights policy on child labor, forced labor & human trafficking
Labor & human rights policy on preventing discrimination and harassment

Labor & Human Rights | Endorsements

Impact on score ●○○○

● → 100_{/100}

Endorsements are your company’s public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

Endorsement of the Responsible Care Global Charter
Endorsement of the United Nations Global Compact (UNGC)

Labor & Human Rights | Measures

Impact on score ●●●●

● → 100_{/100}

Measures are your company’s actions to support your sustainability policies and commitments.

Strengths

Employee satisfaction survey
Health care coverage of employees in place
Compensation for extra or atypical working hours
Actions to promote the inclusion of employees with disabilities
Employee representatives or employee representative body (e.g. works council)
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Actions to prevent noise exposure
Equipment safety inspections or audits
Actions to ensure adequate wages
Flexible organization of work (eg. remote work, flexi-time)
Regular employee health check-up
Grievance mechanism on working conditions
Actions to manage working hours and overtime
Actions to promote equal opportunites for all in the workplace
Actions to prevent discrimination in professional development and promotion processes
Actions to ensure equal pay for equal work
Grievance mechanism on discrimination and/or harassment issues
Employee resource or support groups open to all
Actions to prevent discrimination during recruitment phase
Awareness training on discrimination and harassment
Impact assessments identifying potential child labor, forced labor and/or human trafficking
Monitoring of internal controls and effectiveness of actions taken to prevent child labor, forced labor and/or human trafficking
Employee health and safety emergency action plan
Actions to address stress and psychological wellbeing in the workplace
Skills development program tailored to employee needs
Training of employees on health and safety risks and best working practices
Training of employees on child labor, forced labor and human trafficking
Employee health & safety risk assessment
Grievance mechanism on child labor, forced labor and/or human trafficking issues
Complaints procedure in place for employees to report on occupational health and safety issues
Actions to control hazardous substance exposure
Regular assessment of individual performance
Individual development and career plan for all employees
Actions to promote internal mobility

The company declares its main operation(s) is located in a region where the right to freedom of association is not restricted by local law/regulation (not verified)
Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises
Other actions to promote structured social dialogue

Improvement areas

Low priority	Declares measures on living wage, but no supporting documentation available
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Labor & Human Rights | Certifications

Impact on score ●●●○

● → 50/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths

ISO 45001 certified

Improvement areas

Medium priority	Labor and human rights management system certification covers between 26% and 50% of the assessed scope
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Labor & Human Rights | Coverage

Multiplying factor

● 50/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

Medium priority	Supporting documents show a medium level of coverage of labor and human rights actions or certification throughout company operations
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Labor & Human Rights | Reporting

Impact on score ●●●○

● → 75/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Comprehensive reporting on labor and human rights issues
Reporting on the percentage of women employed in relation to the whole organization
Reporting in accordance with ESRS Set 1
Report on percentage of women within the organization's board
Reporting on the percentage of women at top management level
External assurance or verification of sustainability reporting
Reporting on number of average training hours per employee
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting
Reporting on number of days lost to work-related injuries, fatalities and ill health
Reporting on number of recordable work-related accidents
Reporting with reference to the GRI Universal Standards

Improvement areas

Low priority	No information regarding reporting on living wage issues
Low priority	No information on reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees

Labor & Human Rights | 360° Watch

Impact on score ●●●●

● → 50/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company’s sustainability management.

Improvement areas

Medium priority	The 360° Watch has identified at least one significant adverse report regarding employee health & safety.
Medium priority	The 360° Watch has identified at least one significant controversy, fine or penalty regarding labor and human rights issues in the last five years (see news with red downward arrow in the 360° Watch section).

News that impacted your score (32)

News stories about your company we found in public databases.

In 2025, Sika Guangzhou Ltd was cited in the Insblue Social Responsibility records [CN]

www.insblue.com.cn | Mar 2025

On 28/03/2025, Sika Guangzhou Ltd was fined RMB 14202 due to violation of urban and rural planning law - Without obtaining a Construction Project Planning Permit, they built five buildings without authorization.

