SILVER | Top 15%

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Sustainability Rating

JUN 2024

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EcoVadis Sustainability Assessment Report

Company rated:
SIKA AG (GROUP)

Overall score: 68 /100
June 2024

Sustainability performance: Advanced

Size: L
Headquarters country: Switzerland
Risk country operations: Yes
Industry: Manufacture of other chemical products n.e.c.

TABLE OF CONTENTS

ABOUT SUSTAINABILITY

Sustainability is the continuing commitment to act responsibly by integrating social and environmental concerns into business operations. Sustainability goes beyond regulatory compliance to focus on how companies manage their economic, social and environmental impacts, as well as their relationships with stakeholders (e.g. employees, trading partners, government).

ABOUT THE ASSESSMENT

The EcoVadis methodology framework assesses companies' policies and actions as well as their published reporting related to the environment, labor and human rights, ethics and sustainable procurement. Our team of international sustainability experts analyze and crosscheck companies' data (supporting documents, 360° Watch Findings, etc.) in order to create reliable ratings, taking into account each company's industry, size and geographic location.
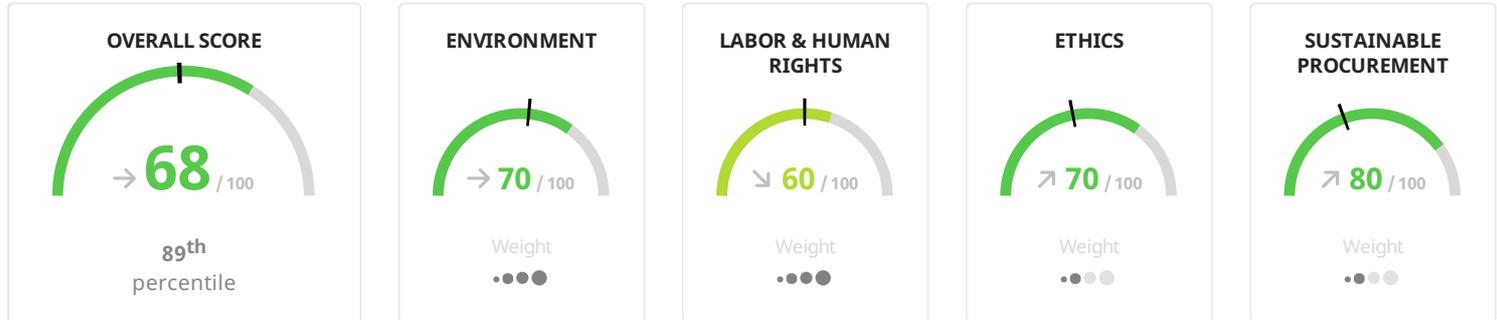
ABOUT ECOVADIS

EcoVadis provides the leading solution for monitoring sustainability in global supply chains. Using innovative technology and sustainability expertise, we strive to engage companies and help them adopt sustainable practices.
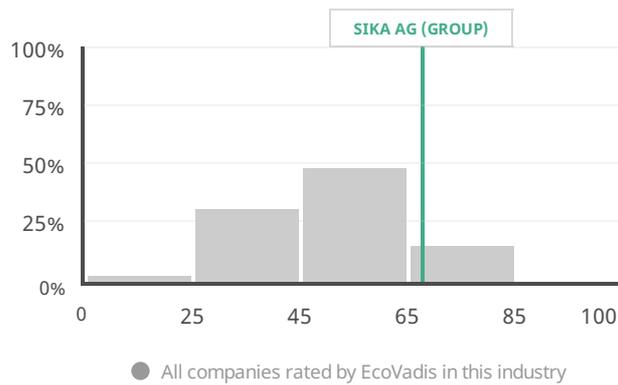
1. SUSTAINABILITY PERFORMANCE OVERVIEW

Score breakdown

Sustainability performance · ● Insufficient · ● Partial · ○ Good · ◐ Advanced · ● Outstanding · — Average score

OVERALL SCORE	ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
→ **68** / 100	→ **70** / 100	↘ **60** / 100	↗ **70** / 100	↗ **80** / 100
89th percentile	Weight ●●●●	Weight ●●●●	Weight ●●●●	Weight ●●●●

Overall score distribution

SIKA AG (GROUP)

● All companies rated by EcoVadis in this industry

Theme score comparison

○ SIKA AG (GROUP) score   ● All companies rated by EcoVadis in this industry

SILVER | Top 15%
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Sustainability Rating
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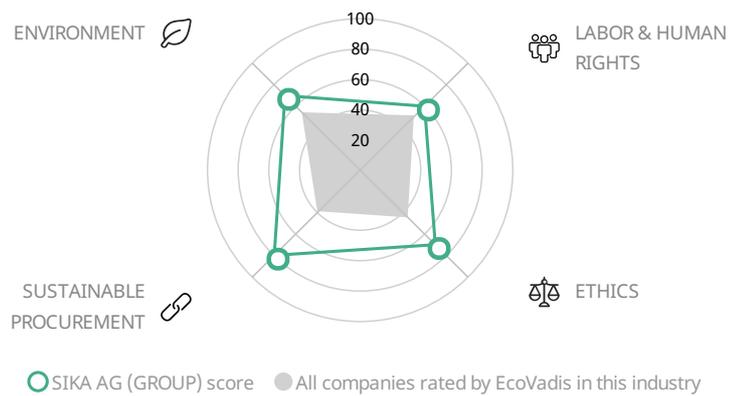
SIKA AG (GROUP) has received a Silver Medal in recognition of its sustainability achievement. This award places it in the top of companies assessed by EcoVadis over the past 12 months.

Corrective Action Plan in progress

The Corrective Action Plan is a collaborative feature designed to support companies' performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback. SIKA AG (GROUP) has a corrective action plan in place and is working on improving their sustainability management system.

2. ASSESSMENT BENEFITS

Understand :

Get a clear picture of a company's sustainability performance. The scorecard is the final output of the EcoVadis assessment. It rates and benchmarks a company's sustainability performance in four themes on a scale of 0-100 and highlights strengths and improvement areas.

Know where a company stands compared to their industry. Benchmark the company's sustainability performance against the industry with a score distribution graph and theme score comparisons.

Identify industry trends. Discover the primary sustainability risks, regulations, hot topics and best practices related to specific industries.

Communicate :

Meet customer needs. More and more companies raise questions about their trading partners' environmental and social performance. The EcoVadis assessment allows companies to demonstrate their commitment.

Leverage a unique communication tool. Companies with an EcoVadis Scorecard avoid audit fatigue by sharing one assessment with all requesting customers.

3. ASSESSMENT PROCESS

1

Customer Request

Procurement, CSR, EHS, and Sustainability leaders in enterprises looking to monitor sustainability risk in the supply chain request an EcoVadis assessment for their trading partners.

2

Questionnaire

Based on a company's specific sustainability risk factors, a customized questionnaire is created. It contains 20 to 50 questions tailored to the industry, size and location.

3

Document Analysis

Companies are required to provide supporting documentation for their answers to the questionnaire. These documents are reviewed by our analysts.

4

Public Information

Company information that is publicly available, most often found on the company website, is also collected as evidence of their sustainability performance.
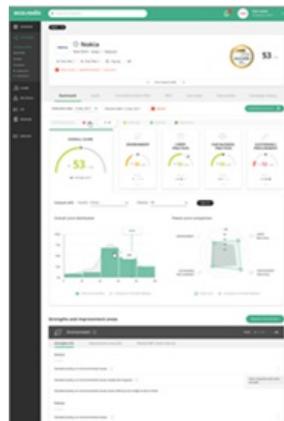
5

360° Watch Findings

360° Watch Findings comprise relevant public information about companies' sustainability practices, identified via more than 10,000 data sources. They can have positive, negative or no score impact.

6

Expert Analysis

Our analysts combine all these elements to produce one unified scorecard per company.

SCORECARD

4. ECOVADIS METHODOLOGY

A. Four Themes and 21 Criteria

EcoVadis assessments focus on 21 issues which are grouped into 4 themes (Environment, Labor & Human Rights, Ethics, Sustainable Procurement). The 21 issues or criteria are based upon international sustainability standards such as the Global Compact Principles, the International Labour Organization (ILO) conventions, the Global Reporting Initiative (GRI) standard, the ISO 26000 standard, and the CERES principles.

21 sustainability criteria

1. ENVIRONMENT

OPERATIONS
Energy consumption & GHGs
Water
Biodiversity
Air Pollution
Materials, Chemicals & Waste

PRODUCTS
Product Use
Product End-of-Life
Customer Health & Safety
Environmental Services & Advocacy

2. LABOR & HUMAN RIGHTS

HUMAN RESOURCES
Employee Health & Safety
Working Conditions
Social Dialogue
Career Management & Training

HUMAN RIGHTS
Child Labor, Forced Labor & Human Trafficking
Diversity, Equity & Inclusion
External Stakeholders Human Rights

3. ETHICS
Corruption
Anticompetitive Practices
Responsible Information Management

4. SUSTAINABLE PROCUREMENT
Supplier Environmental Practices
Supplier Social Practices

B. Seven Management Indicators

EcoVadis assessments evaluate a company's sustainability management system by looking at seven management indicators. These are used to further customize the assessment by weighting the four themes and their subsequent 21 sustainability criteria.

Policies (weight: 25%)

1. Policies: Mission statements, policies, objectives, targets, governance

2. Endorsement: Endorsement of external sustainability initiatives

Actions (weight: 40%)

3. Measures: Measures and actions implemented (e.g. procedures, training, equipment)

4. Certifications: Certifications and labels (e.g. ISO 14001)

5. Coverage: Coverage of measures and actions

Results (weight: 35%)

6. Reporting: Reporting on Key Performance Indicators (KPIs)

7. 360: Condemnations, Controversies, Awards

5. UNDERSTANDING A SCORECARD

The overall score can be better understood by looking at quantitative information (theme scores and activated criteria) and qualitative information (strengths and improvement areas).

A. Quantitative Information: Scores & Activated Criteria

Theme Scores:
Like the overall score, theme scores are on a scale of 1 to 100.

Activated Criteria:
Each of the four themes (Environment, Labor & Human Rights, Ethics, Sustainable Procurement) have specific criteria associated with them. Because the questionnaire is customized by industry, size and location, not all 21 criteria are activated for every company and some criteria are weighted more heavily than others.

Non-activated

If certain criteria are not activated, then the specific associated issue is not relevant or has very low sustainabiliy risk for that company.

Medium

Medium importance criteria are the issues some sustainability risk is present but not the most pressing.

High

High importance criteria are the issues where the company faces the greatest sustainability risk.

(!) Risk countries only

Criteria classified as Only in Risk Countries are activated only if the company has significant operations in one or more countries identified as risky.

B. Qualitative Information: Strengths & Improvement Areas

Qualitative information provides more details and insights into a company's score. For each theme, the company is assigned strengths (elements of their sustainability management system that are positive) and improvement areas (elements of their sustainability management system that need to be improved). The strengths and improvement areas are divided according to the three management layers (Policies, Actions, Results) and are also classified by priority.

All improvement areas are automatically added to the company's Corrective Action Plan. They are pre-organized by priority. The Corrective Action Plan is a collaborative feature designed to support companies' performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback.

C. The Scoring Scale

Score	Rating	Description
0 - 24	Insufficient	No engagements or tangible actions regarding sustainability. Evidence in certain cases of misconduct (e.g. pollution, corruption).
25 - 44	Partial	No structured sustainability approach. Few engagements or tangible actions on selected issues. Partial reporting on Key Performance Indicators. Partial certification or occasional labeled product.
45 - 64	Good	Structured and proactive sustainability approach. Engagements/policies and tangible actions on major issues. Basic reporting on actions or Key Performance Indicators.
65 - 84	Advanced	Structured and proactive sustainability approach. Engagements/policies and tangible actions on major issues with detailed implementation information. Significant sustainability reporting on actions and Key Performance Indicators.
85 - 100	Outstanding	Structured and proactive sustainability approach. Engagements/policies and tangible actions on all issues with detailed implementation information. Comprehensive sustainability reporting on actions and Key Performance Indicators. Innovative practices and external recognition.

6. ENVIRONMENT

This theme takes into account both operational factors (e.g. energy consumption, waste management) and product stewardship (e.g. product end-of-life, customer health and safety issues).

