

Responsible Sourcing Guidelines Sika Group



Table of Contents

- 3 Introduction**
- 4 Responsible Sourcing**
 - Sika's Approach
 - Expectations for Suppliers
- 5 Governance**
- 6 Supply Chain Due Diligence and Risk Management**
 - Pre-Evaluation and ESG Risk Assessment
 - Qualification
 - Evaluation
 - Development
 - Termination
 - Grievance Mechanism
- 8 Expectations for Suppliers**
 - Environment
 - Social
 - Business Conduct
- 10 Annex**

Introduction

Sika is a leading international manufacturer of specialty chemicals committed to high ethical and sustainability standards across its supply chain. Sustainability is an integral pillar of Sika's strategy and supports the creation of long term value for people and the environment, while ensuring resources are used responsibly and efficiently. Responsible sourcing plays a key role in delivering these commitments.

Through its procurement activities, Sika seeks to identify, assess, and manage environmental, social, and governance (ESG) risks in the upstream value chain, while fostering transparency, collaboration, and continuous improvement with its suppliers. These Responsible Sourcing Guidelines describe how Sika integrates responsible business conduct and ESG risk management into its procurement and Supplier Relationship Management (SRM) processes. **The Sika Supplier Code of Conduct** defines the mandatory minimum requirements for responsible business conduct that all suppliers, service providers, and business partners are required to meet. Building on this foundation, the Responsible Sourcing Guidelines set out additional expectations and describe how these are embedded in Sika's procurement processes.

By integrating responsible sourcing into its procurement processes, Sika aims to strengthen supply chain resilience, support regulatory compliance, and contribute to its broader sustainability objectives. This includes addressing climate-related impacts, respecting human rights, and promoting ethical business conduct within its supplier network.

Zurich, June 2026



Emilien Collard
Head of Procurement & Supply Chain



Virginia Morton
Global Category Manager
Supplier Risk & Sustainability Management

Responsible Sourcing

Sika's approach

Sika's suppliers, service providers, and business partners are expected to uphold high standards of professional conduct and integrity in their dealings with Sika, its employees, and subcontractors. They are also expected to contribute to Sika's long term sustainability goals through ongoing evaluation, engagement, and collaboration across the value chain. Sika's procurement strategy is aligned with Sika's Strategy 2028 and is built on three pillars: Economic, Environmental, and Social Governance. Progress toward the 2028 objectives is monitored through defined key performance indicators. Internal responsible sourcing targets within the Environmental and Social Governance pillars establish long term objectives and set expectations for suppliers to align with Sika's standards on ethical business conduct, human rights, climate action and resource efficiency.

Expectations for suppliers

In addition to complying with the Sika Supplier Code of Conduct, suppliers are expected to:

- Support Sika's environmental and climate ambitions through transparency, collaboration, and continuous improvement in environmental performance.
- Uphold human and labor rights by promoting safe, fair, and inclusive working conditions across their operations and supply chains.
- Conduct business ethically, transparently, and in compliance with applicable laws and regulations.



Governance

Under the leadership of the Head Global Procurement & Supply Chain, the procurement function operates as a matrix organization with material categories and geographical responsibilities.

- Material category roles: All materials for Sika's core technologies are structured around material categories.
- Geographic roles: Procurement activities are coordinated through regional, area and country-level coordination and structures.

In addition, a dedicated Global Procurement Category for Supplier Risk and Sustainability Management, and specialized roles are in place to drive supply chain transparency, due diligence, and decarbonization, in line with ESG standards.

Expert roles are also established across Sika regions, strengthening local engagement and supporting the consistent application of responsible sourcing expectations, while enabling risk-based implementation adapted to local and category-specific contexts. Responsibility for implementing these Guidelines sits within Procurement, with involvement of relevant control and subject-matter functions, including Legal, Compliance, and Sustainability, where appropriate. Severe or repeated issues are escalated in accordance with applicable internal governance and decision-making processes.

Sika reviews the effectiveness of its responsible sourcing approach on a regular basis to ensure that it remains appropriate, effective, and aligned with evolving risks, regulatory requirements, and stakeholder expectations. This review considers, among other things, implementation of the Supply Chain Due Diligence and Risk Management process, findings from supplier assessments and audits, identified risks and incidents, feedback from internal and external stakeholders, and supplier performance over time. These Guidelines are reviewed periodically and updated as necessary to reflect changes in Sika's strategy, applicable legal and regulatory requirements, and relevant operational experience.