360° Watch

Impact on Score

Negative ↘

Severity

Minor ●●●

valid from Mar 2025 to Apr 2030

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13/26

OSHA Penalty for H&S Standard Violations

www.osha.gov | Jan 2024

On 31/01/2024, Sika Corporation's facility in Gastonia, NC, was fined USD \$15,625 penalty for one serious violation and USD \$31,250 for one repeat violation of U.S. OSHA health and safety standards.

360° Watch

Impact on Score

Negative ↘

Severity

Minor ● ● ●

valid from Jan 2024 to Feb 2029



Singapore fines 11 companies for not adhering to safe work procedures

www.hazardexonthenet.net | Apr 2023

Singapore’s Ministry of Manpower has fined 11 companies a total of \$27,000 (£16,294) for inadequate safe work procedures relating to improper storage and management of flammable substances. The fines followed a series of enforcement operations conducted in March after a series of recent industrial fires occurred in Singapore. In March 2023, two fire incidents occurred in Singapore due to a lack of effective controls for flammable substances. In the first incident, an explosion occurred at car dealer Premium Automobiles which resulted in the rescue of around 100 people and the evacuation of the

360° Watch

Impact on Score

Negative ↘

Severity

Minor ● ● ●

valid from Mar 2023 to Apr 2028



OSHA Penalty for Serious H&S Standard Violation

www.osha.gov | Jan 2023

On January 26 2023, Sika Corporation's facility in Cleburne, TX, was fined a \$9,822 penalty for one serious violation of U.S. OSHA health and safety standards.

360° Watch

Impact on Score

Negative ↘

Severity

Minor ● ● ●

valid from Jan 2023 to Feb 2028



OSHA Penalty for Serious H&S Standard Violations

www.osha.gov | Nov 2022

On 22/11/2022, Sika Corporation Db a Sika Advanced Resins Us's facility in Eaton Rapids, MI, was fined a \$1,400 penalty for three serious violations of U.S. OSHA health and safety standards.

360° Watch

Impact on Score

Negative ↘

Severity

Minor ● ● ●

valid from Nov 2022 to Dec 2027



In 2021, Sika China was cited in the Insblue Social Responsibility records [CN]

www.insblue.com.cn | Dec 2021

On 18/10/2021, Sika China was fined RMB 15,000 by the Suzhou Industrial Park Market Supervision and Administration Bureau due to units using unqualified personnel for special equipment tasks must correct this promptly or face suspension, violation of the Special Equipment Safety Law.

360° Watch

Impact on Score

Negative ↘

Severity

Minor ● ● ●

valid from Oct 2021 to Nov 2026



Proposed OSHA Penalty for Serious H&S Standard Violation

www.osha.gov | Sept 2024

On 18/09/2024, Sika Corporation's facility in Grandview, MO, was proposed a \$9,000 penalty for 1 serious violation of U.S. OSHA health and safety standards.

360° Watch

Impact on Score

Severity
Neutral
valid from Sept 2024 to Oct 2029



Residents win victory against Sika factory [DE]

www.tagesanzeiger.ch | Nov 2023

A court ruling in Argentina has halted the construction of a Sika factory due to health concerns raised by local residents. The project, situated near Buenos Aires, faced opposition from residents who cited potential health hazards, including air and water pollution. The court's decision reflects the community's concerns and underscores the importance of addressing environmental and health considerations in industrial projects. Sika, a global construction chemicals company, had planned to build the factory in partnership with Klaukol, an Argentine firm. However, the legal setback highlights

360° Watch

Impact on Score

Severity
Neutral
valid from Nov 2023 to Dec 2028



L'index égalité professionnelle pour Sika Automotive France Sas et Sika France pour 2023

egapro.travail.gouv.fr | Jan 2025

Sika Automotive France Sas et Sika France ont reçu un résultat de 75 et 76 sur 100 respectivement de l'index égalité professionnelle entre les femmes et les hommes pour 2023.

360° Watch

Impact on Score

Neutral

Severity
Neutral
valid from Jan 2023 to Feb 2028



L'index égalité professionnelle pour Sika pour l'année 2025

egapro.travail.gouv.fr | Jan 2025

Sika Automotive France SAS a reçu une note de 89 sur 100 et Sika France 94 sur 100 de l'index égalité professionnelle entre les femmes et les hommes pour l'année 2025.

