

CONTACT DETAILS AND FURTHER INFORMATION

Corporate Compliance

E-Mail: compliance@ch.sika.com

Sika Trust Line: www.sikatrustline.com

Remember

Sika will not tolerate any form of retaliation against individuals who make reports and will provide protection to such individuals in cases of justified reporting.



SIKA SPEAK-UP GUIDELINE HELP TO PROTECT OUR INTEGRITY

SIKA AG
Zugerstrasse 50
6340 Baar | Switzerland
www.sika.com

Contact
Corporate Compliance
compliance@ch.sika.ch

BUILDING TRUST



Sika Trust Line® Portal

BUILDING TRUST



SIKA SPEAK-UP GUIDELINE

HELP TO PROTECT OUR INTEGRITY

Integrity and ethical conduct have always been inherent in Sika's culture and are encapsulated in Sika's Values and Principles. Sika has gained the trust of customers, business partners, and the public. To uphold this excellent reputation, Sika relies on the support of all its stakeholders.

SPEAK UP DUTY

At Sika, our reputation is built on our actions. When we act ethically, our reputation inspires the trust of customers, business partners and any other stakeholders.

We strongly encourage the reporting of any violations or serious suspected misconduct in good faith, at any time. Remember, never compromise on ethics.

Integrity issues can include:

- Bribery and corruption
- Money-laundering
- Unfair competition
- Human Rights
- Environmental, health and safety
- Misuse of confidential information
- Global Trade
- Conflict of Interest

Any individual can freely raise inquiries or report potential instances of misconduct within the company and along its value chain.

To facilitate this, Sika has established various channels for reporting complaints. These channels empower individuals to report issues, including but not limited to, human rights and environmental violations.

REPORTING CHANNELS

While carrying out our work, whether as a customer, business partner, or any other stakeholder, we may encounter obstacles, difficult decisions, and ethical dilemmas. At Sika, we acknowledge the courage it takes to speak up. Therefore, there are several options for reporting concerns to the Corporate Compliance team.



RESPONSIBILITIES

Complaints are handled by the Corporate Compliance team located at Sika's Headquarter in Switzerland. The individuals entrusted by the company to conduct the investigation must ensure impartial actions, particularly by being independent and not bound by instructions. The Corporate Compliance team is specially trained and obliged to maintain confidentiality.