Supply Chain Due Diligence and Risk Management

Sika applies a structured Supply Chain Due Diligence and Risk Management process to identify, assess and manage environmental, social, and governance (ESG) risks in its upstream value chain. The process is risk-based and is implemented with regard to the supplier risk profile, category, geographic exposure, available information, and the nature of the relevant business relationship. The process is informed by internationally recognized standards and frameworks, including the UN Guiding Principles (UNGPs) on Business and Human Rights, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

The process implements the expectations set out in the Supplier Code of Conduct and is embedded in the Sika's Supplier Relationship Management (SRM) framework, which applies to all prospective and existing suppliers. It reflects Sika's commitment to responsible sourcing and continuous improvement across the supply chain.

Sika's Supply Chain Due Diligence and Risk Management approach consists of five key steps across the supplier lifecycle: pre-evaluation and ESG risk assessment, qualification, evaluation, development, and, where necessary, termination.



Pre-evaluation and ESG risk assessment

Sika pre-evaluates and selects suppliers according to a defined set of environmental and social criteria. This assessment is informed by country- and industry-specific risk factors, with particular attention to human rights, health and safety, environmental risks, and ethical business conduct. As part of this pre-evaluation, Sika uses the third-party screening tool EcoVadis, to support the identification and prioritization of potential ESG risks through Supplier Risk Profiling. In this context, suppliers are expected to complete sustainability assessments (e.g. EcoVadis) upon request, disclose relevant information on ESG policies, management systems and performance, and cooperate transparently during the risk screening processes. Depending on the outcome of the risk assessment, suppliers may be requested to conduct further assessments or provide additional information on their management systems, ESG commitments, and performance.

Qualification

Following the pre-evaluation, suppliers are required to meet Sika's minimum qualification requirements. These include compliance with applicable laws and regulations, as well as adherence to international human rights and labor standards, environmental requirements, and health and safety criteria.

The Sika Supplier Code of Conduct is a central element of the supplier qualification process and sets out Sika's expectations regarding responsible labor practices, ethical business conduct, and sustainability performance throughout the supply chain. In line with a risk-based approach, suppliers identified as presenting elevated ESG risks are subject to enhanced qualification and assurance measures.

Evaluation

Sika evaluates suppliers' ESG performance on an ongoing basis to enhance transparency and manage ESG risks within the supply chain. Depending on the supplier's risk profile and strategic relevance, this evaluation may include third party sustainability assessments or audits conducted under recognized industry frameworks, such as EcoVadis and Together for Sustainability (TfS), as well as Sika's own supplier audit program.

The outcomes of these evaluations inform procurement decisions, identify areas for improvement, and determine appropriate actions, including supplier engagement, development and remediation measures, or escalation where necessary. Together with the Sika Supplier Code of Conduct, these evaluation frameworks are designed to ensure that ESG standards and expectations are effectively extended into Sika's upstream value chain.

Development

Sika supports supplier development through engagement and capacity building measures, including access to training and learning resources through the TfS Academy. Where suppliers do not fully meet Sika's requirements, a structured development and remediation process is applied, and suppliers are requested to implement Corrective Action Plans (CAPs) to address identified issues within defined timelines. Progress is monitored through follow-up assessments, audits, and performance tracking over time.

Termination

Persistent non compliance, lack of engagement, or failure to implement agreed corrective actions may result in an internal escalation process and, where necessary, Sika may phase out and terminate the business relationship.

Grievance mechanism

Sika promotes transparency and a culture in which employees, business partners, and other stakeholders are encouraged to raise concerns and report suspected misconduct. For this reason, Sika offers several reporting channels. Please refer to the [Sika Trust Policy](#) for more information on available reporting channels including the [Sika Trust Line](#), and the reporting process.

Expectations for Suppliers

Environment

Sika expects its suppliers to actively support its environmental ambitions by ensuring transparency, accountability, and continuous improvement across environmental performance. Depending on category, risk profile and strategic relevance, suppliers are required to align with internationally recognized standards, contribute to decarbonization efforts, and integrate climate and environmental considerations into their operations and decision-making processes.

