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

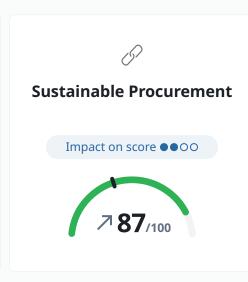
Publication date: 12 Aug 2025 Valid until: 12 Aug 2026











Environment Impact on score ••••

74/100

■ 7 100/100

Environment | Policies Impact on score ••••

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 ●○○○

 $\rightarrow 100_{/100}$

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

Strengths

1/26 © 2025 EcoVadis SAS

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

© 2025 EcoVadis SAS 2/26

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

© 2025 EcoVadis SAS 3/26

Use of chemical database to identify potential impacts on human health

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

Environment | Certifications Impact on score ••••

 $\bullet \to 100_{/100}$

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

Environment | Coverage | Multiplying factor

50/100

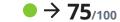
Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

Medium priority

Supporting documents show a medium level of coverage of environmental actions or certification throughout company operations

Environment | Reporting Impact on score ••••



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

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 ••••

Reporting with reference to the GRI Universal Standards



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).

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360° Watch

360° Watch

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).

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.

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.

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, 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

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 usé, 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 usé, 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

→ 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

© 2025 EcoVadis SAS 11/26 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

Labor & Human Rights | Certifications | Impact on score ••••



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

Labor & Human Rights | Coverage | Multiplying factor

50/100

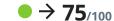
Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

Medium priority

Supporting documents show a medium level of coverage of labor and human rights actions or certification throughout company operations

Labor & Human Rights | Reporting | Impact on score ••••



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

Labor & Human Rights | 360° Watch | Impact on score ••••

 \rightarrow 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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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.

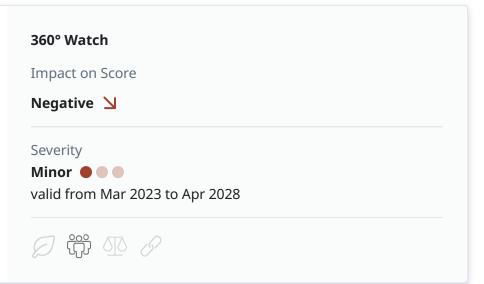


Singapore fines 11 companies for not adhering to safe work procedures

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

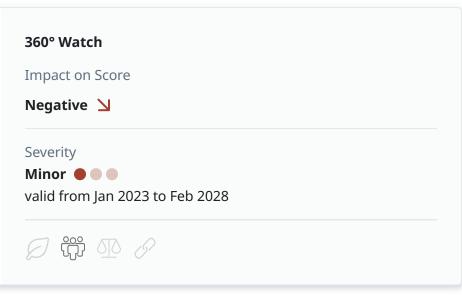


OSHA Penalty for Serious H&S Standard Violation

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.

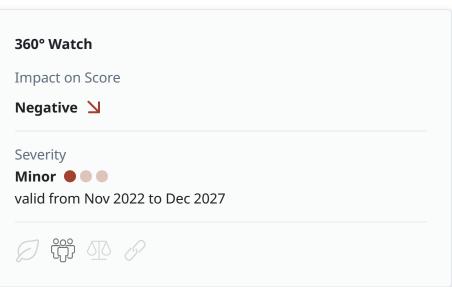


OSHA Penalty for Serious H&S Standard Violations

www.osha.gov

Nov 2022

On 22/11/2022, Sika Corporation Dba 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.

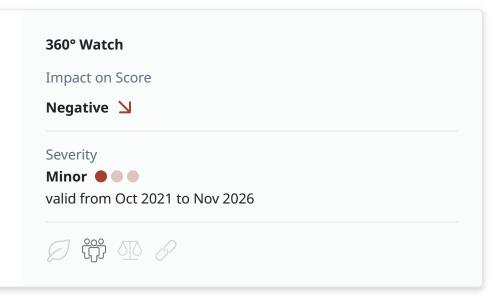


In 2021, Sika China was cited in the Insblue Social Responsibility records [CN]

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.



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 réçu 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 réçu 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

Cet accord signé entre la direction de SIKA 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 réçu 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









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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 ••••

 \rightarrow 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 •000

■ 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

Ethics | Certifications Impact on score ••••

Measures to protect third party data from unauthorized access or disclosure

 \rightarrow 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 ••••



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







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







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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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

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 ••••



● 7 87/100

Sustainable Procurement | Policies | Impact on score ••••

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.

■ 7 100/100

Strengths

Exceptional policy on sustainable procurement issues

Quantitative objectives set on sustainable procurement policy

Sustainable Procurement | Endorsements | Impact on score ●○○○

 $\bullet \to 100_{/100}$

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 ••••

 \bullet \rightarrow 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 ••••

 \rightarrow 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 ••••



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

Strengths

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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 ••••



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

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 Neutral Severity N/A valid from Jul 2025 to Jul 2030

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