

SIKA AND THE UN SDGs

Sika is devoted to contributing to the achievement of the United Nations Sustainable Development Goals (UN SDGs) in line with the SDG Indicator Framework. In 2023, the company evaluated the impact of its business activities in relation to the 17 SDGs, including all 169 underlying targets and the corresponding indicators. In total, Sika contributes to 13 of the 17 UN SDGs. Each Goal's logo is linked to the official UN webpage where detailed information about targets and indicators can be accessed. The analysis confirms the company focus on implementing sustainable development projects and initiatives for internal and external stakeholders.



Furthermore, Sika markets products that strengthen the company's contribution to the following Goals:




- **SDG 3:** a wide range of low-emission construction materials, mainly in the areas of sealants, adhesives, and flooring, contributes to health and well-being in work and living spaces.
- **SDG 6:** a whole range of innovative solutions protects and saves water used in new build and refurbishment of drinking water reservoirs, wastewater facilities, and complete water management systems. For example, waterbars and injection systems for waterproofing, concrete repair and protection, admixtures for waterproof, durable concrete, or sealing and bonding of joints in these facilities. In addition, Sika's range includes concrete admixtures enabling reduced water content in concrete.
- **SDG 9:** with Sika solutions, infrastructures are built in a resilient and sustainable way and contribute to the development of emerging and developing countries. High-performing concrete admixtures, grouts, and waterproofing solutions, for example, enable the construction of reliable, more durable structures. Concrete repair mortars, resins, and structural strengthening systems extend service life of buildings and bridges. Innovative solutions, for example for sealing, bonding, flooring, or concrete, help improve efficiency and reduce resource consumption in construction and industrial processes.
- **SDG 11:** to make cities more resilient, inclusive, and sustainable, Sika offers, for example, systems for light-reflective, cool roofs and green roofs, durable roofing systems with high longevity for new build and refurbishment, and roofing membranes with recycled content. Sealants, adhesives, waterproofing, and mortars contribute to more resilient, energy-efficient building envelopes. In addition, Sika offers a wide range of solutions used in the construction of metro systems or light rail networks as well as in the production of light-weight, safe vehicles for public transportation.
- **SDG 12:** Sika solutions improve durability and make it possible to achieve quality installations with fewer resources. For example, admixtures for durable, resource-saving concrete. Solutions that help improve health and safety performance of buildings include low-emission sealants, adhesives, or flooring systems and structural strengthening systems.
- **SDG 13:** sustainable innovations enable the expansion of renewable energy as well as the reduction of carbon footprint and enhancement of longevity in the construction and transportation industries. Additives and admixtures help replace the clinker with substitute materials in cement and concrete. Admixtures for high-strength concrete facilitate construction of slimmer structures reducing water and cement consumption. Sika offers mortars for a variety of applications which have a lower carbon footprint due to reduced clinker content. In the area of renewable energy, Sika adhesives and epoxy resins are used for wind towers and sealants and adhesives for solar panels. Solutions such as adhesives, reinforcers, acoustic solutions, and heat conductive materials enable the construction of light-weight vehicles, electric vehicles, and energy storage systems.


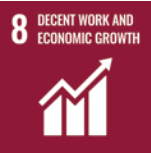





In addition, the Sika Sustainability Report 2023 is compliant with the GRI Standards (referenced option). Thus, Sika can also claim to indirectly contribute to the UN SDGs through specific GRI-related disclosures.

¹ The publication [Linking the SDGs and the GRI Standards](#) contains a list of the existing disclosures in the GRI Standards mapped against the 17 UN Sustainable Development Goals at the target level. By reporting information under the GRI Standards, companies can claim to indirectly contribute to the SDGs and their related targets and indicators.