Environment Score Breakdown

OVERALL SCORE	ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
→ 68 / 100	→ 70 / 100	↘ 60 / 100	↗ 70 / 100	↗ 80 / 100
▬ Average score	Weight ●●●●	Weight ●●●●	Weight ●●●●	Weight ●●●●

Theme score distribution

SIKA AG (GROUP)

● All companies rated by EcoVadis in this industry
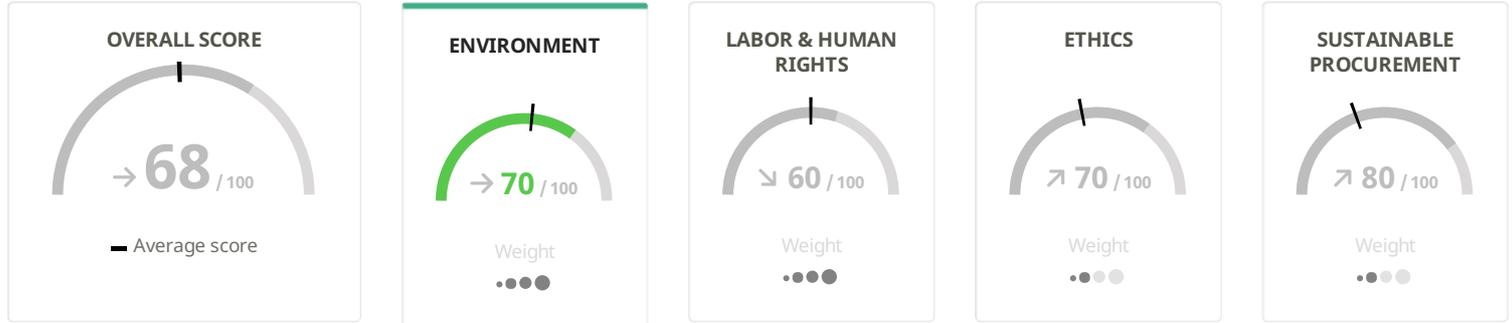
Theme score comparison

ENVIRONMENT

LABOR & HUMAN RIGHTS

SUSTAINABLE PROCUREMENT

ETHICS

○ SIKA AG (GROUP) score   ● All companies rated by EcoVadis in this industry
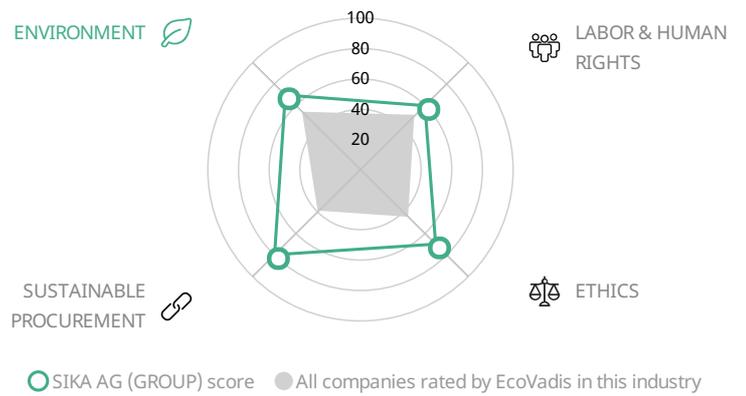
Environment: Activated Criteria

Because the questionnaire is customized by industry, size and location, not all 21 criteria are activated for every company and some criteria are weighted more heavily than others.

Environment: Strengths & Improvement Areas

The Corrective Action Plan is a collaborative feature designed to support companies' performance improvement. It enables companies to build an improvement plan online, communicate planned and 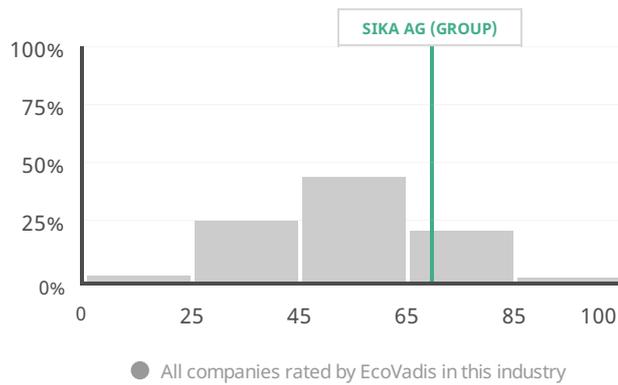completed corrective actions and share feedback. Improvement areas with ongoing corrective actions are marked with labels below.

Environment

Weight ● ● ○ ●

Strengths

Policies

Endorsement of the United Nations Global Compact (UNGC)

Endorsement of the World Business Council for Sustainable Development (WBCSD)

Environmental policy on air pollution

Environmental policy on customer health & safety

Environmental policy on materials, chemicals & waste

Environmental policy on water

Environmental policy on energy consumption & GHGs

Comprehensive policy on a majority of environmental issues

Information	**Guidance**
A comprehensive environmental policy includes commitments and/or operational objectives on the majority of environmental risks the company faces, and integrates quantitative objectives (i.e. targets) on those risks.	Policies are deemed exceptional when all environmental issues are covered by qualitative and quantitative objectives, in addition to some of the following elements: scope of application, allocation of responsibilities, and formal review processes. Download the How-to Guide on this topic here (in English).

Endorsement of the Responsible Care Global Charter

Information	**Guidance**
The company demonstrates evidence of its membership as a Responsible Care Global Charter member.	Responsible Care is a global, voluntary initiative developed by the chemical industry. It runs in 52 countries whose combined chemical industries account for nearly 90% of global chemical production. The signatories agree to commit themselves to improve their performances in the fields of environmental protection, occupational health and safety protection, plant safety, product stewardship and logistics, as well as to continuously improve dialogue with their neighbors and the public, independent from legal requirements.

Actions

Water risk assessments performed

Use of alternative, less hazardous substances in operations

Use of recovered input materials

Use of eco-friendly or bio-based input materials

Reduction of hazardous substance generation or toxicity

Environmental emergency measures in place

Reduction of material consumption through process optimization

Reduction of internal wastes through material reuse, recovery or repurpose

Work processes or technologies implemented to mitigate emissions of VOC, SO2, NOx or heavy metals

Information

The company provided an evidence of work processes or technologies implemented to mitigate emissions of VOC, SO2, NOx or heavy metals

Guidance

Some examples of actions might include evidence of actions implemented to control air emission of VOCs, heavy metals, NOx, SOx in the environment, such as installation of scrubbers, adsorption systems, special seals/ covers, vapour recovery units, etc.

Actions to prevent emissions of atmospheric pollutants and other environmental nuisances (e.g. noise, odor, vibration, road and light)

Information

The company has proactive actions in place to prevent emissions of atmospheric pollutants and other environmental nuisances (e.g. noise, odor, vibration, road and light)

Guidance

Some examples of actions might include evidence of improvement or modification of production processes, enhanced equipment efficiency and any other factors leading to the prevention of atmospheric pollutants or other environmental nuisances at the generation source. This is differentiated from the mitigation actions which aim to reduce the impacts of the unavoidable emissions. Air and other environmental nuisances include dust, PM, VOC, SO2, NOx, noise, odor, vibration, light pollution and road congestion.

Adoption of cooling systems with reduced or recycled water consumption

Control measures to prevent contamination of groundwater

Wastewater quality assessment

On-site or off-site wastewater treatment facilities

Fuel switch to achieve higher energy efficiency and/or lower carbon emission intensity

Training of employees on energy conservation/climate actions

Purchase and/or generation of renewable energy

Company-specific emergency preparedness and response procedure regarding customer health and safety

Reduction of carbon emissions in transportation

Improvement of energy efficiency through technology or equipment upgrades

Provision of Safety Data Sheets (SDS)

Technologies or practices to recycle or reuse water

Energy and/or carbon audit

Information

The company has provided supporting documentation demonstrating that it has performed an energy audit or carbon assessment.

Guidance

An energy audit is an inspection, survey and analysis of energy flows, within a building, process or system to reduce energy consumption. An energy audit is the first step in identifying opportunities to reduce energy expense and carbon footprints. Carbon assessment or carbon footprint is a measure of the amount of CO_2 or other GHG emissions of a defined process expressed as carbon dioxide equivalent and this can be done using a carbon footprint calculator.

Communication to downstream users regarding the use of dangerous substances and/or substances of very high concern (SVHC)

Registration of substances to the ECHA

Information

The company has performed a registration of substances to the ECHA, with respect to the requirements defined by the REACH Directive.

Guidance

REACH (Registration, Evaluation and Authorization of Chemicals) is a regulation of the European Union that addresses the production and use of chemical substances as well as their potential impacts on both human and environmental health. The regulation requires that all companies manufacturing or importing chemical substances into the European Union in quantities of one tone or more per year register these substances to the European Chemicals Agency (ECHA) in Helsinki, Finland..

Formalized process in place to assess and document risks related to customer health and safety

Information

The company has provided supporting documentation demonstrating that it has implemented a process to assess and document risks related customer health and safety.

Guidance

Risk assessment is a formal process of evaluating and predicting the consequences (positive or negative) of a hazard and their likelihoods/probabilities. The risk assessment can also reveal if measures are needed to limit the potential customer health and safety consequences of implementing a particular process. If a threat to human health is identified through a risk assessment, risk management ca be performed to consider the need to impose measures to control or manage the risk. The Global Reporting Initiative (GRI) has identified customer health and safety as a critical criterion for companies to report on, i.e. the percentage of significant product and service categories for which health and safety impacts are assessed for improvement. This criteria helps to identify the efforts made by the company to address health and safety across the life cycle of a product or service. This responsibility is not only subject to laws and regulations, but is also addressed in voluntary codes such as the OECD Guidelines for Multinational Enterprises.

Formalized process in place to assess and document environmental risks

Information

The company provides evidence in supporting documentation regarding the presence of a formalized process in place to assess and document environmental risks.

Guidance

An environmental risk assessment is a formal process put in place to evaluate the probability and consequences of an environmental hazard occurring as well as setting up risk control measures to minimise and/or eliminate the latter. Risk management 'frameworks' have been developed in many organisations, to act as roadmaps for decision-makers. Such frameworks identify four main components of a risk assessment: (1) formulating the problem; (2) carrying out an assessment of the risk; (3) identifying and appraising the management options available; and (4) addressing the risk with the chosen strategy. Employers, managers and supervisors should all ensure that workplace practices reflect the risk management strategy. Supervisory checks and audits should be carried out to determine how well the aims set down are being achieved and corrective actions should be taken when required.

ISO 50001 certified

Information

The company has provided a valid ISO 50001 certificate for at least one of its operational sites.

Guidance

ISO 50001:2011 specifies requirements for establishing, implementing, maintaining and improving an energy management system, whose purpose is to enable an organization to follow a systematic approach in achieving continual improvement of energy performance, including energy efficiency, energy use and consumption. The ISO 50001 standard, previously known as DIN EN 16001, was launched in June 2011. It is fully aligned with ISO 14001.

Implementation of a rainwater harvesting system

ISO 14001 certified

Information

The company has provided a valid ISO 14001 certificate that covers all of its operations.

Guidance

The ISO 14001 standard belongs to the ISO 14000 series, a family of environmental management standards developed by the International Organization for Standardization (ISO) designed to provide an internationally recognized framework for environmental management, measurement, evaluation and auditing. The standard serves as a framework to assist organizations in developing their own environmental management system and is based on the continuous Plan-Do-Check-Act cycle.

Use of waste heat recovery system(s) or combined heat and power unit(s)

Information

The company has implemented a process to be able to use heat from production processes to produce energy.

Guidance

Cogeneration or combined heat and power (CHP) is a system that simultaneously generates at least two different forms of energy from a single fuel source. The electricity generator recovers and reuses its own waste heat from combustion of processed natural gas or petroleum gas, for example to generate steam that drives auxiliary turbines to produce additional power.

Periodical analysis on the volumes of major air pollutants or ambient air quality monitoring (testing levels of PM, NOx, SO2, VOC or heavy metals)

Information

The company provided an evidence of periodical analysis on the volumes of major air pollutants or ambient air quality monitoring (testing levels of PM, NOx, SO2, VOC or heavy metals)

Guidance

Some examples of actions might include evidence of monitoring mechanisms to keep track of levels of PM, NOx, SO2, VOC and heavy metals during operations.

Training employees to safely handle and manage hazardous substances

Information

The company has provided supporting documentation demonstrating that it provides regular training on work processes for labeling, storing, handling and transporting hazardous goods

Guidance

Proper labeling of hazardous substances might include alignment with the Globally Harmonized System (GHS) of Classification and Labeling of Chemicals or other regional schemes like TSCA, IESCS. The company may also train its employees regarding the proper storage and handling of hazardous goods, such as procedures to avoid accidental spills or instructions on the use of appropriate personal protective equipment (PPE) in the handling of hazardous goods. Transportation procedures might include checklists for loading/unloading hazardous goods or procedures in place to ensure that all necessary information is included on documents for consignment of hazardous goods.

Use of chemical database to identify potential impacts on human health

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Company-specific research on potential health impacts of products/services

Information

The company has provided supporting documentation demonstrating that it carries out research on the health and safety impacts of their product and services on customers.

Guidance

It is important to carry out research on the health and safety impacts on customers of the product or services that a company offers. Measures implemented to protect the health and safety of customers have direct impacts on an organization's reputation, legal and financial risk due to recall, etc. The Global Reporting Initiative (GRI) has identified customer health and safety as a critical criteria for companies to report on, i.e. the percentage of significant product and service categories for which health and safety impacts are assessed for improvement. This measure helps to identify the existence and scope of systematic efforts to address health and safety across the life cycle of a product or service. This responsibility is not only subject to laws and regulations, but is also addressed in voluntary codes such as the OECD Guidelines for Multinational Enterprises

Provision of safety data sheets (SDS) adapted for the REACH regulation

Information

The company issues safety data sheets which are compliant with the European REACH regulations.

