



SIKA AUSTRALIA MODERN SLAVERY STATEMENT 2024

BUILDING TRUST





CONTENTS

04 Introduction

05 Our Modern Slavery Statement

06 Structure, Operations and Supply Chain

15 Risks of Modern Slavery Practices

18 Actions to Address Risks, Due Diligence and Remediation Process

22 Measuring Effectiveness

22 Consultation

23 Future Commitments

24 Approval of Statement

Introduction

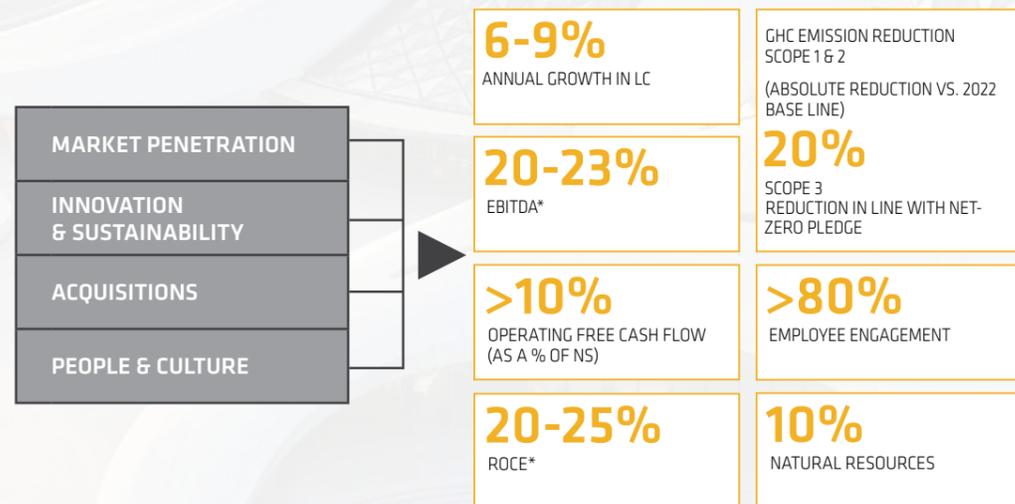
The Modern Slavery Statement for Sika Australia Pty Ltd (Sika Australia) outlines our approach to identifying, addressing, and minimising the risk of modern slavery in our business and supply chains. Sika Australia is committed to operating responsibly and adhering to high ethical and social standards.

Sika Australia rejects any activities which may cause or contribute to modern slavery, including but not limited to forced or bonded labour, child labour, human trafficking, slavery, servitude, forced marriage or deceptive recruiting for labour or services.

Sika Australia is committed to pioneering sustainable solutions to global challenges, delivering them safely while minimising resource use. Creating long-term value while reducing adverse impacts is central to this commitment.

The Sika Group's Global Growth Strategy 2028 fully integrates sustainability across all Sika Australia business processes, with a focus on creating value for customers and partners throughout the supply chain and across the entire product lifecycle.

SIKA GROWTH STRATEGY 2028



The future success of Sika Group is not only dependent on pursuing the right strategy but is just as much based on the trust and dedication of all employees. The Sika Group journey to global leadership is founded on the company's entrepreneurial philosophy and the 'Sika Spirit'.

The Sika Spirit is a synonym of the strong set of values and principles which represent our company's DNA. Five management principles express our corporate culture and they are the very foundations of our current and future success: **Customer First, Courage for Innovation, Sustainability and Integrity, Empowerment and Respect, Manage for Results.**

Our values can be summarized as follows:

- We respect universal human and workers' rights.
- We act in accordance with fundamental environmental, health and safety standards.
- We promote sustainable development and corporate responsibility.
- Sika Group expects its suppliers to embrace a similar set of values; and to enforce them in their own supply chain network. Therefore, we employ robust governance structures including initial supplier risk assessment and due diligence for all new suppliers.
- Ensure supplier understanding and compliance with Sika Group's Supplier Code of Conduct.

Our Modern Slavery Statement

Sika Australia's Modern Slavery Statement outlines its approach to identifying and managing modern slavery risks across its operations and supply chain. As part of the Global Sika Group, Sika Australia demonstrates a strong and ongoing commitment to international frameworks that promote fundamental human and labour rights, including the UN Global Compact and the Global Reporting Initiative (GRI) Standards.

This statement made pursuant to the Modern Slavery Act 2018 (Cth), details Sika Australia's commitment, methodology, progress, and actions in identifying and mitigating modern slavery risks during the 2024-2025 reporting period. Sika Australia unequivocally opposes human trafficking and all forms of modern slavery. Sika Australia acknowledges that additional efforts, including continued due diligence, are necessary to strengthen the management of modern slavery risks within its operations and supply chain.

Structure, Operations and Supply Chain

Sika Australia Structure

Sika Australia is one of 103 subsidiaries operating globally as part of the Sika Group. Across more than 400 factories worldwide, Sika develops innovative technologies that support customers and enable the sustainable transformation of the construction and transportation industries.