Target	Indicator	Sika activities
3.4	3.4.1	<ul style="list-style-type: none"> – The company commits to create a workplace where safety is a value embedded in every action, decision, and interaction. Sika's vision is a future where every employee, contractor, and stakeholder return home safely, every day. – The  Code of Conduct (CoC), the  Supplier Code of Conduct (SCoC), and the Regulatory Product Compliance Manual provide the basis for Sika's occupational healthcare management approach. Additional guidelines such as Sika Life Saving Rules and EHS Minimum Requirements also contribute to Sika's management approach on health and safety. – Sika promotes numerous occupational healthcare initiatives, such as "Start with Safety" or "Safety Walks". – Sika maintains an EHS Corporate Management System (CMS) which applies to all Sika locations and employees and fulfils the requirements of the ISO 45001 "Occupational Health and Safety Management System" and of the ISO 9001 "Quality Management System". Local Sika companies implement their local Sika Management Systems based on the Corporate Management System and local regulatory and legal requirements. – Sika considers hazard identification to be the basis of safe work, and therefore applies the STOP principle (Substitution, Technical measures, Organizational measures, Personal protective measures) to all risk and incident investigations. Sika companies are required to regularly assess hazards and analyze risks within their premises and operations, and to define corrective and preventive measures accordingly. Each Sika site carries out adequate risk assessment within the workplace. These are led by EHS professionals and serve to give a comprehensive and valid judgment regarding the protection level of occupational health and safety.
3.9	3.9.1	<ul style="list-style-type: none"> – Sika strives for full legal and regulatory compliance with all environmental regulations at local and regional level. – All local companies must comply with applicable laws and regulations related to air emissions parameters. Air emissions are monitored by Sika as part of its legal obligations. This topic is managed directly by local operation facilities in accordance with local regulations and internal guidelines. – Sika aims to eliminate substances hazardous to human health or the environment from products and production processes wherever possible. An internal control system is in place to monitor the progress and complement local legal requirements.
	3.9.2	<ul style="list-style-type: none"> – All local companies must discharge water in line with local legislation and permits, either to sewers or sewage plants, or directly to surface water bodies or to underground water formations. In many Sika factories, the water used for processing and cooling is collected in tanks and treated in Sika's own treatment plants or through third-party treatment facilities. – All local companies must comply with applicable laws and regulations related to water discharge parameters.
	3.9.3	<ul style="list-style-type: none"> – Sika's assessment and improvement of the health and safety impacts of its products are state-of-the-art. The company utilizes global product compliance software with one common database, product stewards for all finished goods categories, trainings for all local users, benchmarking, and quality control. Sika's management strives to avoid any negative impact on customer health and safety through its products. Precautionary measures are taken to mitigate risks related to product safety. Sika issues documentation about occupational safety, how to wear safety equipment, and the safe transportation and storage of goods. All product information, specifically Safety Data Sheets (SDS) and Product Data Sheets (PDS), are reviewed regularly. Information on the SDS of individual products can be found on the website of the local Sika companies.