Guidance

Those safety data sheets are forms which contain detailed data regarding the chemical and physical properties of a particular substance (or mixture). They include information on its hazards and instructions for handling, disposal and transport and also first-aid, fire fighting and exposure control measures.

Actions for labeling, storing, handling and transporting hazardous substances

Information

The company has implemented a procedure regarding the proper labeling, storage, handling and transportation of hazardous products

Guidance

Proper labeling might include alignment with the Globally Harmonized System of Classification and Labeling of Chemicals (GHS) or other regional schemes like TSCA, IESCS. The company also has formalized procedures regarding the proper storage and handling of hazardous goods, such as procedures to avoid accidental spills or instructions on the use of appropriate personal protective equipment (PPE) in the handling of hazardous goods. Transportation procedures might include checklists for loading/unloading hazardous goods or procedures in place to ensure that all necessary information is included on documents for consignment of hazardous goods.

Work processes or technologies implemented to mitigate emissions of dust and/or particulate matter

Information

The company has implemented specific measures to avoid emissions of dust or particles.

Guidance

Some examples of actions on this topic include (but are not limited to): emission control devices for drilling operations, covering stock piles of soil or sand with tarps to reduce fugitive dust emissions, training of employees on the proper handling of construction materials and dismantlement to reduce fugitive emissions.

Dedicated feedback channel on health & safety issues of products

Information

The company has implemented a channel for collection of external feedback regarding any potential health and safety issues of the company's products.

Guidance

External sources can provide feedback regarding any issues with the health and safety of products through a channel that is set up by the company. This is a good way for the company to be able to monitor and receive feedback regarding any potential health and safety risks to the customers, that may stem from their products.This can help reduce and/or remove the dangers that products could potentially pose on customers. By implementing a feedback program, the company can greatly reduce the risks as well as reduce the number of recalls. The company can greatly reduce the risks faced by its customers and their families as well as reduce the number of health and safety incidents for their customers who use their products.

Company awareness program for customers on health & safety issues associated with products/services

Information

The company has a specific awareness program for customers on health and safety issues related to products and services.

Guidance

Some examples of areas it could cover include training on protective measures to be taken by the customers, provision of information on product composition, etc. The training could cover internsational and industry standards, explaining how call back procedures can be used to report customer risks, and how to apply certain management systems such as the Hazard Analysis and Critical Control Points (HACCP).

Results

Reporting with reference to the GRI Universal Standards

Total gross Scope 2 reporting value confirmed in supporting documentation

Information	**Guidance**
It was confirmed in the documentation provided by the company that the declared value for total gross Scope 2 is true.	The company provided supporting documentation which show that the reported value for total gross Scope 2 reporting value is true.

Total gross Scope 1 reporting value confirmed in supporting documentation

Information	**Guidance**
It was confirmed in the documentation provided by the company that the declared value for total gross Scope 1 is true.	The company provided supporting documentation which show that the reported value for total gross Scope 1 reporting value is true.

Reporting on total gross Scope 2 GHG emissions (market or location based)

Information	**Guidance**
The company demonstrates that there is public or internal reporting of consolidated data on the total gross Scope 2 GHG emissions (market or location based).	The company provided data which show the total gross Scope 2 GHG emissions (market or location based), these emissions refer to the GHG emissions resulting from the generation of purchased or acquired electricity, steam, heating, and cooling.

Reporting on total gross Scope 1 GHG emissions

Information	**Guidance**
The company demonstrates that there is public or internal reporting of consolidated data on the total gross Scope 1 GHG emissions.	The company provided data which show the total gross Scope 1 GHG emissions, these are direct GHG emissions which occur from sources that are owned or controlled by the company, such as emissions from combustion in owned or controlled boilers, furnaces, vehicles; emissions from chemical production in owned or controlled process equipment.

Reporting on total weight of air pollutants

Information	**Guidance**
The company demonstrates that there is public or internal reporting of consolidated data on the weight of air pollutants.	The company provided data which is categorized according to the different type(s) of air pollutants generated. Air pollutants refer to any direct or indirect emission of pollutants into the air, indoor and outdoor. These pollutants include SOx (sulphur oxides), NOx (nitrogen oxides), CO (carbon monoxide), PM (particulate matter), Heavy metals, POPs (persistent organic pollutants), VOCs (volatile organic compounds), ODS (ozone-depleting substances), NH3 (ammonia), other (hazardous) chemicals regulated by REACH and CLP including their compounds.

Total gross Scope 3 downstream GHG emissions value confirmed in supporting documentation

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Reporting on total gross Scope 3 downstream GHG emissions

Reporting in accordance with SASB

Reporting on total weight of waste recovered

Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation

Reporting on total amount of renewable energy consumed

Reporting on total water consumption

Reporting on total weight of non-hazardous waste

Reporting on total weight of hazardous waste

Reporting on total gross Scope 3 GHG emissions

Materiality analysis in sustainability reporting

External assurance or verification of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Company reports to CDP

Information

The company has responded to the Carbon Disclosure Project (CDP) survey (either Investor or Supply Chain Responses) and made its response publicly or privately available on the CDP website.

Guidance

The Carbon Disclosure Project is an independent not-for-profit organization, after an initiative led by the institutional investor community. Each year, large corporations are asked through comprehensive questionnaires to disclose their greenhouse gas emissions and climate change strategies in their CDP response.

Reporting on total energy consumption

Information

The company has reported KPIs with regard to total energy consumption either through formal documentation or questionnaire declaration.

Guidance

Total energy consumed represents total primary energy consumption reported in kWh. Total energy consumed may include e.g. consumption of coal and coke (in Kg) reported in kWh and/or consumption of oil, LPG and electrical power in kWh.

Comprehensive reporting on environmental issues

Information

The company has provided comprehensive reporting figures or Key Performance Indicators (KPIs) on the majority of relevant environmental issues.

Guidance

The company has provided good quality KPIs on the majority of environmental criteria. To make the reporting figures more advanced in terms of quality, quantity and transparency, the KPIs should have all the following quality factors; (1) External assurance to assess the quality and credibility of the qualitative and quantitative information reported by the organization, (2) Alignment with reporting standards such as GRI Core/Universal/Comprehensive, SASB,...etc. (3) Materiality analysis to identify the most relevant environmental issues based on the company's activity (4) The reporting timespan should be extending over 36 months for the majority of activated criteria and the reporting figures should not be more than 2 years old. (XS company: KPIs/reporting figures provided on at least two material environmental topics which extends over a period of 24 months or more)

Improvement Areas

Actions

| Medium | Supporting documents show a medium level of coverage of environmental actions or certification throughout company operations |

Information

The rated company has a large workforce (over 1000 employees). According to information in supporting documentation and our research, there is a medium level of deployment of environmental actions throughout the company sites/subsidiaries or operational units.

Guidance

Companies that have a large employee base and/or more than one operational site shall demonstrate that their environmental management system is deployed across all relevant sites. Operational sites within the assessment scope may include facilities such as manufacturing plants, offices, divisions, branches, and those of subsidiaries, across all the company's geographic locations. Some examples of evidence used to determine effective deployment of an environmental management system's actions and certifications include (but are not limited to): - % of the total workforce across all locations who received training (internally or externally) on environmental issues - % of renewable energy out of total energy mix - % of total waste diverted from landfills, e.g. through recycling, reusing or WTE- % of all operational sites for which an environmental risk assessment has been conducted - % of all operational sites for which a formal environmental management system (EMS) has been implemented

| Medium | Environmental management system certification covers between 26% and 50% of the assessed scope |

![ecovadis logo]

Results

Medium   The 360° Watch has identified at least one significant controversy, fine or penalty regarding environmental issues in the last five years (see news with red downward arrow in the 360° Watch section).

Information

Major allegations, condemnations, fines or controversies have been reported in the last 5 years by stakeholder representatives (e.g. NGOs, trade unions, press, international organizations) directly exposing the company regarding its environmental practices.

Guidance

The EcoVadis "360° Watch" has searched over 800+ stakeholder sources (e.g. NGOs, trade unions, governments, press), looking for external views on the company's sustainability approach and impacts. A major allegation, condemnation, fine or controversy on environmental issues involving the company under evaluation has been reported in the last 5 years. There are no corrective actions a company can implement through our Corrective Action Plan on this particular Improvement Area. The best course of action is to aim at improving the sustainability management system of the company under evaluation, including the policies, actions and reporting, so as to minimize the risk that a similar incident happens in the future. The major allegation, condemnation, fine or controversy on environmental issues found in the 360 Watch will remain on the scorecard until the facts are considered expired (i.e. after a period of 5 years).

Medium   The 360° Watch has identified at least one significant adverse report regarding water management.

Medium   The 360° Watch has identified at least one significant adverse report regarding materials, chemicals and/or waste.

Low   No information related to whether any sites/operations are located in or near biodiversity-sensitive areas

Low   No information on reporting on total amount of water recycled and reused

Information

The company has not provided documents about reporting on total amount of water recycled and reused.

Guidance

There is no reporting documentation available about total amount of water recycled and reused. Recycled or reused water is water and wastewater (treated or untreated) that has been used more than once before being discharged from the undertaking's boundary, so that water demand is reduced. This may be in the same process (recycled), or used in a different process within the same facility or another of the undertaking's facilities (reused).
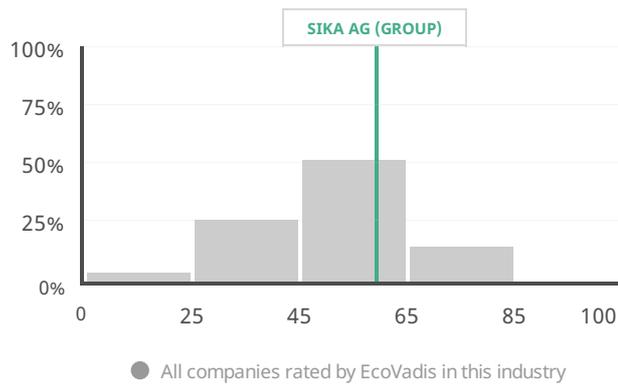
7. LABOR & HUMAN RIGHTS

This theme takes into account both internal human resources (e.g. health and safety, working conditions, career management) and human rights issues (e.g. discrimination and/or harassment, child labor).
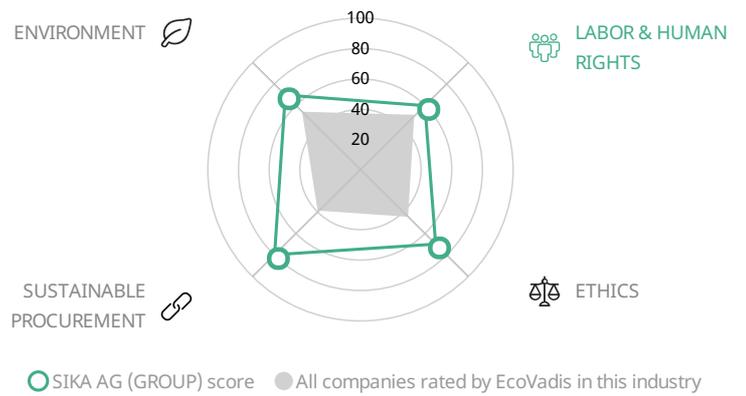
Labor & Human Rights Score Breakdown

OVERALL SCORE	ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
→ **68** / 100	→ **70** / 100	↘ **60** / 100	↗ **70** / 100	↗ **80** / 100
— Average score	Weight ●●●●	Weight ●●●●	Weight ●●●●	Weight ●●●●

Theme score distribution

SIKA AG (GROUP)

● All companies rated by EcoVadis in this industry

Theme score comparison

○ SIKA AG (GROUP) score   ● All companies rated by EcoVadis in this industry
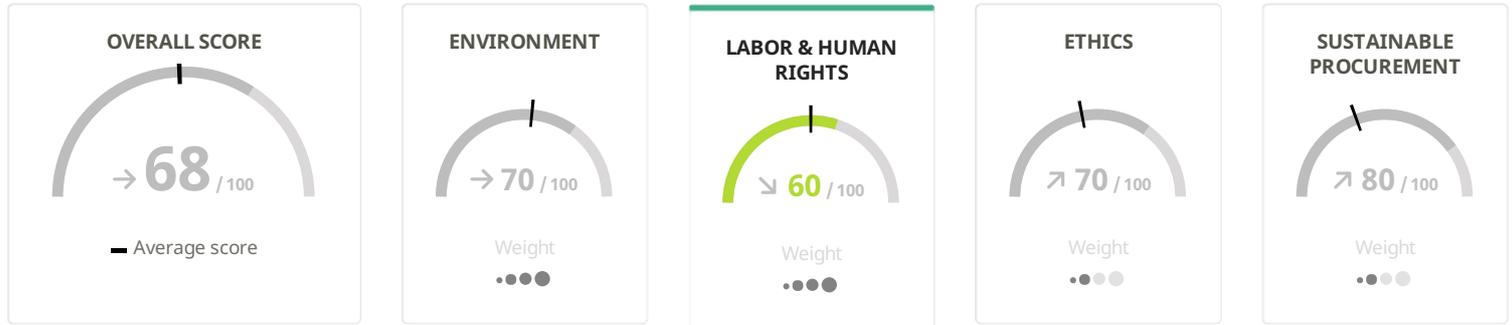
Labor & Human Rights: Activated Criteria

Because the questionnaire is customized by industry, size and location, not all 21 criteria are activated for every company and some criteria are weighted more heavily than others.