With more than 33,000 employees globally, Sika Group generated annual sales of CHF 10.5 billion in 2022, and in 2019 won the Swiss Technology Award for pioneering a new adhesive technology.

In Australia, Sika Australia is headquartered in Wetherill Park, New South Wales with sales and manufacturing sites located nationally:

OUR SITES		
NSW	Head Office & Sales	122 Newton Road Wetherill Park NSW 2164
	Manufacturing	55 Elizabeth Street Wetherill Park NSW 2164
	Manufacturing Site	67 Elizabeth Street Wetherill Park NSW 2164
QLD	Sales & Manufacturing	30 Parker Court Pinkenba QLD 4008
	Manufacturing Site	6 Mackie Way Brendale QLD 4500
VIC	Sales & Manufacturing	33 Fiveways Boulevard Keysborough VIC 3173
	Manufacturing Site	71-75 Licola Crescent Dandenong South VIC 3175
SA	Sales Office	28 Kenworth Road Gepps Cross SA 5094
	Manufacturing Site	1-2/28 Maxwell Road Para Hills West SA 5096
WA	Sales & Manufacturing	61 Bushland Ridge Bibra Lake WA 6163

Sika Australia employs over 340 individuals who work in its production, warehouse, and office-based locations, including support functions in Finance, Human Resources, Quality, Environmental Health & Safety, IT, Operations, Procurement, Supply Chain and Sales.

Sika Australia's direct employees are engaged under professionally prepared, legally compliant employment contracts and in accordance with applicable industrial instruments, including Enterprise Agreements (EAs) and Modern Awards. Sika Australia also engages temporary workers through recruitment and labour-hire agencies. Temporary worker numbers fluctuate in line with seasonal business needs and are primarily employed in manufacturing, warehousing, and logistics roles.

Sika Australia Operations

Sika Australia is a speciality chemicals company with a globally leading position in the development and production of systems and products for bonding, sealing, damping, reinforcing, and protecting in the building sector and motor vehicle industry.

Sika Australia's operations have two elements—manufacturing and import for distribution.

Cementitious adhesives, structural mortars, concrete admixtures, polypropylene fibres, liquid applied membranes, and epoxy resins are manufactured in industrial facilities located throughout Australia.

Sika Australia imports elastomeric sealants, structural waterproofing, and other construction adhesive products from the Sika Group's global manufacturing network and distributes them as trading goods to customers. The operational split is 53% manufacturing and 47% distribution, with products sourced from facilities in Switzerland, Germany, France, UK, China, Vietnam, Indonesia, Japan, and the USA.

Sika Australia's leading technologies service the requirements of Residential and Commercial Building, Mining, Automotive, Industrial Manufacturing and Infrastructure projects in Australia and indeed, globally.

Sika Australia's diverse customer base includes local construction craftspeople, large construction companies, and multinational organisations, including cement producers, as well as automotive, transportation, and appliance manufacturing companies.

Sika Australia is active in the following target markets:

- Concrete
- Waterproofing
- Roofing
- Flooring
- Refurbishment
- Sealing and Bonding
- Waterproofing
- Building Finishing
- Industry

Concrete

Sika Australia develops, manufactures and markets a complete range of admixtures and additives for use in concrete, cement, and mortar production. These products enhance specific properties of the fresh and hardened concrete, such as workability, watertightness, durability, or early and final strength. Manufacturing is predominantly in Australia, and Sika Australia sells to concrete and mining industries in Australia, and Papua New Guinea.

The demand for admixtures and additives is currently on the rise, particularly due to the increased performance requirements placed on concrete and mortar, especially those in urban areas and infrastructure construction.



Waterproofing

Sika Australia manufactures and imports a full range of technologies used for below and aboveground waterproofing: flexible membrane systems, liquid applied membranes, waterproofing admixtures for mortars, joint sealants, waterproofing mortars, injection grouts and coatings. These products are both manufactured locally and imported from overseas. Key market segments include basements, underground parking garages, tunnels, and all types of water-retaining structures (for example reservoirs, storage basins, and storage tanks).



Roofing

Sika Australia manufactures and imports a full range of roofing systems, incorporating flexible waterproofing sheet membranes or liquid applied membranes, thermal insulation, and various accessories. These products are predominantly imported from other Sika Group entities; however, a portion of these products are also manufactured locally.



Flooring

Sika Australia manufactures flooring solutions which are based on synthetic resin and cementitious systems for industrial and commercial buildings, for example pharmaceutical and food sector production plants, public buildings such as educational and healthcare facilities, parking decks and private residential properties.



Refurbishment

Sika Australia provides systems to restore and rehabilitate concrete structures that have deteriorated due to corrosion, structural damage, water infiltration, freeze/thaw, reactive aggregates, and others. Sika Australia provides a full range of cement-based products, polymer-modified repair mortars and epoxy-based repair materials for different repair works or specific requirements. These products are predominantly manufactured in Australia however Sika Australia also imports these products from other Sika Group entities and other third-party suppliers.



