

Sika Italia, part of the Sika Group, has been operating in Italy since 1930 with its administrative headquarters in Peschiera Borromeo and the production units in Sassuolo, Calusco d'Adda and Siderno, which produce and sell chemical additives for concrete and cement, mortars and adhesives, ready-mixed cement-based products and chemical products for the construction, repair and waterproofing of buildings; adhesives and sealants for the industry and cement-based mortars for shipbuilding. Marketing of auxiliary products for the building industry. Design and distribution of waterproofing and insulating systems for building and civil engineering with synthetic materials. Weighing process of goods and containers destined for international sea shipments.

In these areas, **Sika Italia**'s objective is to guarantee the satisfaction of its customers, meeting their requirements and expectations, providing products of controlled quality, in compliance with the applicable regulations, accompanied by indications to implement innovative solutions that allow an adequate enhancement and proper use. In this regard, the company is committed to a continuous and active improvement of its products and services.

Sika Italia has adopted the principles of safety and sustainability defined in the Sika Corporate Policies (Safety and Sustainability Policy).

Sika Group actively supports the strengthening of social and economic progress with respect and responsibility towards customers, stakeholders and employees in all the countries in which the company operates.

Sika Group, is a member of the United Nations Global Compact, is committed to global and sustainable development by applying high ethical standards defined in the "Code of Ethics" that the Company, employees and suppliers must respect.

Sika Italia applies the provisions of UNI EN ISO 9001:2015, UNI EN ISO 14001 and UNI ISO 45001:2018, in the Production Units of Calusco d'Adda (BG), Siderno Marina (RC) and Sassuolo (MO) and at the headquarters of Peschiera Borromeo (MI), developing, implementing, verifying and improving its Integrated Management System.

To this end, therefore, the Management defines the reciprocal responsibilities and inter-functional relationships; as primary objectives, it defines compliance with the mandatory requirements of the laws and regulations and of all other applicable requirements and agreements entered into, customer satisfaction, the continuous improvement of its qualitative, environmental and health and safety performance of workers, the involvement and professional growth of all staff, the satisfaction of employees and shareholders and the collaboration of stakeholders and suppliers.

To this end, specific objectives are established and maintained for all business processes, including the reduction of environmental impacts and the prevention of injuries from accidents, injuries and illnesses.

Sika Group has defined the SIKAVISION ZERO project, an important program that focuses on leadership as a prerequisite for a safe and healthy environment, defines and communicates the minimum safety requirements and the mandatory Life Saving Rules for all Sika Companies. This program involves employees, contractors and visitors in order to protect from dangers and improve performance in terms of health and safety.

In order to achieve the desired results more efficiently through the process approach, the Management requires the company functions to:

- plan activities that have an influence on Quality, Environment, Health and Safety with a view to continuous improvement;
- create and maintain an internal environment capable of spreading the company's objectives and fully involving the staff for their achievement;
- ensure, through adequate qualification, selection, training, the enhancement of personnel, equal opportunities and the protection of diversity, so that each acquires the skills and motivation necessary for role performance and awareness for the management of activities meant as a process, through adequate training of staff;
- analyse and understand the needs of customers and stakeholders in order to plan the design activity according to their expectations, and verify that these expectations are met;

- pursue, through the planning of maintenance and control of production plants, equipment and measurement instruments, the maintenance and improvement of production efficiency and effectiveness;
- plan the marketing activity to provide customers with the expected product in the agreed time and manner, with indications for its proper use;
- provide a punctual, prompt and competent assistance response in case of need by the Customer;
- ensure a quality that conforms to that specified, preventing disputes, through continuous monitoring.

In addition, the Management is committed to:

- reduce the production of waste and the consumption of energy and water resources,
- reduce the risk of accidents in the workplace, bringing the number of accidents to zero.
- Improve the environmental, health and safety performance of workers, respecting the fundamental principles of management, namely: commitment and policy for the environment, health and safety; planning and assessment of environmental aspects; identification and assessment of risks; measurement and review of the system.

Sika Italia is committed to research and development of new products, with a strong focus on finding solutions with less impact on the environment and on health and safety, throughout the entire life cycle.

Sika Italia assigns all the resources necessary for the planning and implementation of programs to achieve the objectives set and to implement all the necessary interventions and control activities to eliminate risk factors in company processes and for the health and safety of workers.

Sika Italia is committed to prevention by implementing all possible forms of reduction of environmental impacts and risks to the health and safety of its personnel arising from its activities. It also sets up monitoring and control systems and an adequate organization in response to events that may cause business disruption.

Sika Italia guarantees the widest willingness to cooperate, involve and participate not only with workers, but also with local institutions, control bodies and interested parties, in order to arrange the most appropriate measures for the prevention and protection of the environment and the health and safety of its employees.

Sika Italia undertakes to influence, to the extent of its competence, the indirect ethical and environmental aspects relating to suppliers of goods and services by including specific requirements in the contracts in accordance with the Company's Code of Ethics and this Policy, and to promote among suppliers a culture of safeguarding the environment and health and safety in the workplace.

Sika Italia undertakes to review this Policy following to internal and/or external organisational changes. It is also committed to ensuring the continuous improvement of the company's performance, which is constantly at the heart of the Management's decisions. Finally, it undertakes to disseminate this document to all interested parties, also through publication on its own website and within the company's Intranet.

Peschiera Borromeo, 06 August 2021

The General Manager
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