Labor & Human Rights: Strengths & Improvement Areas

The Corrective Action Plan is a collaborative feature designed to support companies' performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback. Improvement areas with ongoing corrective actions are marked with labels below.

Labor & Human Rights

Weight ● ● ○

Strengths

Policies

Endorsement of the United Nations Global Compact (UNGC)

Labor & human rights policy on diversity, equity & inclusion

Labor & human rights policy on child labor, forced labor & human trafficking

Information	Guidance
The company has issued a formal policy that integrates commitments and/or operational objectives on child labor, forced labor & human trafficking.	The company has implemented a policy on the prevention of child labor, forced labor & human trafficking in its operations.There are at least qualitative objectives/commitments which specifies the efforts to be made by the company to eradicate the occurence of child labor, forced labor & human trafficking.

Labor & human rights policy on career management & training

Labor & human rights policy on social dialogue

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

Standard policy on a majority of labor or human rights issues

Information	Guidance
A standard labor and human rights policy includes commitments and/or operational objectives on the main labor and human rights risks the company faces.	A comprehensive labor and human rights policy includes commitments and/or operational objectives on the majority of labor and human rights risks the company faces, and integrates quantitative objectives (i.e. targets) on those risks. It is also mandatory for the policy to incorporate some of the following elements: scope of application, allocation of responsibilities, and/or a formal review process. Policies are deemed exceptional when all labor practice and human rights issues are covered by qualitative and quantitative objectives, in addition to all of the aforementioned elements.

Endorsement of the Responsible Care Global Charter

Information	Guidance
The company demonstrates evidence of its membership as a Responsible Care Global Charter member.	Responsible Care is a global, voluntary initiative developed by the chemical industry. It runs in 52 countries whose combined chemical industries account for nearly 90% of global chemical production. The signatories agree to commit themselves to improve their performances in the fields of environmental protection, occupational health and safety protection, plant safety, product stewardship and logistics, as well as to continuously improve dialogue with their neighbors and the public, independent from legal requirements.

Actions

Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises

Skills development program tailored to employee needs

The company declares its main operation(s) is located in a region where the right to freedom of association is not restricted by local law/regulation (not verified)

Actions to control hazardous substance exposure

Information

The company has taken actions to limit/control the exposure of employees to hazardous substances at the workplace.

Guidance

The company has implemented actions such as work instructions, installation records of enclosures, ventilation or extraction systems, job rotation or work adjustment procedures to minimize employees' contact with chemicals or other hazardous substances. These actions have been taken to limit the negative health effects that these hazardous substances can have on employees after prolonged exposure at the workplace.

Complaints procedure in place for employees to report on occupational health and safety issues

Information

The company has provided documents that demonstrate a company-based mechanism for its employees to report any incident, risks or concerns related to occupational health and safety.

Guidance

The company has implemented a mechanism for its employees report any incident, risk or concern related to occupational health and safety. This reporting process includes a record system on complaints filed and how they are processed through investigation and/or remediation.

Actions to address stress and psychological wellbeing in the workplace

Information

The company has implemented measures that will help with the employee wellbeing, not only physically but psychologically as well. These measures help prevent or reduce stressful situations that can also be linked to mental health issues.

Guidance

The company has implemented actions that demonstrate their commitment to minimize stress at the workplace and support their employees' psychological well being. These actions consist of stress check assessments, resources to help employees with a better management of their workload, assistance programs, counseling hotlines, among other support initiatives.

Employee health and safety emergency action plan

Information

The company has formal procedures that have been communicated to all employees regarding accidents, injuries, provision of emergency equipment, emergency evacuation, first aid, fire drills and other situations regarding health and safety at the workplace.

Guidance

A health and safety emergency action plan is a document that demonstrates the health and safety plan created by each company in order to guide its employees when facing emergency situations. These emergency situations depend on the operations of the company as well as their workforce, but also include accidents related to operations of heavy equipment, injuries, fires, chemical spills, explosions, falls, among others.

Monitoring of internal controls and effectiveness of actions taken to prevent child labor, forced labor and/or human trafficking

Other actions on employee health & safety

Information

Actions other than those specified in the other options to ensure employee's health and safety at work.

Guidance

Actions other than those specified in the other options to ensure employees' health and safety at work for example addressing physiological and psychological issues arising from dangerous equipment, work practices and hazardous substances amongst others. Examples of documents to attach: standard operating procedures, work instructions, Annual Report, Sustainability Report, etc.

Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)

Women development, mentorship, and/or sponsorship programs in place

Information

The company has developed a mentoring or sponsorship program for women

Guidance

Companies should help women, especially those just starting their careers or changing careers. One valuable source of help is strong, effective mentors. Mentors can provide a great deal of help in guiding women through the new and unprecedented challenges they confront. Apart from mentors, companies can also opt to sponsor training courses for women to enable continuous skills development.

Affinity or other support groups for minorities/vulnerable groups

Information

The company has put in place support groups for employees who belong to minority or vulnerable groups.

Guidance

Companies should give special attention to those persons who belong to disadvantaged and marginalized groups in society. People from minority or vulnerable groups can be disabled people, refugees, ethnic minorities or indigenous people. To ensure non discriminatory treatment for these people the company should put in place support groups to put in place affinity groups to improve their acceptance at their workplace.

Actions to prevent discrimination in professional development and promotion processes

Information

The company has proactive actions in place to avoid discrimination in professional development and promotion processes

Guidance

To prevent discrimination in professional development and promotion processes a company must offer equal opportunities for promotion, transfer or other career development to all its employees. Career development opportunities should be clearly communicated to all employees. Training opportunities should be made available to all staff who are in need of improvement.

ISO 45001 certified

Information

The company has provided a valid ISO 45001 certificate that covers all of its operations.

Guidance

ISO 45001 is an international standard for occupational health and safety management systems. It addresses employee health and safety issues and involves an external audit on the facilities' health & safety conditions. Organizations that implement ISO 45001 have a clear management structure with defined authority and responsibility, clear objectives for improvement, with measurable results and a structured approach to risk assessment. This includes the monitoring of health and safety management failures, auditing of performance and review of policies and objectives.

Collective agreement in place

Information

There is a collective agreement between an employer, its employees, and in accordance with national regulations regarding any of the following labor issues: employees' health & safety, working conditions, career management & training, discrimination and/or harassment.

Guidance

Social dialogue entails all types of negotiation, consultation or simply exchange of information between representatives of governments, employers and workers, on issues of common interest relating to economic and social policy. A collective agreement is an agreement in writing regarding working conditions and terms of employment concluded between an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations, on the other. Content of collective agreements should focus on the most important social dialogue topics, and can include employees' health & safety, working conditions, career management & training, discrimination and/or harassment.

Employee stock ownership plan (not restricted to executive level)

Information

The company has provided supporting documentation of a stock ownership plan available to employees (not just executives).

Guidance

An employee stock ownership plan or program provides the company's workforce with an ownership interest in the company. This employee stock ownership program must apply to employees other than executives and/or directors. Most employees should have access to the stock ownership plan (although some requirements may apply, e.g. regarding seniority, etc.).

Employee satisfaction survey

Information

The company conducts a survey to employees regarding satisfaction in the work environment.

Guidance

An employee satisfaction survey can be conducted by companies to gain information on how and if employees are satisfied in the work environment. The results of these surveys can used by companies to get feedback on employees about their engagement, morale, and satisfaction at work.

Bonus scheme related to company performance

Information

The company has implemented a bonus program that is related to company performance.

Guidance

It should be part of a robust employee contract to include a bonus scheme, but one that takes into account employee performance and company performance. The company has thus implemented a scheme of monetary remuneration for employees beyond base salary, linked to company performance. This is a form of motivation and it boosts the performance of employees.

Flexible organization of work (eg. remote work, flexi-time)

Information

The company has official measures to promote work-life balance in place, which have been found within the supporting documentation. The company provides flexible hours and organization for employees to work.

Guidance

The company has implemented working practices that acknowledge and aim to support the needs of staff in achieving a balance between their home and working lives. The company has supporting documentation showing a flexible organization of working hours is provided for employees, which can include evidence of options for part-time work, telecommuting or remote work, job-shares, and other forms of variable work schedules.

Health care coverage of employees in place

Awareness training on child labor, forced labor and human trafficking

Impact assessments identifying potential child labor, forced labor and/or human trafficking

Information

The company carries out human rights impact assessments to identify potential or actual impacts on child labor, forced labor and/or human trafficking on their business operations.

Guidance

The company has carried out human rights impact assessments which are carried out to identify, understand, assess and address the corporate impacts in the field of human rights. Such assessments enable companies to proactively shape a strategic approach to deal with child labor, forced labor and/or human trafficking based existing risks rather than reacting to external pressure or unexpected incidents.

Grievance mechanism on discrimination and/or harassment issues

Information

The company has implemented a formal whistleblower procedure which encourages employees (and external stakeholders) to report potential violations of the company's discrimination and/or harassment policies.

Guidance

Employees can report on areas such as violations of the company's discrimination and/or harassment policy (e.g. on hiring, remuneration, training, promotion) through anonymous and secure communication channels. In addition, non-retaliation is ensured.

Actions to promote wage equality in the workplace

Awareness training regarding diversity, discrimination, and/or harassment

Employee representatives or employee representative body (e.g. works council)

Information

The company has implemented representation for employees in the form of elected employee representatives or a representative body.

Guidance

Social dialogue entails all types of negotiation, consultation or simply exchange of information between representatives of governments, employers and workers, on issues of common interest relating to economic and social policy. Employee representatives can include representatives who are freely elected by the workers of the company in accordance with provisions of national laws, or any union, works council or other agency or representative body recognized for the purposes of bargaining collectively on behalf of any employee. They are the point of contact between the workforce and management. They can/must be consulted by management on certain topics (e.g. collective redundancy).

Employee health & safety risk assessment

Information

The company has provided documents which demonstrate that an employee health and safety risk assessment has been conducted. The assessment took into consideration the daily operational tasks of employees, the health and safety hazards present at the workplace and the associated risks and has a proposed corrective action plan to address these identified risks.

Guidance

A health and safety risk assessment is systematically conducted to identify and evaluate the potential impact of operational tasks or conditions on employees' health and safety. The main elements of a complete risk assessment are; 1) description of hazards or risk factors identified to have the potential to cause harm and determining the significance of the risks. 2) periodic review of risks to reflect the latest risks and health and safety environment in the business. 3) presence of a preventive and corrective action plan in the form of steps and/or recommendations that an organization needs to take to effectively prevent and address the risks identified, mapped & evaluated in risk assessments. If applicable, the results of a health and safety risk assessment should be made available to relevant stakeholders such as employees, members of the health and safety committee , staff representatives, the occupational physicians, and labor inspectors.

Actions to prevent discrimination during recruitment phase

Information

The company has proactive measures in place to avoid discrimination during the recruitment phase

Guidance

Discrimination is defined as different treatment given to people in hiring, remuneration, training, promotion, and termination. Discrimination can be based on race, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age (source: ISO 26000). Some examples of measures to prevent discrimination during the recruitment phase are: to have a predefined procedure covering the selection process, to establish a pre-determined and non-discriminatory role profile for the open position based on skills competencies which the successful applicant must meet, and to encourage diversity amongst applicants.

Grievance mechanism on child labor, forced labor and/or human trafficking issues

Information

The company has established a grievance mechanism to report child labor, forced labor or human trafficking issues if identified in the company's operations.

Guidance

The company has established a reporting mechanism for different parties to report child labor, forced labor and/or human trafficking issues if found in the company's operations. The elements of the grievance mechanism includes firstly a communication channel communicated to all stakeholders about the presence of a grievance mechanism and the provision of support for those who may face particular barriers (ie. language, minority status).The second element is a non-retaliation policy to protect those who make use of the grievance mechanism and the third element is a confidentiality policy for those who make use of the grievance mechanism.

Regular assessment of individual performance

Information

The company carries out regular assessments or appraisal of individual performance at least on a yearly basis for employees

Guidance

The company has implemented regular assessment of employee performance. Regular assessments of employees aim to evaluate employee individual performance and productivity, combining both written and oral elements, and are based on a systematic and periodic process linked with a pre-established criteria and organizational objectives. The best practice concerning this criteria is to have a review with the employee at least annually, and to include employee self-assessments aimed at maintaining employee engagement in their own performance and overall organizational objectives. Setting and measuring goals related to the employee's career objectives, as well as including manager and peer feedback on the employee's performance are all important components in this regular assessment process.

June 2024 | Page 24 / 68

Actions to promote internal mobility

Information

The company has implemented measures to promote internal mobility for employees.

Guidance

The company has a process in place to promote internal mobility for employees. Career mobility refers to the movement of employees across positions/paygrades or a complete change in job function (i.e. horizontal career mobility) within the same organization. Some examples of measures promoting internal career mobility include, but are not limited to: objectively promoting talent based on ability and potential, developing roadmaps for key talent in the company, continuing professional training, and encouraging employees to broaden their range of skills.