360° Watch

Impact on Score

Neutral

Severity
Neutral
valid from Jan 2025 to Feb 2030



Accords d'entreprise chez Sika France

www.droits-salaries.com | Dec 2024

Cet accord signé entre la direction de SIKI FRANCE et le syndicat CGT et CFDT le 2021-10-15 est le résultat de la négociation sur les calendriers des négociations.

360° Watch

Impact on Score

Neutral

Severity
Neutral
valid from Oct 2021 to Nov 2026



Sika certified as World's Best Employers 2024

www.forbes.com | Oct 2024

Sika has been included in World's Best Employers 2024. To determine the list, Forbes—in partnership with market research firm Statista—surveyed more than 300,000 employees in over 50 countries who work for multinational corporate groups that employ more than 1,000 workers and operate in at least two of the six continental regions of the world (Africa, Asia, Europe, Latin America and the Caribbean, North America and Oceania). Respondents were asked whether they would recommend their company to family or friends, and to rate it based on such criteria as salary, talent development and remote work

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Oct 2024 to Nov 2029



TIME World's Best Companies of 2024

time.com | Sept 2024

A new Statista and TIME ranking of the World's Best Companies highlights firms prioritizing employee well-being alongside profit. While many employers' focus on worker happiness waned post-pandemic, companies like Apple, Microsoft, and BMW continue to invest in their employees. This ranking, based on employee satisfaction, revenue growth, and ESG data, showcases that such an approach can drive both worker happiness and strong financial performance. Microsoft, for example, excels in employee satisfaction and revenue. Apple leads in ESG, demonstrating commitment to sustainability and

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Sept 2024 to Oct 2034



2024-25 Gender pay gap report Sika Limited

gender-pay-gap.service.gov.uk | Apr 2024

Sika Limited's 2024-25 Gender Pay Gap Report reveals disparities. Women earned 95p for every £1 men earned in median hourly pay, and their median bonus pay was 24.7% lower. Women constitute 23.7% of the highest-paid quarter but 30.5% of the lowest. Additionally, fewer women (28.0%) received bonus pay compared to men (34.7%). These figures indicate a notable gender pay gap across both hourly wages and bonuses within the organization.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2024 to May 2029



Accords d'entreprise chez SIKA AUTOMOTIVE FRANCE SAS

www.droits-salaries.com | Dec 2023

Les négociations entre la direction de SIKA AUTOMOTIVE FRANCE SAS et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez SIKA AUTOMOTIVE FRANCE SAS précisent les droits, avantages et obligations de l'employeur et des salariés.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jul 2022 to Aug 2027



146 Sika employees in Oldenburg lose their jobs [DE]

www.nwzonline.de | Dec 2023

Sika's Oldenburg location is set to close in 2024, resulting in job losses for MBCC employees. The closure is part of a strategic decision by Sika, which acquired the site in 2020. The shutdown will affect approximately 60 employees. Sika plans to consolidate its operations, leading to the closure of the Oldenburg facility.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Dec 2023 to Jan 2029



World’s Best Employers 2023

www.forbes.com | Oct 2023

The Forbes list of the world's best employers features Sika, a global leader in specialty chemicals and construction materials. Sika is recognized for its commitment to employee satisfaction and well-being. With operations in over 100 countries, Sika prioritizes creating a positive work environment and fostering a culture of innovation and collaboration. The company's inclusion in the prestigious list underscores its efforts in providing opportunities for growth, development, and advancement to its workforce. Sika's dedication to employee welfare and its focus on values such as integrity and

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Oct 2023 to Nov 2028



Accords d'entreprise chez Parexgroup SA

www.droits-salaries.com | Jul 2023

Les négociations entre la direction de PAREXGROUP SA et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez PAREXGROUP SA précisent les droits, avantages et obligations de l'employeur et des salariés.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jul 2023 to Aug 2028



HSE Improvement Notice served against Sika Limited

resources.hse.gov.uk | Jul 2023

In July 2023, HSE issued an Improvement Notice to Sika Limited's facility in Welwyn due to failure to ensure dangerous substances, including extremely flammable, highly flammable and flammable substances are suitably stored to reduce the risk, so far as is reasonably practicable, of danger i.e. fire and explosion.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jul 2023 to Aug 2028