Sealing & Bonding

Sika Australia provides a wide range of high-performance and durable sealants, spray and performed foams, rigid and elastic adhesives for the building envelope, for interior finishing as well as infrastructure construction is provided.

Typical applications include the sealing of movement joints between facade elements to make buildings weatherproof, the bonding of wood floors to reduce noise or the sealing of joints in airport aprons. These products are imported from other Sika Group entities including third-party suppliers.



Building Finishing

Sika Australia develops and manufactures specialty solutions for tile installation and facade protection and decoration. Products range from individual housing and building projects to industrial infrastructure. Tile installation materials comprise of primers, waterproofing membranes, adhesives, grouts, and sealants for both new build and renovation projects.

Facade protection and decoration services the requirements of architectural projects by providing cement and lime plasters to textured and aggregated finishes and coatings used in residential and commercial low and high-rise projects.



Industry

The markets served by Sika include automobile and commercial vehicle assembly (structural bonding, direct glazing, acoustic systems, reinforcing systems), automotive aftermarket (auto glass replacement, car body repair), marine vessels, industrial lamination, appliances, renewable energies (solar and wind), and facade engineering (structural glazing, sealing of insulating glass units).





Research and Development

Sika Australia's Research and Development (R&D) team develops adhesive and construction chemical products to support the requirements of its customers. In particular, Sika Australia's R&D team:

- Research new technologies;
- Develop products to meet the needs of the market and our customers; and
- Continuously improve the application, mechanical and cost performance of our products

Sika Australia's Supply Chain

Sika Australia has a large vendor base and procures a range of goods and services both domestically and internationally.

In 2024, Sika Australia engaged more than 500 vendors, including Sika Group entities and suppliers outside the Sika Group (Australian based and international) that Sika Australia procures. These vendors can be categorised into 4 groups: raw materials, packaging, trading goods and services.

The Sika 2024 spend depicts the percentage of Sika Australia's total procurement spend in 2024, with suppliers of raw materials, packaging, and trading goods classified as "Material Suppliers," and service providers classified as "Service Suppliers."

Sika Australia 2024 Spend %



Raw Materials, Packaging and Trading Goods Suppliers

There were 350 suppliers (including Sika Group entities) that accounted for 65% of Sika Australia's total procurement spend in 2024. Categories of spend are depicted in the table below:

CATEGORY	% SPEND	NO. OF SUPPLIERS
Sika Intercompany Purchase	>30%	<50
Cementitious systems	10-30%	>50
Concrete Materials	10-20%	>50
Adhesive Systems	10-20%	>50
Coatings & Resins	<10%	>50
Packaging	<10%	<50
Thermoplastics	<10%	<50
Total	100.0%	Approx. 350

Raw materials, packaging and trading goods are sourced both from Sika Group entities and from other suppliers outside the Sika Group in the Asia/Pacific region (including China, Thailand, Japan, Korea, and India), the USA and Europe.

The top 6 spend categories account for 98% of total spend on raw materials, packaging, and trading goods. The proportion breakdown of sourcing countries for these top 6 categories is shown below:

RAW MATERIAL, PACKAGING AND TRADING GOODS		AUS	CHINA	MALAYSIA, THAILAND AND OTHER SEA COUNTRIES	TAIWAN	EUROPE	USA	JAPAN AND KOREA
TOP 6 CATEGORIES	Sika Intercompanies							
	Cementitious Systems							
	Concrete Materials	60%	15%	10%	4%	4%	1%	4%
	Adhesive Systems							
	Coatings and Resins							
	Packaging							

In addition to raw materials, packaging and trading goods procured by Sika Australia, we also procure other goods (directly and indirectly) for our broader business operations including:

- **Safety attire:** Personal protective equipment, including safety glasses, gloves, work boots, hard hats, and high visibility vests.
- **Office consumables:** Stationery and kitchen consumables.
- **Information and communications technology:** Computer hardware and software, printers, audio/visual equipment, desk phones and mobile phones.

The majority of these goods are procured directly from suppliers within Australia.

Services Suppliers

There were greater than 500 suppliers and these accounted for 70% of Sika Australia's total procurement spend in 2024. The top 5 categories of spend are:

- Machine development and planning
- Maintenance and repair services
- Freight
- Waste disposal
- Temporary labour

These top 5 categories account for 70% of the total spend on services and they are sourced from Australia.

In addition to the services procured specifically for the manufacturing and supply of goods produced by Sika Australia, Sika Australia procures (directly and indirectly) other services for our broader business operations including:

- **Corporate/building services:** Office maintenance services, cleaning and security and our offices and manufacturing sites.
- **Professional services:** Tax, external legal counsel, insurance, and consulting.

The majority of these services are procured directly from service providers within Australia.



Risks of Modern Slavery Practices

Sika Australia conducted a desktop analysis of modern slavery risks across its business operations and supply chains for 2024. This analysis was undertaken using a risk assessment methodology which considers a number of indicators of modern slavery risks including:

- Geographic/country of origin
- Sector/industry
- Category of products and services

These risk factors are based on risk indicators set out in the Commonwealth Guidance for reporting entities under the Modern Slavery Act as well as information published by the Walk Free Foundation (Global Slavery Index 2018), the International Labour Organization (Global Estimates of Modern Slavery: Forced Labour and Forced Marriage 2017) and the Australian Council of Superannuation Investors (Modern Slavery Risks, Rights & Responsibilities Report 2019).