SDG	Target	Indicator	Sika activities
	4.3	4.3.1	<ul style="list-style-type: none"> – A broad range of trainings is available for Sika’s employees every year. Sika’s offering is structured around three pillars: Talent management and leadership trainings portfolio; Sales trainings; Professional skills trainings and Sika academies in the areas of procurement, operations, and sustainability. – Sika supports community engagement projects, as part of its strategic KPIs. One of the four core areas of “Sika Cares” is education and vocational trainings. – To contribute to the qualification level of people in the construction trade, Sika holds a large number of customer trainings worldwide annually.
	4.7	4.7.1	<ul style="list-style-type: none"> – The Sika Sustainability Academy is Sika’s flagship global sustainability education program, providing the necessary skills, methods, and practical examples to the participants in the countries to develop, coordinate, and implement local activities and projects in all sustainability focus areas to contribute to Sika’s sustainability strategy.
	5.1	5.1.1	<ul style="list-style-type: none"> – Sika has defined minimum human and labor rights standards to be implemented globally, including the prohibition of forced, slave, compulsory, or child labor, the freedom of association, the prohibition of any form of discrimination, and the guarantee of fair compensation and equal opportunities for all employees. – Sika is an equal opportunities employer. It thus is committed to treating all staff equally, refraining from any discrimination based on race, color, gender, age, national origin, religion, sexual orientation, gender identity or expression, marital status, citizenship, disability, or any other legally protected factor.
	5.5	5.5.2	<ul style="list-style-type: none"> – Sika established a Global Diversity Steering Committee that presides over Diversity, Equity, and Inclusion (DEI) initiatives, sets global targets, and holds meetings to measure the effectiveness of the DEI strategy and proposes adjustments if needed. – A clear focus of Sika’s strategy is to attract, engage, and promote more women, particularly in sales. – The “Women of Sika” campaign, started in 2019, is an ongoing initiative which has an action plan, focusing on three pillars: increased attraction, engagement, and promotion of women in Sika.
	6.2	6.2.1	<ul style="list-style-type: none"> – The provision of safely managed WASH services at the workplace is managed at local level across the company’s operations, and according to applicable local regulations.
	6.3	6.3.1	<ul style="list-style-type: none"> – All local companies must discharge water in line with local legislation and permits, either to sewers or sewage plants, or directly to surface water bodies or to underground water formations. In many Sika factories, the water used for processing and cooling is collected in tanks and treated in Sika’s own treatment plants or through third-party treatment facilities. – All local companies must comply with applicable laws and regulations related to water discharge parameters.
	6.4	6.4.1	<ul style="list-style-type: none"> – Although Sika’s production is less water-intensive than other industrial companies within the chemical sector, Sika takes full responsibility for minimizing its impact on water resources throughout the value chain. The company implements dedicated water efficiency initiatives globally to reduce the amount of processed fresh water withdrawal, optimize water-related production processes with closed-loop cooling systems or cooling towers, optimize cleaning processes, and reuse treated wastewater.
	6.4	6.4.2	<ul style="list-style-type: none"> – In 2023, to boost the focus on water-related risks, Sika repeated and extended the assessment of its manufacturing sites at risk of water stress based on the World Resource Institute (WRI) Aqueduct tool, including not only extremely high water stress but also high water stress areas. According to this database, 154 manufacturing sites in 43 countries are in areas with extremely high or high water stress. – In these extremely high and high water stress areas, several mitigation measures have been implemented: scheduling and optimization of production sequence in the admixture line; use of air conditioning drain water for domestic usage; collection and filtration of rainwater then used for domestic usage; installation of water saver filter taps for optimized water discharges in washrooms; storm drainage collection system to collect rainwater separately for roofs and paved areas which protect the plants from accidental spillages into the environment by the waterproofing of the outdoor area. – As part of the global 2028 strategy rollout, the focus on water stress areas and related mitigation plans will be reinforced to reduce freshwater intake.