Sika Limited 2023/24 Gender Pay Gap Report

gender-pay-gap.service.gov.uk | Apr 2023

In this organisation, women earn £1.04 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 4.4% higher than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 7.3% lower than men's.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2023 to May 2028



Sika Corporation electrical fire quickly contained, Lyndhurst police say

www.northjersey.com | Apr 2023

A machine fire at Sika Chemical in Lyndhurst on Saturday morning was quickly contained, with no hazardous chemical release, injuries or structural damage, said assistant fire chief Paul Haggerty. The Bergen County hazmat team responded to the scene "as a precaution" and found no chemical release, Haggerty said.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2023 to May 2028



L'index égalité professionnelle pour Parexgroup SAS pour l'année 2023

egapro.travail.gouv.fr | Jan 2023

Parexgroup SAS a reçu une note de 85 sur 100 de l'index égalité professionnelle entre les femmes et les hommes pour l'année 2023.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2023 to Feb 2028



Firefighters Douse Lyndhurst Chemical Fire

dailyvoice.com | Sept 2022

Firefighters quickly doused the blaze, which broke out on the second floor of the Sika Corporation building on Polito Avenue down the road from Medieval Times shortly before 2:30 p.m. A faulty electrical component on processing equipment was the cause, authorities said. No injuries were reported.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Sept 2022 to Oct 2027



2022/23 Gender pay gap report for Sika Limited

gender-pay-gap.service.gov.uk | Apr 2022

In this organisation, women earn 78p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 21.7% lower than men's.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2022 to May 2027



Over 1,000 Companies Have Curtailed Operations in Russia—But Some Remain

som.yale.edu | Jan 2022

Over 1,000 companies have publicly announced they are voluntarily curtailing operations in Russia to some degree beyond the bare minimum legally required by international sanctions — but some companies have continued to operate in Russia undeterred. Sika has significantly scale back business in Russia; stopped production and investments. It has received a Grade [C].

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2022 to Feb 2032



Small fire breaks out at Lyndhurst chemical company's building

www.theobserver.com | Nov 2021

No injuries were reported in a small fire at the Sika Chemical Corp.'s offices in Lyndhurst this afternoon, Det. Lt. Vincent Auteri told The Observer. A small fire broke out when a contractor's welding caused a building to catch fire near 201 Polito Ave.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Nov 2021 to Dec 2026



Une grève "express" à l'usine Parexlanko de Malesherbes

www.larep.fr | Oct 2021

Les salariés de la partie production et logistique du site malesherbois de l'entreprise Parexlanko avaient cessé le travail jeudi après-midi. Ils ont repris ce vendredi matin. Pascal Malafosse, directeur général de Sika France (groupe auquel appartient Parex France), était ce vendredi dès 8 heures à Malesherbes pour échanger avec les salariés. Il y est resté deux heures. Une hausse des salaires de 3,1% a été proposée ainsi qu'une prime de 1.000 euros. "Il a eu un discours fondateur, nous a expliqué les choses et nous a écouté aussi", souligne le délégué syndical de FO. Le choix a donc été fait de

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Oct 2021 to Nov 2026



2021/22 Gender pay gap report for Sika Limited

gender-pay-gap.service.gov.uk | Apr 2021

In this organisation, women earn 78p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 21.8% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 20% lower than men's.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2021 to May 2026



2021 Gender diversity index of women on boards and in corporate leadership

europeanwomenonboards.eu | Jan 2021

European Women on Boards' mission is to promote gender equality in the C-suite and the Boardroom. Sika is ranked 48 among the top companies European according to the Gender Diversity Index for the year 2021.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2021 to Feb 2026



Major fire at auto supplier Sika [DE]

www.radiohamburg.de | Dec 2020

A fire broke out on Friday in a company owned by the auto supplier Sika near Hamburg's Eidelstedt S-Bahn station. There is a lot of smoke, said a fire department spokesman.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Dec 2020 to Jan 2026



OSHA Penalty for Serious H&S Standard Violations

www.osha.gov | Nov 2020

In November 2020, Sika Automotive Gastonia Inc.'s facility in Gastonia, NC was fined a \$7,000 penalty for one serious violation of the US OSHA Health and Safety Standards.