This risk assessment determined that:

- Sika Australia's operations and supply chains source some goods and materials from countries considered moderate risk, including China and South Korea.
- Certain goods and services procured by Sika Australia may be considered higher risk, largely due to the way they are produced or delivered—for example those involving manufacturing;
- Sika Australia's industry is not considered high-risk as it relies primarily on highly skilled labour who produce more technical products and materials; and
- Many of Sika Australia's products and services are sourced within Australia which is not considered a high-risk geography for modern slavery

Overall, the risk of Sika Australia causing modern slavery is considered low, as the company predominantly operates and procures locally. Nevertheless, Sika Australia acknowledges the potential risk of contributing to modern slavery through the procurement of goods sourced from higher-risk regions.

Below is a summary of this risk profile and assessment:

RISK FACTOR	ASSESSMENT OF RISK																																																																
Geographic/ country of origin risk	<p>Risk of contributing to modern slavery</p> <p>Sika Australia understands that certain countries and regions may have a higher prevalence of modern slavery owing to poor governance, compromised rule of law, conflict-affected zones, large migrant populations, and poverty.</p> <p>The Global Slavery Index 2024 has found the Asia-Pacific region to have the largest number of people in modern slavery. The Index also named 10 countries with the largest estimated population of people in modern slavery—accounting for 60% of people living in modern slavery to be in India, China, and North Korea.</p> <p>The top 6 spend categories with the proportionate breakdown of sourcing countries, and their Global Slavery Index 2024 rating are set out in the table below:</p> <table border="1"> <thead> <tr> <th>RAW MATERIAL, PACKAGING AND TRADING GOODS</th> <th>AUS</th> <th>CHINA</th> <th>MALAYSIA, THAILAND AND OTHER SEA COUNTRIES</th> <th>TAIWAN</th> <th>EUROPE</th> <th>USA</th> <th>JAPAN AND KOREA</th> </tr> </thead> <tbody> <tr> <td>Sika Intercompany</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Cementitious Systems</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Concrete Materials</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Adhesive Systems</td> <td>60%</td> <td>15%</td> <td>10%</td> <td>4%</td> <td>4%</td> <td>1%</td> <td>4%</td> </tr> <tr> <td>Coatings and Resins</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Packaging</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Global Slavery Index 2018 rating</td> <td>Low</td> <td>Mod</td> <td>Mod</td> <td>Low</td> <td>Low</td> <td>Low</td> <td>Low</td> </tr> </tbody> </table> <p>Sika Australia procures a portion of its materials from China and acknowledges that this may present a moderate potential for modern slavery risks.</p> <p>Notwithstanding this, Sika Australia mitigates potential risks through robust governance and frameworks, which comprise supplier engagement policies including the Supplier Code of Conduct (as detailed in this document).</p> <p>Moreover, a large proportion of Sika Australia's materials and services are procured locally in Australia which is not considered a high-risk country.</p>	RAW MATERIAL, PACKAGING AND TRADING GOODS	AUS	CHINA	MALAYSIA, THAILAND AND OTHER SEA COUNTRIES	TAIWAN	EUROPE	USA	JAPAN AND KOREA	Sika Intercompany								Cementitious Systems								Concrete Materials								Adhesive Systems	60%	15%	10%	4%	4%	1%	4%	Coatings and Resins								Packaging								Global Slavery Index 2018 rating	Low	Mod	Mod	Low	Low	Low	Low
	RAW MATERIAL, PACKAGING AND TRADING GOODS	AUS	CHINA	MALAYSIA, THAILAND AND OTHER SEA COUNTRIES	TAIWAN	EUROPE	USA	JAPAN AND KOREA																																																									
Sika Intercompany																																																																	
Cementitious Systems																																																																	
Concrete Materials																																																																	
Adhesive Systems	60%	15%	10%	4%	4%	1%	4%																																																										
Coatings and Resins																																																																	
Packaging																																																																	
Global Slavery Index 2018 rating	Low	Mod	Mod	Low	Low	Low	Low																																																										
Sector/ Industry	<p>Very low risk of contributing to modern slavery</p> <p>Manufacturing is considered a high-risk sector. The 2017 Global Estimates of Modern Slavery have shown forced labour exploitation does occur in the construction and manufacturing industries. Where other risk factors such as geography and product risks are also present, the risks are further heightened.</p> <p>Sika Australia is a specialist chemical manufacturing company, and it considers this to give rise to a low risk of modern slavery –this is largely attributed to the specialised nature of the products but also because many of Sika Australia's manufacturing facilities are locally based.</p> <p>Nevertheless, Sika Australia acknowledges that some direct and indirect suppliers in the industry may present a moderate risk to modern slavery; be it in relation to specific products, such as cement and packaging, as well as in relation to facilities based in China.</p> <p>Furthermore, a small proportion of Sika Australia's manufacturing operations is undertaken by temporary workers sourced through Australian recruitment and labour-hire companies.</p> <p>Sika Australia understands that such third-party labour hire and recruitment organisations can present a risk of modern slavery as they may engage workers from vulnerable populations who are at risk of exploitative practices, and Sika Australia does not have direct oversight of the recruitment practices of these organisations. Nonetheless, Sika Australia considers the risk of modern slavery to be low as the relevant employment and visa checks for these workers are undertaken through VEVO (Visa Entitlement Verification Online system)</p>																																																																