SDG	Target	Indicator	Sika activities
	7.2	7.2.1	<ul style="list-style-type: none"> – Sika has implemented an internal carbon price for scope 1 and 2 emissions. It is considered for all major investment decisions and is relying on a shadow price mechanism. Scope 3 emissions are considered for process in-/outsourcing. For the year under review, the internal carbon price was set at CHF 80 per ton of CO₂eq². – Sika aims at maximizing the share of renewable electricity supply in its operations through diverse types of renewable instruments: switching to renewable electricity contracts; Guarantees of Origins (GOs) or Power Purchase Agreements (PPAs) represent the preferred options where available (European countries or USA for example). Additionally, the purchase of other Energy Attribute Certificates (EACs) such as RECs (Renewable Energy Certificates), or I-RECs (International Renewable Energy Certificates), has been also carried out by several countries where green contracts availability was limited.
	7.3	7.3.1	<ul style="list-style-type: none"> – Through the Global Energy Efficiency Monitoring Program initiated in 2020, which has been rolled out in all regions with the support of the Global Operations Technology Department, Sika continues to implement energy efficiency projects around 4 categories: sand dryer optimization, manufacturing process optimization, utilities management, self-production of renewable energy.
	8.7	8.7.1	<ul style="list-style-type: none"> – As a signatory of the UN Global Compact and in accordance with the UN's Universal Declaration of Human Rights (UDHR) and the core Conventions of the International Labor Organization (ILO), Sika promotes the protection of universally acknowledged human and labor rights. In its  Code of Conduct (CoC),  Supplier Code of Conduct (SCoC), and the annual ESG Confirmation, Sika has defined minimum human and labor rights standards to be implemented globally, including the prohibition of child labor. – To ensure that no child labor exists in its supply chain, Sika requires all of Sika's tier 1 suppliers to sign its  Supplier Code of Conduct (SCoC). Suppliers are expected to have systems in place to ensure proper implementation, training, and monitoring of the “no child labor” principle and of all other fundamental human and labor rights among their own personnel, as well as the employees of their subcontractors and suppliers. Sika regularly performs supplier audits and assessments to monitor compliance with its SCoC.
	8.8	8.8.1	<ul style="list-style-type: none"> – The health, safety, and well-being of all Sika employees, suppliers, and contractors is paramount for Sika. Sika strives to protect employees at work and ensures they leave the workplace in the same state of health as when they arrived. – The  Code of Conduct (CoC),  Supplier Code of Conduct (SCoC), and the Regulatory Product Compliance Manual provide the basis for Sika's occupational healthcare management approach. Additional guidelines such as Sika Life Saving Rules and EHS Minimum Requirements also contribute to Sika's management approach on health and safety. – Sika promotes numerous occupational healthcare initiatives, such as “Start with Safety” or “Safety Walks”. – Sika maintains an EHS Corporate Management System which applies to all Sika locations and employees and fulfils the requirements of the ISO 45001 “Occupational Health and Safety Management System” and of the ISO 9001 “Quality Management System”. Local Sika companies implement their local Sika Management Systems based on the Corporate Management System and local regulatory and legal requirements. – Sika considers hazard identification to be the basis of safe work, and therefore applies the STOP principle (Substitution, Technical measures, Organizational measures, Personal protective measures) to all risk and incident investigations. Sika companies are required to regularly assess hazards and analyze risks within their premises and operations, and to define corrective and preventive measures accordingly. Each Sika site carries out adequate risk assessment within the workplace. These are led by EHS professionals and serve to give a comprehensive and valid judgment regarding the protection level of occupational health and safety.

² The price of the internal carbon mechanism of Sika is based on Bloomberg, Traded EU Carbon certificates. The price used is a fixed price per year, based on the average yearly price.