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Nov 2020 to Dec 2025



No records found for this company on Compliance Database

Jul 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Jul 2025 to Jul 2030

Ethics

Impact on score ●●○○

● ↘ 66/100

Ethics | Policies

Impact on score ●●●●

● → 100/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company’s intention to reduce impact, mitigate risk or improve performance.

Strengths

Exceptional policy on ethics issues
Policies on corruption
Policy on fraud
Disciplinary sanctions to deal with policy violations
Policy on information security
Policy on money laundering
Policy on conflict of interest
Dedicated responsibility for ethics issues
Employee signature acknowledgement of ethics policies

Ethics | Endorsements

Impact on score ●○○○

● ↗ 75/100

Endorsements are your company’s public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

Endorsement of the Responsible Care Global Charter
Endorsement of the United Nations Global Compact (UNGC)

Ethics | Measures

Impact on score ●●●●

● → 100/100

Measures are your company’s actions to support your sustainability policies and commitments.

Strengths

Specific approval procedure for sensitive transactions (e.g. gifts, travel)
Corruption risk assessments performed
Anti-corruption due diligence program on third parties in place
Implementation of a records retention schedule
Information security risk assessments performed
Whistleblower procedure for stakeholders to report information security concerns
Awareness training to prevent information security breaches
Information security due diligence program on third parties in place
Whistleblower procedure for stakeholders to report corruption and bribery
Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information
Training of employees on corruption and bribery prevention
Audits of control procedures to prevent corruption
Audits of control procedures to prevent information security breaches
Incident response procedure (IRP) to manage breaches of confidential information
Measures to protect third party data from unauthorized access or disclosure

Ethics | Certifications

Impact on score ●●●○

● → 50_{/100}

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths and improvement areas

No recommendations yet

Ethics | Coverage

Multiplying factor

● 25_{/100}

Coverage means the level of deployment of measures and certifications throughout your company. It’s a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

High priority Supporting documents show a low level of coverage of ethics actions or certification throughout company operations

Ethics | Reporting

Impact on score ●●●○

● → 100_{/100}

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Reporting in accordance with ESRS Set 1
External assurance or verification of sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting
Reporting with reference to the GRI Universal Standards
Exceptional reporting on ethics issues

Ethics | 360° Watch

Impact on score ●●●●

● → 50/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Improvement areas

- Medium priority

The 360° Watch has identified at least one significant adverse report regarding anti-competitive practices.
- Medium priority

The 360° Watch has identified at least one significant controversy, fine or penalty regarding ethics issues in the last ten years (see news with red downward arrow in the 360° Watch section).

News that impacted your score (6)

News stories about your company we found in public databases.

Competition Council Imposes \$1 Million Fine on Sika AG

www.moroccoworldnews.com | May 2022

Fez- Morocco's Competition Council has imposed a fine of nearly MAD 11.7 million (\$1 million) on the Swiss company Sika AG for antitrust violations. On December 6, 2021, the council started investigating Sika AG following a merger by the company without prior notification or approval of the council.

360° Watch

Impact on Score

Negative ↘

Severity

Minor ●●●

valid from May 2019 to Jun 2029

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Saint Gobain, Sika face price-fixing claims in US federal court

www.usglassmag.com | Dec 2023

Saint-Gobain and Sika, two leading construction material companies, are accused of price-fixing in the U.S. federal court. The lawsuit alleges collusion to manipulate prices in the sale of construction chemicals, leading to overcharges for consumers. The allegations stem from an ongoing investigation into anti-competitive practices in the construction industry. Both companies have denied the accusations and are prepared to defend themselves in court. The outcome of the lawsuit could have significant implications for the construction materials market and consumer trust. The case highlights

360° Watch

Impact on Score

Severity

Neutral ●●●

valid from May 2018 to Jun 2028

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🔗

Antitrust Lawsuit Against Sika, BASF & Co. Dismissed

www.fuw.ch | Jun 2025

A US court in Manhattan has dismissed an antitrust lawsuit accusing Sika, BASF, and four other major concrete and cement additive suppliers of collusive price increases. U.S. District Judge Lewis Liman ruled that the alleged "extreme and sustained" price hikes were "episodic" and didn't show coordinated activity in the estimated \$27 billion global market. The court found insufficient evidence that price increases weren't due to normal market forces. The defendants also included Cinven Group, Mapei, RPM, and Saint-Gobain.