RISK FACTOR	ASSESSMENT OF RISK
Product/ Service	<p>Risk of contributing to modern slavery</p> <p>Sika Australia understands that certain products and services may have high modern slavery risks mostly due to how they are produced, provided, or used.</p> <p>Sika Australia has identified that certain raw materials and manufactured materials (specifically additives) procured for production purposes may present a moderate potential for modern slavery risks based on the countries from which they are sourced, including China; the potential use of forced labour in the manufacturing of particular products within the construction and manufacturing-related industries, including cement and packaging.</p> <p>Notwithstanding, Sika Australia's procurement process provides visibility through the direct suppliers for materials in the goods procured—being Australian-based, these factors do mitigate the potential for modern slavery risks. Additionally, much of the raw material and base products procured for Sika Australia's chemical products require highly skilled technical labour in the manufacturing processes which presents a lower risk of modern slavery.</p> <p>Sika Australia acknowledges that there may be modern slavery risks present in relation to products that it does not have direct oversight from, such as indirect suppliers of some materials, including pallets, as well as goods and materials used in operations, including equipment components, office consumables and safety gear.</p> <p>Sika Australia has identified the following potential high-risk areas in relation to the provision of services:</p> <ul style="list-style-type: none"> ■ Maintenance and repair services ■ Waste disposal ■ Cleaning <p>Sika Australia understands these types of services may be provided by vulnerable workers including migrant workers or low-skill workers, including labour hire contractors and therefore there is greater risk of exploitative practices, such as underpayment.</p> <p>Some of Sika Australia's warehousing and logistics services are undertaken by temporary workers engaged through Australian recruitment and labour hire companies. Sika Australia understands there is a risk of modern slavery as these third parties may engage workers from vulnerable populations who are at risk of exploitative practices, and Sika Australia does not have direct oversight over the recruitment practices of these third parties. However, Sika Australia considers the risk of modern slavery to be low as the relevant employment and visa checks for these workers are undertaken through VEVO.</p> <p>Further, Sika Australia believes that as many of its services are procured from established, local suppliers with whom it engages on a regular basis, the potential risks of modern slavery are decreased.</p> <p>Risks relating to indirect suppliers are mitigated by internal controls, such as the Sika supplier self-assessment form, Supplier Code of Conduct declaration and internal audit processes, which are further articulated.</p>

Actions to Address Risks, Due Diligence and Remediation Process

As detailed below, the Sika Group have several global policies and procedures that have been implemented by Sika Australia. During the reporting period, such policies have assisted Sika Australia in undertaking due diligence when addressing potential risks posed by modern slavery not only in business operations, but across supply chains more generally.

Similarly, Sika Australia continually evaluates areas of potential risk where visibility can be enhanced through careful assessment and reviews to identify, understand, assess, and address them as part of its overall due diligence process.

Supplier Engagement and Code of Conduct

As part of Sika Australia's supplier onboarding process, all new and existing external suppliers must complete a Supplier Code of Conduct declaration. This guideline communicates Sika Australia's standards and expectations of suppliers as a condition of business to support Sika Australia's commitment to responsible sourcing.

In relation to the Sika Group entities which are Sika Australia's direct suppliers, Sika Australia relies on the implementation by those Sika Group entities of the Sika Group policies, including the Supplier Code of Conduct, with their suppliers (ie Sika Australia's indirect suppliers).

Sika Supplier Code of Conduct

In view of Sika Australia's broad supplier base which includes suppliers in countries with moderate human rights violation risks and the sourcing from industries where labour rights potentially are at risk, Sika Australia actively promotes the respect of human and labour rights among its suppliers, by means of the Supplier Code of Conduct and periodic supplier audits and reviews.

By endorsing Sika's Supplier Code of Conduct, suppliers commit to respecting the provisions of the United Nations Universal Declaration of Human Rights and the core Conventions of the International Labour Organization, specifically with regard to:

- Prohibition and elimination of modern slavery, human trafficking, child and forced labour
- Freedom of association and collective bargaining
- Promotion of equal opportunity and fair treatment in employment and occupation
- Safe and healthy working conditions
- Payment of living wages and regular employment entitlements
- Non-excessive working hours

Compliance with the human rights provisions of the Supplier Code of Conduct is required for contract renewal. Signed Codes are retained by Sika Australia's Finance Department. In rare instances where a supplier refuses to sign or cannot provide a valid reason, the issue is escalated to Sika Group's Swiss-based Global Corporate Accounts Department and the Managing Director, Australia, who determine whether the supplier may continue to be engaged.