Sika fosters supplier engagement through ongoing strategic sustainability dialogues with tier 1 suppliers across regions and procurement categories, aiming to drive measurable progress on key sustainability topics. Collaboration focuses on the following areas:

- GHG emissions: suppliers shall measure, monitor, and transparently report their greenhouse gas emissions across Scope 1, Scope 2, and relevant Scope 3 categories, in accordance with internationally recognized standards such as the GHG Protocol. They are expected to define emission reduction targets, implement decarbonization initiatives across operations and supply chains, and regularly track and disclose progress through credible reporting frameworks.
- Product level carbon footprint data: suppliers shall provide accurate, consistent, and up-to-date product carbon footprint data, ideally based on recognized methodologies. Supplier specific data should be sufficiently transparent, traceable, and verifiable to understand climate impacts at product level and support internal decision-making, customer reporting, and sustainability disclosures, and should be updated regularly to reflect process improvements and emissions reductions.
- Pollution prevention, biodiversity, and resource efficiency: suppliers shall prevent pollution across air, water, and soil, and should actively protect biodiversity by minimizing impacts on ecosystems, particularly in sensitive areas. They shall improve resource efficiency by reducing raw material consumption, optimizing production processes, and applying circular economy principles.
- Environmental regulatory compliance: suppliers are expected to operate in accordance with applicable environmental laws and regulations, including hazardous materials regulations, and maintain the necessary permits and authorizations for their activities. They should proactively identify, assess, and manage environmental risks, applying a precautionary approach and supporting responsible environmental performance across their operations.

Conflict minerals

Sika recognizes that the extraction, trade, handling, and export of minerals from conflict-affected and high-risk areas may be associated with significant adverse impacts and acknowledges its related due diligence obligations. Where relevant under applicable law or based on Sika's risk assessment, Sika implements measures designed to identify, assess and address conflict minerals-related sourcing risks in a manner aligned with its compliance framework and a risk-based approach.

A conflict mineral identification and reporting approach has been established to align with OECD guidelines, assess potential sourcing risks, and ensure compliance with the applicable conflict mineral regulations. The scope, frequency and depth of related reviews may vary depending on legal requirements, materiality, sourcing profile, and available supply chain information. Relevant internal reviews and follow-up activities are performed periodically in accordance with Sika's compliance processes, taking into account applicable legal requirements, reporting cycles and risk indicators.

Procurement is responsible for centrally reviewing and identifying materials that fall within the scope of applicable laws, based on defined timeframes and thresholds. Where materials or suppliers are identified as potentially in scope or otherwise higher risk, the relevant procurement organization may request additional origin, supply chain and due diligence information from suppliers, including declarations or supporting documentation, as appropriate. Suppliers in relevant categories may also be considered for further assessment or audit under applicable supplier assurance processes.

The responsible procurement function must ensure that the following information is stated in the no conflict mineral sourcing declaration, to the extent available and appropriate under the applicable legal and factual circumstances:

- a) Description of the metal or mineral, including its trade name and type.
- b) Name and address of the supplier to the Union importer.
- c) Name and address of the smelters and refiners in the supply chain of the Union importer.
- d) Quantities and dates of extraction, if available, expressed in volume or weight

Where risks or adverse impacts are identified, Sika will determine and implement appropriate mitigation, remediation, escalation or disengagement measures in line with applicable law, internal governance, and the circumstances of the case.

Social

Sika expects its suppliers to foster a responsible and inclusive working environment that protects the rights, well-being, and dignity of all workers and affected stakeholders. Suppliers shall respect internationally recognized human and labor rights' standards by providing fair, safe, and inclusive working conditions and by ensuring that all individuals are treated with dignity and respect. Any form of child labor, forced labor, modern slavery, human trafficking, discrimination, harassment, or practices that endanger the health, safety, or well-being of workers or consumers is strictly prohibited. Suppliers are also expected to comply with applicable labor laws relating to wages, working hours, freedom of association, and collective bargaining, and to promote these principles throughout their supply chain. Please refer to the [Human Rights Policy](#) for more information.

Business conduct

Sika expects suppliers to maintain high standards of integrity, ethical conduct, and responsible business practices across all their operations and business relationships. Suppliers shall conduct business ethically, transparently, and in compliance with all applicable laws and regulations. This includes maintaining zero tolerance for bribery, corruption, money laundering, anti-competitive practices, and conflicts of interest; protecting confidential information, personal data, and intellectual property; complying with applicable trade, export controls and sanctions. Suppliers are also expected to implement appropriate policies, controls, and training measures to support compliance throughout their operations and supply chain.



Annex

Sika Policies & Guidelines

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

- Values and Principles
- Code of Conduct
- Supplier Code of Conduct
- Human Rights Policy
- Sika Trust Policy

Contact

Tel +41 58 436 68 00
sika.com

Sika AG

Zugerstrasse 50
6340 Baar
Switzerland



BUILDING TRUST