Individual development and career plan for all employees

Information

The company has implemented mechanisms to help employees in setting individual career plans

Guidance

Career planning is an ongoing process that can help employees manage their learning and development/progress within the company. It is also a key component of a company's attraction and retention strategy. The company has mechanisms in place to provide career opportunities to employees, allowing them to access to promotions and higher pay. For example, an individual development plan can be put in place by analyzing skills and competencies needed by the employees to achieve their short, mid and long term goals. This process should also be coupled with the annual review process of the employee.

Training of employees on health and safety risks and best working practices

Information

The company has provided its employees with necessary training to strengthen their knowledge about health and safety risks at work and good working practices.

Guidance

The company has provided training with the help of training materials (slide decks, training content summaries) and/or evidence of training execution (progress reports, certificates of completion, attendance sheets) to demonstrate the execution of training programs regarding health and safety risks at work and good working practices. A best practice is to have a training matrix which helps to keep track of which employees have been trained, the date of the training, the training topic, and expected dates for refresher trainings. Monitoring of training attendance certificates is also suggested. It is also a best practice to have the training carried out in the language that the employees understand best and to carry out tests or quizzes to ensure training concepts have been successfully transmitted to participants.

Results

Reporting with reference to the GRI Universal Standards

Reporting on the percentage of women at top management level

Information

The company demonstrates that there is public or internal reporting of consolidated dataon the percentage of women at top management level.

Guidance

The company provided data on the percentage of women at top management level. Top management level should include all management levels below the company's board of directors, e.g. Chief Officers (CEO, CFO, CTO, etc); as well as members of mid and top management (Directors, VPs, Team Leaders, etc).

Reporting on number of recordable work-related accidents

Information

The company demonstrates that there is public or internal reporting of consolidated data on the recorded number of work-related accidents.

Guidance

The company provided data which show the recorded number of work-related accidents. An accident refers to an incident that results in injury or ill health.

Reporting on number of days lost to work-related injuries, fatalities and ill health

Information

The company demonstrates that there is public or internal reporting of consolidated data on the number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health.

Guidance

The company provided data which show the recorded number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health. This metric applies to employees. Work-related injuries and work-related ill health arise from exposure to hazards at work. Injuries and ill health that occur when working from home are work related; if the injury or ill health occurs while the worker is performing work from home and the injury or ill health is directly related to the performance of work.

Reporting on the percentage of women employed in relation to the whole organization

Reporting in accordance with SASB

Report on percentage of women within the organization's board

Materiality analysis in sustainability reporting

External assurance or verification of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Comprehensive reporting on labor and human rights issues

Information

The company has provided comprehensive reporting figures or Key Performance Indicators (KPIs) on the majority of relevant labor and human rights issues.

Guidance

The company has provided good quality KPIs on the majority of labor and human rights criteria. To make the reporting figures more advanced in terms of quality, quantity and transparency, the KPIs should have all the following quality factors; (1) External assurance to assess the quality and credibility of the qualitative and quantitative information reported by the organization, (2) Alignment with reporting standards such as GRI Core/Universal/Comprehensive, SASB,...etc. (3) Materiality analysis to identify the most relevant labor and human rights issues based on the company's activity (4) The reporting timespan should be extending over 36 months for the majority of material topics and the reporting figures should not be more than 2 years old. (XS company: KPIs/reporting figures provided on at least two material labor and human rights topics which extends over a period of 24 months or more) Additionally, KPIs are reported in a formal public document available to stakeholders, and are in compliance with the Global Reporting Initiative guidelines or other external sustainability reporting standards.

June 2024 | Page 26 / 68

Reporting on number of average training hours per employee

Information

The company reports, either through formal documentation or questionnaire declaration, on the average number of training hours per employee for the last reporting year.

Guidance

Investment in training is considered as beneficial for both the employees and the company. Training is a mean to increase the knowledge base of employees, to diversify the skills among the staff and can even act as a retention tool for the company. On the company side, different kinds of training can lead to different positive outcomes such as higher customer satisfaction, more innovation, and safer working practices for employees. By monitoring the number of hours of training provided to employees, a company can keep track on the training performance and where improvement is needed.

Improvement Areas

Policies

`Low` No quantitative target on labor and human rights issues

Information

Company policy does not contain quantitative targets on labor and human rights issues.

Guidance

Quantitative objectives or targets on labor and human rights issues are considered as fundamental elements of comprehensive policy mechanism. They provide a monitoring framework that helps establish whether policy objectives are being met, and highlight the progress towards set goals. Some examples of specific targets on this topic include quantitative objectives on health & safety indicators (i.e. accident frequency and accident severity rates), quantitative objectives on percentage of employees trained on discrimination and quantitative objectives on number of employees covered by social benefits. As policy elements, targets can be expressed in absolute or relative terms and must have a valid future deadline (i.e. by 2020 we commit to train 100% of employees on discrimination).

`Low` No quantitative target set on living wage

Information

The company has not set quantitative target on living wage.

Guidance

A quantitative target regarding living wage, which is the minimum income necessary for a worker to meet their basic needs, has not been set.

Actions

`Medium` Supporting documents show a medium level of coverage of labor and human rights actions or certification throughout company operations

Information

The rated company has a large workforce (over 1000 employees). According to information in supporting documentation and our research, there is a medium level of deployment of labor and human rights actions throughout the company sites/subsidiaries or operational units.

Guidance

The rated company has a large workforce (over 1000 employees). According to information in supporting documentation and our research, there is a medium level of deployment of labor and human rights actions throughout the company sites/subsidiaries or operational units.

Medium | Labor and human rights management system certification covers between 26% and 50% of the assessed scope

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Low | Declares measures on living wage, but no supporting documentation available

Information

The company has not provided documents about their measures on living wage.

Guidance

There is no supporting documentation available about living wage even though is has been declared.

Results

Medium | The 360° Watch has identified at least one significant controversy, fine or penalty regarding labor and human rights issues in the last five years (see news with red downward arrow in the 360° Watch section).

Information

Major allegations, condemnations, fines or controversies have been reported in the last 5 years by stakeholder representatives (e.g. NGOs, trade unions, press, international organizations) directly exposing the company regarding its labor and human rights practices.

Guidance

The EcoVadis "360° Watch" has searched over 800+ stakeholder sources (e.g. NGOs, trade unions, governments, press), looking for external views on the company's sustainability approach and impacts. A major allegation, condemnation, fine or controversy involving the company under evaluation or one of its subsidiaries has been reported in the last 5 years on labor practices & human rights.

Medium | The 360° Watch has identified at least one significant adverse report regarding employee health & safety.

Low | No information regarding reporting on living wage issues

Information

The company has not provided documents about reporting on living wage issues.

Guidance

There is no reporting documentation available about living wage issues.

Low | No information on reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees

Information

The company has not provided documents about reporting on ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees.

Guidance

There is no reporting documentation available about ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees. Annual total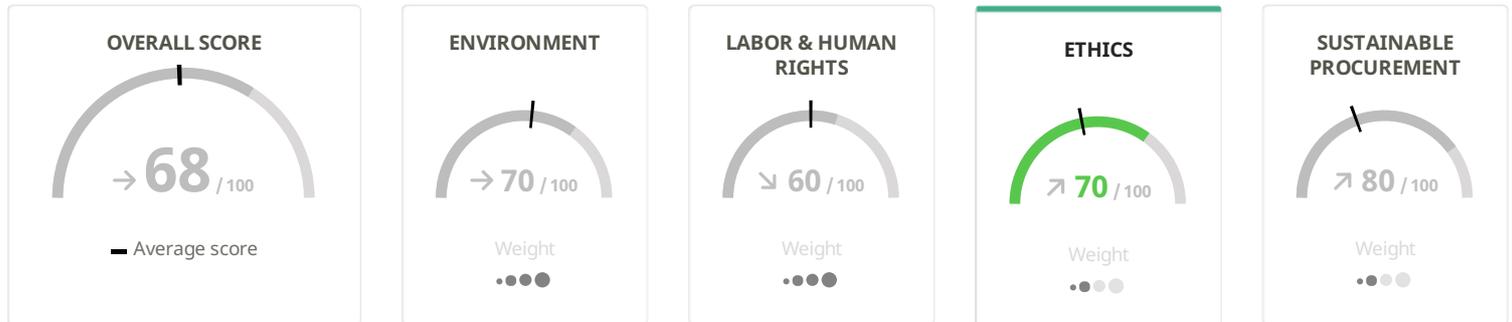 compensation includes salary, bonus, stock awards, option awards, non-equity incentive plan compensation, change in pension value, and nonqualified deferred compensation earnings provided over the course of a year.
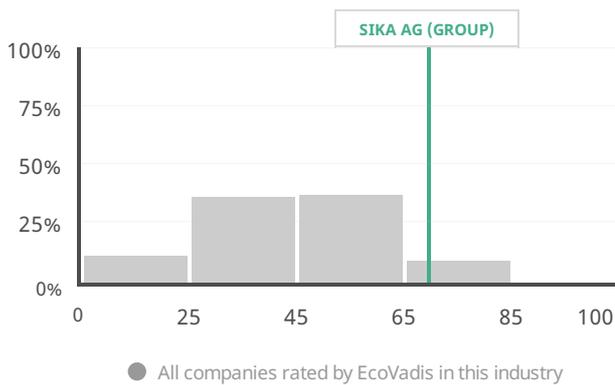
8. ETHICS

This theme focuses primarily on corruption and bribery issues, and also takes into account anticompetitive practices and responsible information management.
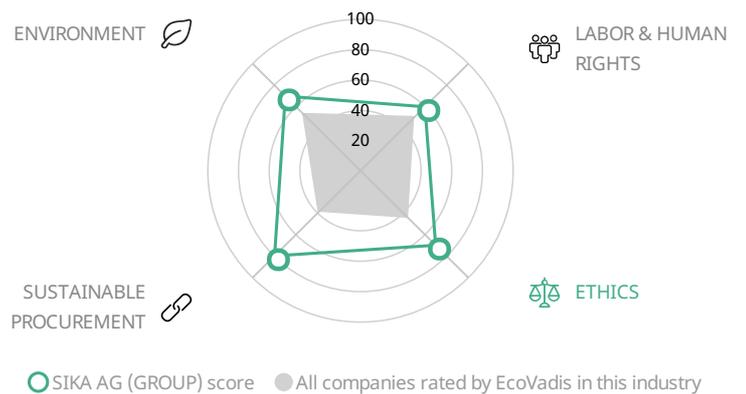
Ethics Score Breakdown

OVERALL SCORE	ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
→ 68 / 100	→ 70 / 100	↘ 60 / 100	↗ 70 / 100	↗ 80 / 100
▬ Average score	Weight ●●●●	Weight ●●●●	Weight ●●●●	Weight ●●●●

Theme score distribution

● All companies rated by EcoVadis in this industry

Theme score comparison

○ SIKA AG (GROUP) score ● All companies rated by EcoVadis in this industry

Ethics: Activated Criteria

Because the questionnaire is customized by industry, size and location, not all 21 criteria are activated for every company and some criteria are weighted more heavily than others.

Ethics: Strengths & Improvement Areas

The Corrective Action Plan is a collaborative feature designed to support companies' performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback. Improvement areas with ongoing corrective actions are marked with labels below.

Ethics

Weight ●●●○

Strengths

Policies

Endorsement of the United Nations Global Compact (UNGC)

Policy on fraud

Policy on money laundering

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Information

There is evidence within the supporting documentation provided that the company has implemented structured mechanisms to deal with policy violations such as disciplinary actions.

Guidance

In order to ensure the adequate implementation of business ethcis policies, companies should establish procedures to administer investigations and sanction employees for eventual violations (i.e. disciplinary measures up to and including possible termination).

Employee signature acknowledgement of ethics policies

Information

There is evidence within the supporting documentation provided by the company that it is mandatory for employees to sign their acknowledgement of the company's business ethics policies.

Guidance

Business ethics policies such as Code of Ethics/Code of Conduct should include a section requiring employees to sign (to ensure that all employees are aware of the policy).

Policy on information security

Information

The company has issued a formal standard policy that integrates commitments in the form of qualitative objectives on information security issues. The policy is formalized in a document such as a Code of Ethics and includes at least some organizational elements (e.g. review process, dedicated responsibilities, scope of application).

Guidance

It is imperative for companies who manage sensitive information to set commitments on the protection and responsible management of third-party data. The security of third party data encompasses the protection of customer personal identification information (PII) and the protection of third party intellectual property rights.

Policies on corruption

Information

There is a formal policy that integrates qualitative objectives/commitments on anti-corruption & bribery issues (including for example conflict of interest, fraud and money laundering) in the supporting documentation provided by the company.

Guidance

Corruption & bribery covers all forms of corruption issues at work namely extortion, bribery, conflict of interest, fraud, money laundering. A comprehensive policy is formalized in a standalone document or is part of a Code of Ethics/Conduct on the issues mentioned and incorporate as well some of the following elements: scope of application, allocation of responsibilities, quantitative objectives, and review mechanisms.