SDG	Target	Indicator	Sika activities
	8.8	8.8.2	<ul style="list-style-type: none"> – The  Sika Code of Conduct (CoC) promotes integrity and ethical conduct across Sika's global operation. It spells out Sika's Values and Principles. Sika does not accept violations of the law nor of this Code, as the company takes a zero tolerance position toward unethical behavior. With the revised Code of Conduct, Sika also underscores a strong commitment to sustainable development, human rights, and environmental protection. – The  Supplier Code of Conduct (SCoC) sets out expectations for the supplier network and reflects the ten principles of the United Nations Global Compact initiative, the United Nations' Guiding Principles on Business and Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the global chemical industry's Responsible Care® program, and the Conflict Minerals Regulations. – Sika has been a member of the UN Global Compact since 2009 and submits on a yearly basis its  Sika AG – Communication on Progress UN Global Compact
	9.4	9.4.1	<ul style="list-style-type: none"> – Sika monitors its greenhouse gas (GHG) emissions as part of the environmental responsibility the company has for the climate. Sika's corporate carbon accounting (scope 1, 2, and 3) follows the reporting guidelines of the Greenhouse Gas Protocol (GHGP). – With the Strategy 2023, Sika defined a strategic intensity target for reducing scope 1 and 2 GHG emissions by 12% until 2023. Moreover, the compensation scheme of Group Management and Senior Management was linked to the GHG emissions performance of the company (scope 1 and 2) in the short-term incentive (STI) plan. Starting from 2024, the compensation scheme of Top Management and Senior Management has been adjusted to reflect the Strategy 2028. The performance conditions include environmental targets: GHG emission reduction (scope 1 and 2 per ton sold), water discharge reduction, and waste disposal reduction. The targets will be incorporated in the long-term incentive (LTI) plan. – Under the new Strategy 2028, Sika has identified the topic of "Innovation & Sustainability" as one of the strategic pillars. Starting from 2024, the GHG emissions target is to reduce scope 1 and scope 2 emissions by 20% in absolute terms (baseline 2022) by 2028, and reduce scope 3 emissions in alignment with the net zero pledge and the SBTi validated targets.
	9.5	9.5.1	<ul style="list-style-type: none"> – In 2023, 188 new inventions were reported, and 108 new patents applications were filed. By the end of 2023, Sika's patent portfolio included 1,600 unique patent families with 5,680 single national patents. – Research and development (R&D) expenses are included in personnel expenses, other operating expenses, as well as in depreciation and amortization expenses. – Expenditures on R&D in the Group during 2023 totaled CHF 270.5 million (CHF 232.0 million), roughly equivalent to 2.4% (2.2%) of sales. – In 2023, the innovation rate reached 24.4% (previous year: 22.6%).
		9.5.2	<ul style="list-style-type: none"> – As at 2023, Sika's research and development activities are conducted by 1,780 employees across 18 Global Technology Centers and over 100 local and regional R&D facilities.
	10.3	10.3.1	<ul style="list-style-type: none"> – Sika has in place the Sika Trust Policy, the  Sika Trust Line, the  Code of Conduct (COC), and the  Supplier Code of Conduct (SCoC). – General Managers are obliged to strictly adhere to internal human rights-related guidelines and applicable local laws, and to supervise their entities accordingly. They are also responsible for taking preventive action and providing adequate training to their staff. Collected by Corporate Compliance, Sika's ESG Confirmation requires all General Managers to confirm yearly that they have implemented and communicated the following principles to their staff: the prohibition of forced, slave, compulsory, or child labor; the freedom of association; the right to fair work hours and fair compensation; and the non-discrimination and equal opportunity principles.

SDG	Target	Indicator	Sika activities
	11.6	11.6.2	<ul style="list-style-type: none"> All local companies must comply with applicable laws and regulations related to air emissions parameters. Air emissions – such as Dust PM 10 – are monitored by Sika as part of its legal obligations. This topic is managed directly by local operation facilities in accordance with local regulations and internal guidelines.
		12.2	12.2.1
12.4		12.4.2	<ul style="list-style-type: none"> Sika's waste management approach focuses on several reduction and optimization levers: at raw material level, by seeking ideal packaging units (primary and secondary), bigger supply units (bulk, tanker lorry and big bags vs. small packaging units), and recycling supply units. Developing weekly materials supply programs, optimizing the specific tolerances of raw materials, and minimizing quality control sampling also reduces the quantity of waste generated during the procurement phase; at production level, streamlining production process layout and optimizing production planning and processes; at warehouse level, innovative warehouse management helps improve product turnover and reduce the quantity of expired products.
12.5		12.5.1	<ul style="list-style-type: none"> Sika's waste management approach focuses on several reduction and optimization levers: at raw material level, by seeking ideal packaging units (primary and secondary), bigger supply units (bulk, tanker lorry and big bags vs. small packaging units), and recycling supply units. Regarding downstream logistics, the reuse of raw materials' pallets and bulk containers for transportation of finished products is a strong focus that helps reduce the amount of virgin packaging needed downstream.
12.7		12.7.1	<ul style="list-style-type: none"> The  Supplier Code of Conduct (SCoC) sets out expectations for the supplier network and reflects the ten principles of the United Nations Global Compact initiative, the United Nations' Guiding Principles on Business and Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the global chemical industry's Responsible Care® program, and the Conflict Minerals Regulations.
12.8		12.8.1	<ul style="list-style-type: none"> The Sika Sustainability Academy is Sika's flagship global sustainability education program, providing the necessary skills, methods, and practical examples to the participants in the countries to develop, coordinate, and implement local activities and projects in all sustainability focus areas to contribute to Sika's sustainability strategy. Sika supports community engagement projects as part of its strategic KPIs. One of the four core areas of "Sika Cares" is water and climate protection.