Suppliers are mandated to introduce systems and process for information management, training, and auditing controls for their personnel and subcontractors to ensure compliance. Suppliers are required to advise Sika Australia of any violation of the Supplier Code of Conduct via the Procurement Department or Managing Director who will consider such violations and determine a way forward.



Screening of New Suppliers

Based on the conditions outlined in the Supplier Code of Conduct, Sika Australia requires its new suppliers to perform a self-assessment, which includes questions around human rights and social risks including whether:

- The supplier's supply, manufacturing or warehouse locations are situated in a politically or socially unpredictable areas;
- The supplier has a policy for business ethics, covering issues such as discrimination, labour rights, fair compensation and corruption; and
- Has employment policies in place around, including verification of workers' ages.

The results of the self-assessments facilitate Sika's Corporate Procurement Department identify such suppliers who may represent a potential corporate social responsibility (CSR) risk.

Suppliers representing a CSR risk are screened by Sika Australia, using desktop research and performing targeted supplier audits.

Sika Australia reserves the right to propose corrective actions to suppliers at any time. In most cases, if a supplier is found not to meet these requirements, Sika Australia also reserves the right to terminate the contract.

Sika Group Policies and Governance

Sika Group's management of fundamental human and labour rights is reflected in the following internal policies and processes:

As a signatory of the UN Global Compact, Sika Group promotes the protection of universally acknowledged human and labour rights. With operations in more than 100 countries, Sika Group is active in many regions ranking high on human rights risk indices. Sika Group takes seriously its responsibility to assess its own operations for potential human rights violations, and to implement appropriate measures to prevent them.

For this purpose, Sika Group has defined global minimum standards for human and labour rights in its Code of Conduct, Supplier Code of Conduct and the annual GRI Compliance Confirmation. These standards encompass the prohibition of forced, slave, compulsory, or child labour; the protection of freedom of association, the prohibition of any form of discrimination, and the guarantee of fair compensation and equal opportunities for all employees.

Procurement Manual

Aligned with Sika's Growth Strategy 2028 and with a strong focus on sustainable sourcing and efficiency improvements, Sika Australia's Procurement Department has reviewed the Procurement Manual and updated its processes, tools and best demonstrated practices.

Sika Australia's material risk assessment process has also been reviewed and streamlined. Supply risk management is a fundamental aspect of procurement. Understanding vendors' capacity to deliver, as well as the business impact of materials, is essential for defining priorities related to single source reductions and other targeted supply risk mitigation actions.

Sustainability is a core element of Sika Australia's growth strategy, and procurement plays a key role in ensuring vendors are selected according to the highest standards in environmental performance, labour and human rights, ethics, and sustainable sourcing.

Sika's Code of Conduct

Sika Group's Global Code of Conduct requires all employees to comply with applicable laws and regulations. The Code recognises that at all locations where Sika Group entities operate, forced, compulsory or child labour are strictly prohibited. For the reporting year, Sika Group has received no indication nor any report of human rights violations concerning its own entities, including Sika Australia.

Commitment to UN Global Compact and GRI Standards - GRI Compliance Confirmation

For nearly a decade, Sika Group has consistently demonstrated its commitment to frameworks that promote fundamental human and labour rights, including the UN Global Compact and the GRI Standards. The GRI Compliance Confirmation affirms that Sika Group:

- Promotes equal opportunities and fair treatment in employment and occupation and prohibits any form of discrimination, and
- Ensures the right of workers and employees to establish and join organizations of their own choosing without the need for prior authorisation.