Exceptional policy on ethics issues

Information

The company has issued a formal exceptional policy that integrates commitments, qualitative and quantitative objecives on business ethics issues.

Guidance

Policies are deemed exceptional when all business ethics issues are covered by qualitative and quantitative objectives. Additionally, an exceptional policy has exhaustive organizational elements such as the allocation of responsibilities, structured mechanisms to deal with policy violations, a formal review process, and communication of the policy to all employees and business partners, etc.

Policy on anticompetitive practices

Information

There is a formal policy on anti-competitive practice issues (e.g. price fixing, bid rigging) in the supporting documentation provided by the company.

Guidance

Anti-competitive practices are activities that prevent or reduce competition in a market. They include but are not limited to: bid-rigging, price fixing, dumping, predatory pricing, coercive monopolies and limit pricing. A comprehensive policy on anti-competitive practices is formalized in a standalone document or is part of a Code of Ethics/Conduct and incorporates additional elements such as: scope of application, allocation of responsibilities, quantitative objectives, and regular review mechanisms.

Dedicated responsibility for ethics issues

Actions

Whistleblower procedure for stakeholders to report information security concerns

Whistleblower procedure for stakeholders to report anti-competitive practices

Whistleblower procedure for stakeholders to report corruption and bribery

Information security due diligence program on third parties in place

Information

The company has implemented systematic compliance and due-diligence measures when dealing with third-party intermediaries (i.e. commission agents, brokers, sales representatives, distributors, contractors, customs brokers, consultants) acting on its behalf.

Guidance

Provisions in key international laws hold companies liable for information security related misconduct committed in the context of their relationships with third parties (i.e. their agents, consultants, suppliers, distributors, joint-venture partners, or any individual or entity that has some form of business relationship with the organization). Given the risk exposures caused by third-parties, it is important that companies have adequate due diligence procedures in place. Due diligence is the process of gathering independent information to gain an understanding of the risks associated with a third party and visibility of its compliance management systems which address these risks. It can involve background checks and screenings of third party by means of sanction lists, tracking adverse media reports and identifying links to politically exposed persons, assessments of third parties on their own ethics & compliance programs and risk controls. Companies should provide documentation of their procedures that demonstrate how these due diligence efforts are undertaken.

Incident response procedure (IRP) to manage breaches of confidential information

Implementation of a records retention schedule

Information security risk assessments performed

Information

The company carries out periodic risk assessments on responsible information security management.

Guidance

Risk assessments are a formal process of evaluating and predicting the consequences (positive or negative) of a hazard and their likelihoods/probabilities. Periodic risk assessments on information security allow a company to identify potential information security risks, rate the likely occurrence and the potential impact of the risks, identify security controls, and develop an action plan. Such assessments ensure the presence of a strong compliance program and help to develop a more robust approach to counter breaches in information security management within the organization.

Audits of control procedures to prevent information security breaches

Information

The company's information security policies and compliance mechanisms are regularly audited.

Guidance

Internal controls (for examples four-eyes principle, job rotations, among others) are necessary to regularly monitor the effectiveness and proper implementation of actions put in place to support the responsible information management policies. Periodic audits of those controls, done either through an external third party that performs business ethics audits or an internal audit team, are carried out to ensure their effectiveness and provide reasonable assurance that internal processes are being adhered to.

Awareness training to prevent information security breaches

Information

The company has delivered awareness trainings to employees on information security issues.

Guidance

Information management is the process of collecting, storing, managing and maintaining information securely in all its forms. Through the use of rigorous information management practices, companies can help maintain their credibility and confidence of consumers. Awareness or trainings on such practices are regularly conducted to ensure that employees are familiar with the company's information management policy and procedures. They may be conducted either online or in person, and should include regular testing to ensure the training effectiveness.

Anti-competitive practices risk assessments performed

Information

The company carries out periodic risk assessments on anti-competitive practices.

Guidance

Risk assessments are a formal process of evaluating and predicting the consequences (positive or negative) of a hazard and their likelihoods/probabilities. Periodic anti-competitive risk assessments allow a company to identify potential anti-competitive risks, rate the likely occurrence and the potential impact of the risks, select the appropriate anti-competitive controls, and develop an action plan. Such assessments ensure the presence of a strong compliance program and help to develop a more robust approach to counter anti-competitive activity by the organization.

Corruption risk assessments performed

Information

The company carries out periodic corruption & bribery risk assessments.

Guidance

Risk assessment are a formal process of evaluating and predicting the consequences (positive or negative) of a hazard and their likelihoods/probabilities. Periodic corruption and bribery risk assessments allow a company to identify potential bribery and corruption risks, rate the likely occurrence and the potential impact of the risks, select the appropriate anti-corruption controls, and develop an action plan. Such assessments ensure the presence of a strong compliance program and help to develop a more robust approach to counter bribery and corruption activities by the organization.

Measures to protect third party data from unauthorized access or disclosure

Information

The company has implemented measures to protect customer or client data from unauthorized access or disclosure.

Guidance

The company has taken measures to limit access to customer or client data within its own operation, or have implemented measures to secure its information system including such data so as to protect the data from unauthorized access or disclosure.

Audits of control procedures to prevent corruption

Information

The company's anti-corruption and bribery policies and compliance mechanisms are regularly audited.

Guidance

Internal controls (for example four-eyes principle, job rotations, among others) are necessary to regularly monitor the effectiveness and proper implementation of actions put in place to support anti-corruption and bribery policies. Periodic audits of those controls, done either through an external third party that performs business ethics audits or an internal audit team, are carried out to ensure their effectiveness and provide reasonable assurance that internal processes are being adhered to.

Awareness training performed to prevent corruption

Information

The company has implemented awareness or training program on anti-corruption and bribery issues for its employees.

Guidance

According to the ISO 26000 guideline, ""Corruption can be defined as the abuse of entrusted power for private gain"". There are all forms of public and proprietary corruption in the workplace, including among other things extortion, bribery, conflict of interest, fraud, money laundering. Since corruption undermines a company's effectiveness and ethical reputation, awareness or trainings on anti-corruption & bribery issues are regularly conducted to ensure that employees are familiar with the company's policy and procedures. They may be conducted either online or in person, and should include regular testing to ensure the training effectiveness.

Anti-corruption due diligence program on third parties in place

Information

The company has implemented systematic compliance and due-diligence measures when dealing with third-party intermediaries (i.e. commission agents, brokers, sales representatives, distributors, contractors, customs brokers, consultants) acting on its behalf.

Guidance

Provisions in key international laws hold companies liable for corruption related misconduct committed in the context of their relationships with third parties (i.e. their agents, consultants, suppliers, distributors, joint-venture partners, or any individual or entity that has some form of business relationship with the organization). Given the risk exposures caused by third-parties, it is important that companies have adequate due diligence procedures in place. Due diligence is the process of gathering independent information to gain an understanding of the risks associated with a third party and visibility of its compliance management systems which address these risks. It can involve background checks and screenings of third party by means of sanction lists, tracking adverse media reports and identifying links to politically exposed persons, assessments of third parties on their own ethics & compliance programs and risk controls. Companies should provide documentation of their procedures that demonstrate how these due diligence efforts are undertaken.

Specific approval procedure for sensitive transactions (e.g. gifts, travel)

Information

The company has implemented a verification process for sensitive transactions.

Guidance

Sensitive transactions are a broad range of business dealings which involve higher ethics-related risks. Some examples include (non-exhaustive) gifts, travel arrangements and other types of hospitality, which are common in the business world, but may in fact constitute unethical or even illegal kickbacks, bribes or payoffs to influence decision affecting a company's operations, etc. Such transactions also comprise facilitation payments which are usually made with the intention of expediting an administrative process and may be considered as a form of corruption. As such, a verification procedure should be put in place to review and approve any sensitive transactions made by the company.

Audits of control procedures to prevent anticompetitive practices

Information

The company's fair competition practices policies and compliance mechanisms are regularly audited.

Guidance

Internal controls (for example four-eyes principle, job rotations, among others) are necessary to regularly monitor the effectiveness and proper implementation of actions put in place to support anti-competitive policies. Periodic audits of those controls, done either through an external third party that performs business ethics audits or an internal audit team, are carried out to ensure their effectiveness and provide reasonable assurance that internal processes are being adhered to.

Awareness training performed to prevent anticompetitive practices

Information

The company has implemented awareness or training programs for their employees on fair competition practices.

Guidance

Anti-competitive behavior occur when companies agree to prevent, restrict or distort their competition to the detriment of other suppliers and consumers. Anticompetitive practices include activities like price fixing, exclusionary exclusive dealing contracts, imposing minimum resale prices, etc. To promote fair competition, awareness or trainings on anti-competitive issues are regularly conducted to ensure that employees are familiar with the company's policy and procedures. They may be conducted either online or in person, and should include regular testing to ensure the training effectiveness.

Results

Reporting with reference to the GRI Universal Standards

Reporting in accordance with SASB

Materiality analysis in sustainability reporting

External assurance or verification of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Exceptional reporting on ethics issues

Improvement Areas

Actions

Medium	Supporting documents show a medium level of coverage of ethics actions or certification throughout company operations

Information

The company has provided supporting documentation demonstrating a medium level of deployment of concrete actions throughout its operations to support its business ethics engagements and policies.

Guidance

The company has provided supporting documentation demonstrating a medium level of deployment of concrete actions throughout its operations to support its business ethics engagements and policies.

Results

Medium	The 360° Watch has identified at least one significant controversy, fine or penalty regarding ethics issues in the last ten years (see news with red downward arrow in the 360° Watch section).

Information

Major allegations, condemnations, fines or controversies have been reported in the last 10 years by stakeholder representatives (e.g. NGOs, trade unions, press, international organizations) directly exposing the company regarding its business ethics.

Guidance

The EcoVadis "360° Watch" has searched over 800+ stakeholder sources (e.g. NGOs, trade unions, governments, press), looking for external views on the company's sustainability approach and impacts. A major allegation, condemnation, fine or controversy on business ethics issues either involving the company under evaluation or one of its subsidiaries has been reported in the last 10 years.
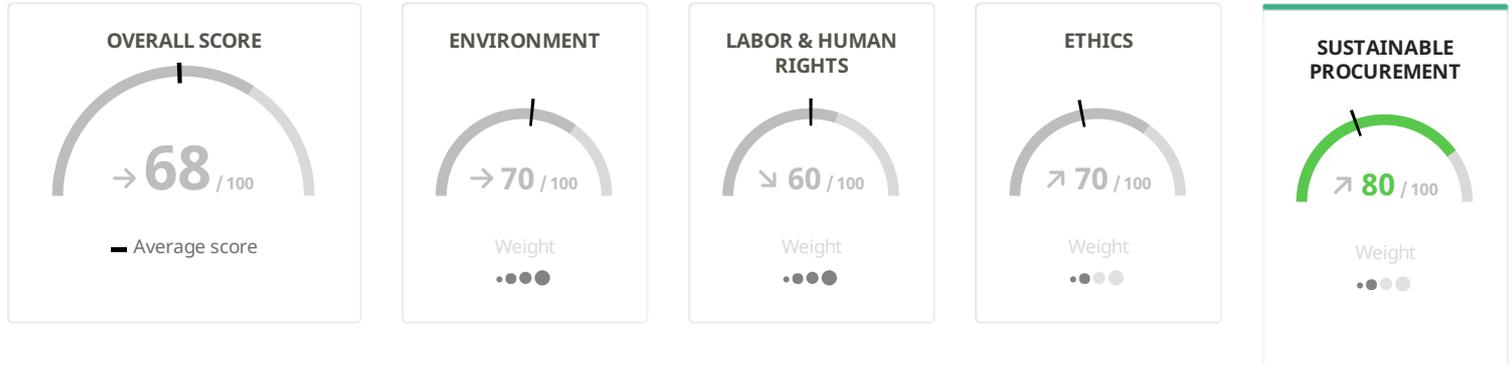
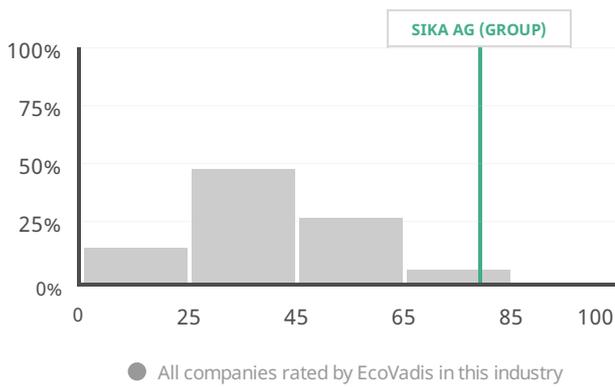| Medium	The 360° Watch has identified at least one significant adverse report regarding anti-competitive practices.