360° Watch

Impact on Score

Neutral

Severity

Neutral ●●●

valid from Jun 2025 to Jul 2035

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22/26

TIME World's Best Companies of 2024

time.com | Sept 2024

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360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Sept 2024 to Oct 2034



Over 1,000 Companies Have Curtailed Operations in Russia—But Some Remain

som.yale.edu | Jan 2022

Over 1,000 companies have publicly announced they are voluntarily curtailing operations in Russia to some degree beyond the bare minimum legally required by international sanctions — but some companies have continued to operate in Russia undeterred. Sika has significantly scale back business in Russia; stopped production and investments. It has received a Grade [C].

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2022 to Feb 2032



No records found for this company on Compliance Database

Jul 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Jul 2025 to Jul 2030

Sustainable Procurement

Impact on score ●●○○

● ↗ 87/100

Sustainable Procurement | Policies

Impact on score ●●●●

● ↗ 100/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company’s intention to reduce impact, mitigate risk or improve performance.

Strengths

Exceptional policy on sustainable procurement issues

Quantitative objectives set on sustainable procurement policy

Sustainable Procurement | Endorsements

Impact on score ●○○○

● → 100/100

Endorsements are your company’s public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

Endorsement of the Together for Sustainability (TfS) initiative

Endorsement of the United Nations Global Compact (UNGC)

Sustainable Procurement | Measures

Impact on score ●●●●

● → 100/100

Measures are your company’s actions to support your sustainability policies and commitments.

Strengths

Integration of social and environmental clauses into supplier contracts
Worker voice surveys or grievance mechanisms for suppliers
Formal assessment of suppliers' progress with regards to REACH requirements
Sustainable procurement objectives integrated into buyer performance reviews
Supplier assessment on environmental and social practices
Risk assessment of adverse sustainability impacts in the supply chain
Training of buyers on social and environmental issues within the supply chain
Incentive programs for suppliers based on their environmental and social performances
On-site audits of suppliers on environmental and social issues
Supplier sustainability code of conduct in place
Capacity building of suppliers on risks of sustainability adverse impacts

Sustainable Procurement | Certifications

Impact on score ●●●○

● → 50/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths and improvement areas

No recommendations yet

Sustainable Procurement | Coverage

Multiplying factor

● 100/100

Coverage means the level of deployment of measures and certifications throughout your company. It’s a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Strengths

Supporting documents show an exceptional level of coverage of sustainable procurement actions throughout company operations or supplier base
--

Sustainable Procurement | Reporting

Impact on score ●●●○

● → 75/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Reporting on total gross Scope 3 upstream GHG emissions
Total gross Scope 3 upstream GHG emissions value confirmed in supporting documentation
Reporting in accordance with ESRS Set 1
Comprehensive reporting on sustainable procurement issues
Declares using no tin, tantalum, tungsten, gold, and/or their derivatives (Not verified)
External assurance or verification of sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting
Reporting with reference to the GRI Universal Standards

Sustainable Procurement | 360° Watch

Impact on score ●●●●

● → 75_{/100}

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company’s sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (3)

News stories about your company we found in public databases.

TIME World's Best Companies of 2024

time.com | Sept 2024

A new Statista and TIME ranking of the World's Best Companies highlights firms prioritizing employee well-being alongside profit. While many employers' focus on worker happiness waned post-pandemic, companies like Apple, Microsoft, and BMW continue to invest in their employees. This ranking, based on employee satisfaction, revenue growth, and ESG data, showcases that such an approach can drive both worker happiness and strong financial performance. Microsoft, for example, excels in employee satisfaction and revenue. Apple leads in ESG, demonstrating commitment to sustainability and

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Sept 2024 to Oct 2034

Over 1,000 Companies Have Curtailed Operations in Russia—But Some Remain

som.yale.edu | Jan 2022

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360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2022 to Feb 2032

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25/26

No records found for this company on Compliance Database

Jul 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Jul 2025 to Jul 2030

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