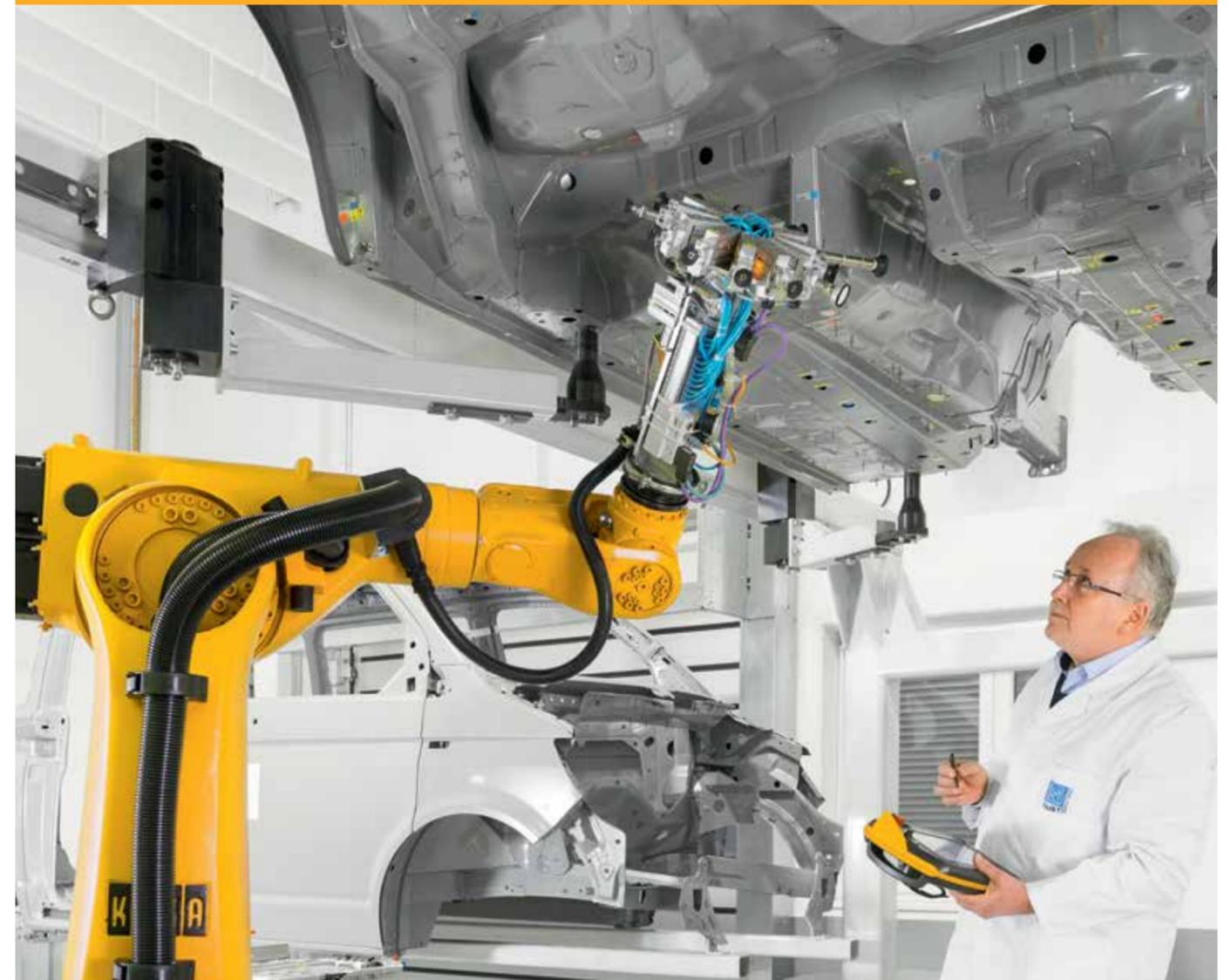
Sika Australia's local management team is responsible for ensuring, supervising, and monitoring the protection of human and labour rights within their entities and areas of responsibility. They are also accountable for taking preventative measures and providing adequate training to employees. Through the annual GRI Compliance Confirmation, all Sika Group General Managers are required to ensure that the following human and labour rights principles have been implemented and communicated to their employees:

- Prohibition of forced slave, compulsory, or child labour
- Freedom of association (without need of prior approval), unless prohibited by local laws
- Right to fair compensation, and
- Non-discrimination and equal opportunity principles

Internal Audits and Inspections

Sika Group monitors the protection of human and labour rights across its Group companies through established oversight mechanisms, including audits and inspections. Corporate Compliance, working closely with Corporate Legal and Internal Audit, conducts periodic reviews to evaluate adherence to Sika Group's human and labour rights standards and to implement corrective and improvement measures where necessary.

These audits are generally conducted by Sika Group every 2-3 years and include verification of supplier selection according to the Procurement Manual (including compliance with the Supplier Code of Conduct).



Supplier Audits and Assessments

In February 2020, Sika Group joined "Together for Sustainability" (TfS), an industry-driven organisation including all major chemicals companies. The goal of TfS is to develop and implement a global assessment and audit program for the supply chain of all members, with a particular focus on the implementation of human rights and environmental standards.

TfS significantly enhances Sika Group's ability to ensure that its suppliers comply with widely accepted CSR standards, including fundamental human and labour rights. At the same time, Sika Group's own organisation and processes are assessed against these standards, supporting continuous improvement in the company's CSR performance and record.

Raising Concerns – Sika Trust Line

Sika Group is committed to fostering a culture of corporate compliance and high ethical standards. Unlawful and unethical behaviour is not tolerated within Sika Australia, and it is the responsibility of all employees to comply with all legal obligations. Sika Group is a proud proponent of a speak-up culture. Accordingly, employees reporting observed violations or misconduct in good faith are protected against any form of retaliation.

Employees have several channels to raise concerns. Initially, they are encouraged to speak with their direct manager. If this is not appropriate, they may escalate the issue to the next-level manager or to the Human Resources Department.

Sika Group encourages the reporting of suspected inappropriate, corrupt, or illegal conduct. The Sika Trust Line, an externally hosted web platform managed by Sika's Group Compliance Officer, also allows for anonymous submissions reports and complaints to be made about such conduct.