9. SUSTAINABLE PROCUREMENT

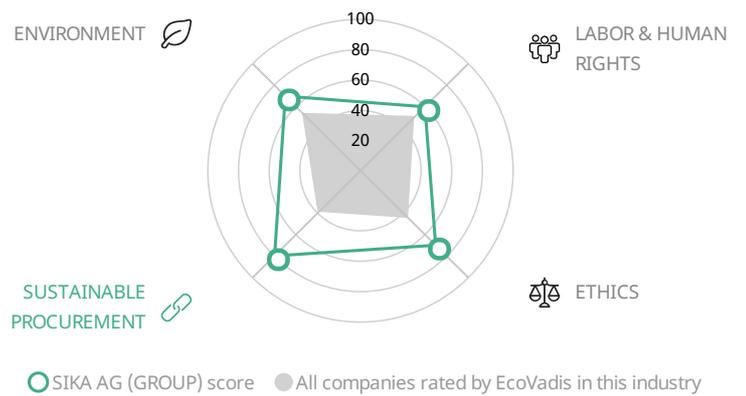This theme focuses on both social and environmental issues within the company supply chain.

Sustainable Procurement Score Breakdown

OVERALL SCORE	ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
→ 68 / 100	→ 70 / 100	↘ 60 / 100	↗ 70 / 100	↗ 80 / 100
— Average score	Weight ●●●●	Weight ●●●●	Weight ●●●●	Weight ●●●●

Theme score distribution

● All companies rated by EcoVadis in this industry

Theme score comparison

○ SIKA AG (GROUP) score ● All companies rated by EcoVadis in this industry

Sustainable Procurement: Activated Criteria

Because the questionnaire is customized by industry, size and location, not all 21 criteria are activated for every company and some criteria are weighted more heavily than others.

Sustainable Procurement: Strengths & Improvement Areas

The Corrective Action Plan is a collaborative feature designed to support companies' performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback. Improvement areas with ongoing corrective actions are marked with labels below.

Sustainable Procurement

Weight ●●○○

Strengths

Policies

Endorsement of the United Nations Global Compact (UNGC)

Endorsement of the Together for Sustainability (TfS) initiative

Quantitative objectives set on sustainable procurement policy

Information	**Guidance**
The company has defined and has formally communicated quantitative objectives (i.e. targets) with regard to the relevant sustainable procurement policy objectives.	Quantitative objectives or targets on sustainable procurement issues are considered as fundamental elements of comprehensive policy mechanism. They provide a monitoring framework that helps establish whether policy objectives are being met, and highlight the progress towards set goals. Some examples of specific targets on this topic include the percentage of suppliers to be audited on sustainability issues, the percentage of suppliers signing the Supplier code of conduct, or the percentage of employees or buyers trained on sustainable purchasing. As policy elements, targets can be expressed in absolute or relative terms and must have a valid future deadline (i.e. by 2020 we commit to train 100% of buyers on sustainable purchasing issues).

Comprehensive sustainable procurement policies on both social and environmental factors

Information	**Guidance**
The company has issued a comprehensive policy that integrates commitments, qualitative and quantitative objectives on the management of its sustainable procurement issues.	The existing policy covers both environmental and social issues that the company may impact through its procurement strategy. Policies are deemed exceptional when they integrate not only qualitative but also quantitative operational objectives on all material sourcing risks the company faces, in addition to the following organizational elements: regular review mechanisms, a scope of application, the allocation of responsibilities, and communication of the policy to all stakeholders.

Actions

Performing suppliers on environmental and social issues have access to unique incentives (e.g. supplier awards, preferred supplier program, access to RFPs)

Information	**Guidance**
The company has provided formalized documents that demonstrate that performing suppliers on environmental and social issues have access to unique incentives such as supplier awards, preferred supplier programs, or access to RFPs.	There is evidence of procedures, work instructions or programs that demonstrate a process or mechanism to reward suppliers who perform well in terms of sustainability to motivate them to continue or further improve their sustainability efforts by giving awards, access to RFPs, or any other preferential treatment.

Supporting documents show a high level of coverage of sustainable procurement actions throughout company operations or supplier base

Information

The company has provided supporting documentation demonstrating a high level of deployment of concrete actions throughout its operations to support its sustainable procurement engagements and policies.

Guidance

Companies with more than 1000 employees and/or more than one operational site (such as manufacturing plants, offices, divisions, branches) have inherently greater potential sustainability risks and impacts. Therefore, the coverage/deployment of actions and certifications are important as a higher level of deployment provides higher assurance of an effective, company-wide sustainability management system. Some examples of proxies used to determine the level of deployment of actions within the sustainable procurement theme (non-exhaustive) are % of suppliers audited/assessed on sustainability, % of employees trained on sustainable procurement, % of all suppliers who have signed the sustainable procurement charter/supplier code of conduct, etc.

Supplier sustainability code of conduct in place

Information

The company has provided formalized documents that demonstrate evidence of a supplier CSR code of conduct in place.

Guidance

There is evidence of a separate supplier code of conduct document that outlines the company's expectations for their suppliers to follow in order to be socially and environmentally responsible.

Formal assessment of suppliers' progress with regards to REACH requirements

Information

There is some evidence of formal reporting on concrete actions or measures implemented regarding supplier compliance with the European REACH regulation.

Guidance

REACH (Registration, Evaluation and Authorisation of Chemicals) is a regulation from the European Union that addresses the production and use of chemical substances and their potential impacts on both human health and the environment. It requires all companies manufacturing or importing chemical substances into the European Union in quantities of one tonne or more per year to register these substances to the European Chemicals Agency (ECHA) in Helsinki, Finland.

Sustainable procurement objectives integrated into buyer performance reviews

Information

The company has provided formalized documents that demonstrate the integration of sustainable procurement objectives into buyer performance reviews.

Guidance

There is evidence of a process to integrate sustainable procurement objectives into buyer performance reviews through a mechanism that integrates the sustainability performance of suppliers into the performance appraisal of buyers.

Capacity building of suppliers on environmental or social issues (e.g. corrective actions, training)

Information

The company has provided formalized documents that demonstrate capacity building of suppliers on environmental or social issues to improve their understanding of environmental and/or social issues.

Guidance

There is evidence of proactive or corrective action capacity-building training materials and/or programs to suppliers with the aim of improving their understanding of environmental and/or social issues.

On-site audits of suppliers on environmental or social issues

Information

The company has provided formalized documents that demonstrate on-site audits of suppliers on environmental or social issues.

Guidance

There is evidence of employee instructions or operational process relating to on-site audits of the company's suppliers, unannounced or announced, to identify non-conformances to the mandatory sustainability requirements.

Regular supplier assessment (e.g. questionnaire) on environmental or social practices

Information

The company has provided formalized documents that demonstrate evidence of a supplier assessment (e.g. questionnaire) on environmental or social practices.

Guidance

There is evidence of a questionnaire-based review of a supplier's sustainability practices which is remote either done by a third party or directly by the supplier without verification (i.e. self-assessment).

Training of buyers on social and environmental issues within the supply chain

Information

The company has provided formalized documents that demonstrate training of buyers on social and environmental issues within the supply chain.

Guidance

There is evidence of a training materials, programs and additional evidence of training execution such as progress reports, certifications of completion with company name. This demonstrates training of the company's procurement professionals on sustainable purchasing to ensure their understanding of social and environmental issues and their integration into the procurement function.

Integration of social or environmental clauses into supplier contracts

Information

The company has provided formalized documents that demonstrate the integration of social or environmental clauses into supplier contracts.

Guidance

There is evidence of provisions/clauses in business contracts that cover labor practices and human rights and/or environmental issues which are not directly connected to the contract subject matter with the aim to set the expectations on sustainability.

Sustainability risk analysis (i.e. prior to supplier assessments or audits)

Information

The company has provided formalized documents that demonstrate evidence of a CSR risk analysis process to identify which suppliers, products or purchasing categories expose the company to sustainability risks.

Guidance

There is evidence of a process to identify which suppliers, products or purchasing categories expose the company to sustainability risks. The result of this risk analysis demonstrates evidence of consideration whether further action should be taken on a particular supplier, product or purchasing category.

Results

Reporting with reference to the GRI Universal Standards

Total gross Scope 3 upstream GHG emissions value confirmed in supporting documentation

Reporting on total gross Scope 3 upstream GHG emissions

Reporting in accordance with SASB

Declares using no tin, tantalum, tungsten, gold, and/or their derivatives (Not verified)

Materiality analysis in sustainability reporting

External assurance or verification of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Comprehensive reporting on sustainable procurement issues

10. 360° WATCH FINDINGS

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28 Feb 2024 | https://www.corresponsable...

Impact on Score
Neutral →
valid from 11 Jun 2024 to 28 Mar 2029

Impacted themes 🍃

Sika se suma a la economía circular con la transición a nuevos envases reciclados para sus principales gamas de materiales

Los envases plásticos de Sika se adaptan a los más altos requerimientos del ecodiseño, una filosofía que persigue el diseño de productos y servicios sostenibles, que minimicen el impacto ambiental durante todo su ciclo de vida. Desde principios de año, la compañía ha comenzado a utilizar plástico 100% reciclado de postconsumo para el envasado de los productos químicos para la construcción y la industria en formato pastas y líquidos que se comercializan en cubos o garrafas. Esta iniciativa se enmarca en la campaña "Calidad por dentro, compromiso por fuera" con la que Sika apuesta por el valor añadido del envase y refuerza su estrategia de diseño de soluciones sostenibles considerando así mismo que los contenedores de las mismas deben redefinirse bajo criterios de sostenibilidad y promover la reducción de su huella ambiental.

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19 Jan 2024 | https://www.canalferretero...

Impact on Score
Neutral →
valid from 11 Jun 2024 to 19 Feb 2029

Impacted themes 🍃

Sikafill Duralastic, la nueva gama de elásticos que reduce el impacto medioambiental de los edificios

La línea de productos incluye soluciones capaces de mejorar la eficiencia energética al reducir la temperatura hasta en un 82%. Sika ha lanzado al mercado Sikafill Duralastic, una nueva gama de elásticos enfocados a la impermeabilización de todo tipo de cubiertas. Su consistencia hace posible que se adapte hasta a la geometría más compleja, cuenta con soluciones que alargan la vida de las cubiertas y contribuye a la eficiencia energética de la edificación.

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1 Jan 2024 | https://egapro.travail.gou...

Impact on Score
Neutral →
valid from 11 Jun 2024 to 1 Feb 2029

Impacted themes 👥

L'index égalité professionnelle pour Sika pour l'année 2024

Sika Automotive France SAS a réçu une note de 75 sur 100 de l'index égalité professionnelle entre les femmes et les hommes pour l'année 2024. Sika France a réçu une note de 93 sur 100 de l'index égalité professionnelle entre les femmes et les hommes pour l'année 2024.

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15 Dec 2023 | https://www.nwzonline.de/o...

Impact on Score
Neutral →
valid from 11 Jun 2024 to 15 Jan 2029

Impacted themes 👥

146 Sika employees in Oldenburg lose their jobs [DE]

Sika's Oldenburg location is set to close in 2024, resulting in job losses for MBCC employees. The closure is part of a strategic decision by Sika, which acquired the site in 2020. The shutdown will affect approximately 60 employees. Sika plans to consolidate its operations, leading to the closure of the Oldenburg facility.

Expired

4 Dec 2023 | https://www.usglassmag.com...

Impact on Score
Under watch 👁
valid from 1 May 2018 to 1 Jun 2023

Impacted themes ⚖

Saint Gobain, Sika face price-fixing claims in US federal court

Saint-Gobain and Sika, two leading construction material companies, are accused of price-fixing in the U.S. federal court. The lawsuit alleges collusion to manipulate prices in the sale of construction chemicals, leading to overcharges for consumers. The allegations stem from an ongoing investigation into anti-competitive practices in the construction industry. Both companies have denied the accusations and are prepared to defend themselves in court. The outcome of the lawsuit could have significant implications for the construction materials market and consumer trust. The case highlights the importance of fair competition and regulatory scrutiny in ensuring market integrity and protecting consumer interests.

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30 Nov 2023 | https://www.tagesanzeiger...

Impact on Score
Under watch 👁
valid from 11 Jun 2024 to 30 Dec 2028

Impacted themes 👥

Residents win victory against Sika factory [DE]

A court ruling in Argentina has halted the construction of a Sika factory due to health concerns raised by local residents. The project, situated near Buenos Aires, faced opposition from residents who cited potential health hazards, including air and water pollution. The court's decision reflects the community's concerns and underscores the importance of addressing environmental and health considerations in industrial projects. Sika, a global construction chemicals company, had planned to build the factory in partnership with Klaukol, an Argentine firm. However, the legal setback highlights the challenges companies face in navigating local regulations and addressing community concerns in their expansion efforts. The ruling represents a setback for Sika's expansion plans in Argentina and emphasizes the need for thorough environmental assessments and community engagement in industrial development projects.

30 Nov 2023 | https://echo.epa.gov/enfor...

Impact on Score
Negative ↘
valid from 1 Nov 2023 to 1 Dec 2028

Severity
Minor ●●●

Impacted themes 🍃

U.S. EPA Final Order With Penalty against Sika Corp, NJ, facility

On 30/11/2023, Sika Corp was issued a Total State/Local Penalty of $12,000 for "other" violations of Clean Water Act (CWA).