³ Based on quantities.

SDG	Target	Indicator	Sika activities
	13.2	13.2.2	<ul style="list-style-type: none"> – Sika supports the Science Based Target initiative (SBTi) and joined the growing group of leading corporations that are setting emissions reduction targets in line with the objective of the Paris Agreement. Following its official commitment in September 2022, Sika developed and submitted its emissions reduction targets in line with the latest SBTi criteria in October 2023. The validation process will take place in the first half of 2024. Sika's commitment focuses on two time horizons for both scope 1 and 2 as well as scope 3 with a near-term target in ten years, and a net zero target by 2050. All targets are defined with 2022 as a baseline. – Sika monitors its greenhouse gas (GHG) emissions as part of the environmental responsibility the company has for the climate. Sika's corporate carbon accounting (scope 1, 2, and 3) follows the reporting guidelines of the Greenhouse Gas Protocol (GHGP). – With the Strategy 2023, Sika defined a strategic intensity target for reducing scope 1 and 2 GHG emissions by 12% until 2023. Moreover, the compensation scheme of Group Management and Senior Management was linked to the GHG emissions performance of the company (scope 1 and 2) in the short-term incentive (STI) plan. Starting from 2024, the compensation scheme of Top Management and Senior Management has been adjusted to reflect the Strategy 2028. The performance conditions include environmental targets: GHG emission reduction (scope 1 and 2 per ton sold), water discharge reduction, and waste disposal reduction. The targets will be incorporated in the long-term incentive (LTI) plan. – Under the new Strategy 2028, Sika has identified the topic of "Innovation & Sustainability" as one of the strategic pillars. Starting from 2024, the GHG emissions target is to reduce scope 1 and scope 2 emissions by 20% in absolute terms (baseline 2022) by 2028, and reduce scope 3 emissions in alignment with the net zero pledge and the SBTi validated targets.
	13.3	13.3.1	<ul style="list-style-type: none"> – The Sika Sustainability Academy is Sika's flagship global sustainability education program, providing the necessary skills, methods, and practical examples to the participants in the countries to develop, coordinate, and implement local activities and projects in all sustainability focus areas to contribute to Sika's sustainability strategy. – Sika supports community engagement projects as part of its strategic KPIs. One of the four core areas of "Sika Cares" is water and climate protection.
	16.5	16.5.1	<ul style="list-style-type: none"> – Sika has in place the Sika Trust Policy, the Sika Gift & Entertainment Policy, the Sika Trust Line, the Code of Conduct (COC), and the Supplier Code of Conduct (SCoC). – Even though Sika operates in countries that are highly ranked on Transparency International's corruption perception index, its exposure to corruption risks remains moderate to low. Sika employees in countries where corruption is widespread are exposed to the private sector risk of offering or accepting kickbacks, inappropriate gifts, or entertainment. Sika is addressing the identified risks with targeted measures such as a zero-tolerance position against corruption anchored in its CoC, clearly formulated local Gift & Entertainment Policies, anti-corruption trainings for employees, and regular reviews and assessments of local practices related to third-party engagements. – General Managers are required to immediately escalate suspicions or allegations of bribery to Corporate Compliance so matters may be reviewed accordingly, and prompt actions taken.
	17.16	17.16.1	<ul style="list-style-type: none"> – Sika partners with numerous organizations to actively drive the progress of sustainability in its industries and develop its own performance. Moreover, collaborations across the entire value chain are part of the principles for strategic management. For more detailed information, please consult Partnerships and Collaborations and Equity Indices available on the corporate website.