Sika Group's employees worldwide may report, in a safe and confidential environment, complaints and any related information regarding certain serious misconduct and/or breaches of Sika's Code of Conduct. The Sika Trust Line can be accessed by all employees. Sika Group supports and fosters a culture of zero tolerance to fraud, corruption, unfair competition, violation of universally recognised human rights and EHS (Environment Health Safety) standards as well as other serious misconduct (harassment, sexual harassment, mobbing, bullying, etc) in all of its business activities.

Alleged violations are thoroughly investigated in accordance with Sika Group's internal standards and procedures to ensure consistency across the organisation. If confirmed, such violations result in disciplinary action for the personnel involved. Additionally, Sika Group ceases all interactions with business partners found to have breached Sika rules, including the Supplier Code of Conduct.

Measuring Effectiveness

Sika Australia is continuing to develop its understanding of modern slavery risks and how these risks can be effectively assessed and addressed through targeted actions, in addition to the measures already in place.

Sika Australia remains committed to undertaking continual reviews and to implement further measures to assess and address modern slavery risks, and to strengthen governance, frameworks, and processes to review the effectiveness of these actions. These initiatives are outlined in the section 'Future Commitments'.

Consultation

Prior to being presented to the Board of Sika Australia for review and approval, this statement was reviewed by Sika Australia's Finance Manager, Procurement Manager, Operations Manager, Supply Chain Manager, Human Resources Manager, and our Corporate Senior Compliance Manager.



Future Commitments

Sika Australia recognises that addressing modern slavery risks requires an ongoing commitment and one where we will continue to improve with maturity. In the coming year our priorities include:

1. Policy Review

Continual review of our policy framework including our Code of Conduct, Supplier Code of Conduct, and Sika Trust Line and Whistleblower Policy for best practice.

2. Training and Awareness

Sika Australia will conduct training and awareness for those employees with roles relevant to the identification and management of modern slavery risks with our executive and senior management team. These learnings include information on:

- What is Modern Slavery?
- How modern slavery can be present in business operations and supply chains, and
- Understanding compliance and reporting obligations under the legislation.

3. Onboarding Supplier Self-Assessment Questionnaire

Developing self-assessment questions allowing suppliers' policies and practices to identify, assess and mitigate modern slavery risks in their supply chains and operations. This is aimed at incorporating them into the existing supplier self-assessment process or a possible standalone questionnaire.

4. Risk-based Targeted Supplier Audits

In close cooperation with Corporate Procurement and TfS, Sika Australia shall periodically mandate targeted audits with suppliers that "according to recognised risk assessment indices" are exposed to moderate or high ESG risks (including modern slavery).

5. Engage with ILbour Hire Agencies

Liaise with our labour hire agencies to better understand their practices to address modern slavery risks:

- As a starting point, we will share our current and future development practices with respect to addressing modern slavery risks.
- We will also introduce a Sika Australia Modern Slavery Questionnaire to our labour hire agencies to determine their current and future practices with respect to addressing modern slavery risk.
- In order to assess the effectiveness of these actions, we propose implementing the below KPIs:
 - ▶ number of suppliers who have committed to the Supplier Code of Conduct
 - ▶ name of labour hire agencies that completed the questionnaire
 - ▶ (number/percent) of employees who completed the training, and
 - ▶ number of actions that have been implemented to deadline.

Approval of Statement

This statement was approved by the Board of Sika Australia in its capacity as the principal governing body of Sika Australia on 2 February 2026.

This statement is signed by Adam Sharp in his role as Managing Director of Sika Australia on 2 February 2026.



Adam Sharp
Managing Director
Sika Australia Pty Ltd





022026

WE ARE SIKA

Sika is a specialty chemicals company with a leading position in the development and production of systems and products for bonding, sealing, damping, reinforcing and protecting in the building sector and the motor vehicle industry. Sika's product lines feature concrete admixtures, mortars, sealants and adhesives, structural strengthening systems, flooring as well as roofing and waterproofing systems.

HEAD OFFICE

55 Elizabeth Street
Wetherill Park, NSW 2164
P: (02) 9725 1145
F: (02) 9725 2605

VICTORIA

33 Fiveways Boulevard
Keysborough, VIC 3173
P: (03) 9797 0600
F: (03) 9797 0666

NEW SOUTH WALES

122 Newton Road
Wetherill Park, NSW 2164
P: (02) 9725 1700
F: (02) 9756 5001

SOUTH AUSTRALIA

28 Kenworth Road
Gepps Cross, SA 5094
P: (08) 8162 9055
F: (08) 8162 9009

QUEENSLAND

30 Parker Court
Pinkenba, QLD 4008
P: (07) 3633 9222
F: (07) 3633 9200

SOUTH AUSTRALIA

1-2/28 Maxwell Road
Para Hills West, SA 5096
P: (08) 8349 4955
F: (08) 8349 7061

QUEENSLAND

70 Platinum Street
Crestmead, QLD 4132
P: (07) 3489 3000
F: (07) 3489 3099

WESTERN AUSTRALIA

61 Bushland Ridge
Bibra Lake, WA 6163
P: (08) 9395 5300
F: (08) 9395 5399