10 Oct 2023 | https://www.forbes.com/lis...

Impact on Score
Neutral →
valid from 11 Jun 2024 to 10 Nov 2028

Impacted themes 👥

World's Best Employers 2023

The Forbes list of the world's best employers features Sika, a global leader in specialty chemicals and construction materials. Sika is recognized for its commitment to employee satisfaction and well-being. With operations in over 100 countries, Sika prioritizes creating a positive work environment and fostering a culture of innovation and collaboration. The company's inclusion in the prestigious list underscores its efforts in providing opportunities for growth, development, and advancement to its workforce. Sika's dedication to employee welfare and its focus on values such as integrity and sustainability contribute to its reputation as an employer of choice globally.

25 Aug 2023 | https://www.consultancy.eu...

Impact on Score
Neutral →
valid from 11 Jun 2024 to 25 Sep 2028

Impacted themes 🍃

Sika enters concrete recycling partnership with South Pole

Sika has partnered with South Pole, a sustainability solutions provider, to promote concrete recycling. The collaboration aims to advance sustainable construction practices by reusing concrete waste. Sika will utilize South Pole's expertise to implement concrete recycling initiatives across its operations globally. By repurposing concrete waste, Sika aims to reduce its environmental footprint and contribute to a circular economy. The partnership underscores Sika's commitment to sustainability and innovation in the construction industry. By leveraging South Pole's knowledge and resources, Sika seeks to drive positive environmental impact while meeting the growing demand for sustainable building solutions. This initiative aligns with Sika's broader sustainability goals and reinforces its position as a leader in eco-friendly construction materials and practices.

7 Jul 2023 | https://www.droits-salarie...

Impact on Score
Neutral →
valid from 11 Jun 2024 to 7 Aug 2028

Impacted themes 👥

Accords d'entreprise chez Parexgroup SA

Les négociations entre la direction de PAREXGROUP SA et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez PAREXGROUP SA précisent les droits, avantages et obligations de l'employeur et des salariés.

7 Jul 2023 | http://www.droits-salaries...

Impact on Score
Neutral →
valid from 1 Oct 2021 to 1 Nov 2026

Impacted themes 👥

Accords d'entreprise chez Sika France

Cet accord signé entre la direction de SIKA FRANCE et le syndicat CGT et CFDT le 2021-10-15 est le résultat de la négociation sur les calendriers des négociations.

2 Jul 2023 | https://resources.hse.gov....

Impact on Score
Neutral →
valid from 1 Jul 2023 to 1 Aug 2028

Impacted themes 🍃 👥

HSE Improvement Notice served against Sika Limited

In July 2023, HSE issued an Improvement Notice to Sika Limited's facility in Welwyn due to failure to ensure dangerous substances, including extremely flammable, highly flammable and flammable substances are suitably stored to reduce the risk, so far as is reasonably practicable, of danger i.e. fire and explosion.

18 Apr 2023 | https://www.hazardexonthen...

Impact on Score
Negative ↘
valid from 1 Mar 2023 to 1 Apr 2028

Severity
Minor ●●●

Impacted themes

Singapore fines 11 companies for not adhering to safe work procedures

Singapore's Ministry of Manpower has fined 11 companies a total of $27,000 (£16,294) for inadequate safe work procedures relating to improper storage and management of flammable substances. The fines followed a series of enforcement operations conducted in March after a series of recent industrial fires occurred in Singapore. In March 2023, two fire incidents occurred in Singapore due to a lack of effective controls for flammable substances. In the first incident, an explosion occurred at car dealer Premium Automobiles which resulted in the rescue of around 100 people and the evacuation of the local area. A second incident at specialty chemical company Sika left two workers with injuries.

5 Apr 2023 | https://gender-pay-gap.ser...

Impact on Score
Neutral →
valid from 11 Jun 2024 to 5 May 2028

Impacted themes

Sika Limited 2023/24 Gender Pay Gap Report

In this organisation, women earn £1.04 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 4.4% higher than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 7.3% lower than men's.

1 Apr 2023 | https://www.northjersey.co...

Impact on Score
Neutral →
valid from 1 Apr 2023 to 1 May 2028

Impacted themes

Sika Corporation electrical fire quickly contained, Lyndhurst police say

A machine fire at Sika Chemical in Lyndhurst on Saturday morning was quickly contained, with no hazardous chemical release, injuries or structural damage, said assistant fire chief Paul Haggerty. The Bergen County hazmat team responded to the scene "as a precaution" and found no chemical release, Haggerty said.

26 Jan 2023 | https://www.osha.gov/ords/...

Impact on Score
Negative ↘
valid from 1 Jan 2023 to 1 Feb 2028

Severity
Minor ●●●

Impacted themes

OSHA Penalty for Serious H&S Standard Violation

On January 26 2023, Sika Corporation's facility in Cleburne, TX, was fined a $9,822 penalty for one serious violation of U.S. OSHA health and safety standards.

20 Jan 2023 | https://www.droits-salarie...

Impact on Score
Neutral →
valid from 1 Jul 2022 to 1 Aug 2027

Impacted themes

Accords d'entreprise chez SIKA AUTOMOTIVE FRANCE SAS

Les négociations entre la direction de SIKA AUTOMOTIVE FRANCE SAS et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez SIKA AUTOMOTIVE FRANCE SAS précisent les droits, avantages et obligations de l'employeur et des salariés.

1 Jan 2023 | https://egapro.travail.gou...

Impact on Score
Neutral →
valid from 1 Jan 2023 to 1 Feb 2028

Impacted themes

L'index égalité professionnelle pour Sika Automotive France Sas et Sika France pour 2023

Sika Automotive France Sas et Sika France ont réçu un résultat de 75 et 76 sur 100 respectivement de l'index égalité professionnelle entre les femmes et les hommes pour 2023.

1 Jan 2023 | https://egapro.travail.gou...

Impact on Score
Neutral →
valid from 11 Jun 2024 to 1 Feb 2028

Impacted themes

L'index égalité professionnelle pour Parexgroup SAS pour l'année 2023

Parexgroup SAS a réçu une note de 85 sur 100 de l'index égalité professionnelle entre les femmes et les hommes pour l'année 2023.

22 Nov 2022 | https://www.osha.gov/ords/...

Impact on Score
Negative ↘
valid from 1 Nov 2022 to 1 Dec 2027

Severity
Minor ●●●

Impacted themes

OSHA Penalty for Serious H&S Standard Violations

On 22/11/2022, Sika Corporation Dba Sika Advanced Resins Us's facility in Eaton Rapids, MI, was fined a $1,400 penalty for three serious violations of U.S. OSHA health and safety standards.

5 Sep 2022 | https://dailyvoice.com/new...

Impact on Score
Neutral →
valid from 1 Sep 2022 to 1 Oct 2027

Impacted themes

Firefighters Douse Lyndhurst Chemical Fire

Firefighters quickly doused the blaze, which broke out on the second floor of the Sika Corporation building on Polito Avenue down the road from Medieval Times shortly before 2:30 p.m. A faulty electrical component on processing equipment was the cause, authorities said. No injuries were reported.

Expired

5 May 2022 | https://www.moroccoworldne...

Impact on Score
Negative ↘
valid from 1 May 2019 to 1 Jun 2024

Severity
Minor ●●●

Impacted themes ⚖️

Competition Council Imposes $1 Million Fine on Sika AG

Fez- Morocco's Competition Council has imposed a fine of nearly MAD 11.7 million ($1 million) on the Swiss company Sika AG for antitrust violations. On December 6, 2021, the council started investigating Sika AG following a merger by the company without prior notification or approval of the council.

5 Apr 2022 | https://gender-pay-gap.ser...

Impact on Score
Neutral →
valid from 1 Apr 2022 to 1 May 2027

Impacted themes 👥

2022/23 Gender pay gap report for Sika Limited

In this organisation, women earn 78p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 21.7% lower than men's.

7 Feb 2022 | https://echo.epa.gov/enfor...

Impact on Score
Negative ↘
valid from 1 Feb 2022 to 1 Mar 2027

Severity
Minor ●●●

Impacted themes 🍃

US EPA Final Order with Penalty against Sika Corp

In February 2022, Sika Corp was fined a $1,000 penalty for other violations of the Clean Water Act.

1 Jan 2022 | https://som.yale.edu/story...

Impact on Score
Neutral →
valid from 1 Jan 2022 to 1 Feb 2027

Impacted themes 🍃 👥 ⚖️ 🔗

Over 1,000 Companies Have Curtailed Operations in Russia—But Some Remain

Over 1,000 companies have publicly announced they are voluntarily curtailing operations in Russia to some degree beyond the bare minimum legally required by international sanctions — but some companies have continued to operate in Russia undeterred. Sika has significantly scale back business in Russia; stopped production and investments. It has received a Grade [C].

1 Jan 2022 | https://chemscore.chemsec....

Impact on Score
Neutral →
valid from 1 Jan 2022 to 1 Feb 2027

Impacted themes 🍃

2022 ChemScore Report

ChemScore looks at the 54 biggest chemical companies in the world, based on revenue, and ranks their performance in four different categories: the toxicity of their product portfolio, research and development of non-toxic chemicals, management and transparency, and the number and scope of controversies and scandals that the company has been involved in. SIKA was on the list of ChemScore report with a grade C-.

1 Dec 2021 | https://www.insblue.com.cn...

Impact on Score
Negative ↘
valid from 1 Oct 2021 to 1 Nov 2026

Severity
Minor ●●●

Impacted themes 👥

In 2021, Sika China was cited in the Insblue Social Responsibility records [CN]

On 18/10/2021, Sika China was fined RMB 15,000 by the Suzhou Industrial Park Market Supervision and Administration Bureau due to units using unqualified personnel for special equipment tasks must correct this promptly or face suspension, violation of the Special Equipment Safety Law.

22 Nov 2021 | https://www.theobserver.co...

Impact on Score
Neutral →
valid from 1 Nov 2021 to 1 Dec 2026

Impacted themes

Small fire breaks out at Lyndhurst chemical company's building

No injuries were reported in a small fire at the Sika Chemical Corp.'s offices in Lyndhurst this afternoon, Det. Lt. Vincent Auteri told The Observer. A small fire broke out when a contractor's welding caused a building to catch fire near 201 Polito Ave.

29 Oct 2021 | http://www.larep.fr/malesh...

Impact on Score
Neutral →
valid from 1 Oct 2021 to 1 Nov 2026

Impacted themes

Une grève "express" à l'usine Parexlanko de Malesherbes

Les salariés de la partie production et logistique du site malesherbois de l'entreprise Parexlanko avaient cessé le travail jeudi après-midi. Ils ont repris ce vendredi matin. Pascal Malafosse, directeur général de Sika France (groupe auquel appartient Parex France), était ce vendredi dès 8 heures à Malesherbes pour échanger avec les salariés. Il y est resté deux heures. Une hausse des salaires de 3,1% a été proposée ainsi qu'une prime de 1.000 euros. "Il a eu un discours fondateur, nous a expliqué les choses et nous a écouté aussi", souligne le délégué syndical de FO. Le choix a donc été fait de stopper la grève. "Et nos heures de grève seront payées."

25 Oct 2021 | http://www.verdict.co.uk/s...

Impact on Score
Neutral →
valid from 1 Oct 2021 to 1 Nov 2026

Impacted themes

Sika Develops Concrete Admixture to Reduce Carbon Footprint

Swiss chemical company Sika in cooperation with the Swiss Federal Institute of Technology Lausanne has developed concrete admixtures leveraging the Limestone Calcined Clay Cement (LC3) technology that lowers CO_2 emissions. The technology aims to facilitate the production of performant and sustainable cement with less clinker.

5 Sep 2021 | http://roofing-daily-news....

Impact on Score
Neutral →
valid from 1 Sep 2021 to 1 Oct 2026

Impacted themes

Sika Launches Total Green Roofing Package — Living Architecture Monitor

The market-leading roof manufacturer Sika has brought a complete green roof package onto the market, which supplies both the high-performance roof sealing system and the green roof system, supported by its proven technical and application support. Since sustainable development is a focus of construction and is supported by the government and local authorities, the benefits of a Sika Green Roof cannot be overestimated. Several studies have shown that green roof systems can improve air quality, reduce the urban heat island effect, preserve or even increase biodiversity, improve the thermal performance of a building and manage rainwater year-round – especially important in areas with flooding or where sustainable drainage systems (SuDS) are a design consideration.

5 Apr 2021 | https://gender-pay-gap.ser...

Impact on Score
Neutral →
valid from 1 Apr 2021 to 1 May 2026

Impacted themes

2021/22 Gender pay gap report for Sika Limited

In this organisation, women earn 78p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 21.8% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 20% lower than men's.

2 Apr 2021 | http://www.constructioncay...

Impact on Score
Neutral →
valid from 1 Apr 2021 to 1 May 2026

Impacted themes

Sika : une nouvelle gamme de mortiers de réparation à impact environnemental réduit

Sika lance une nouvelle gamme de mortiers (de réparation, scellement calage et ragréage) « développement durable » composée de 5 nouvelles solutions proposant des performances accrues et des bénéfices environnementaux.

2 Mar 2021 | http://www.bdcmagazine.com...

Impact on Score
Neutral →
valid from 1 Mar 2021 to 1 Apr 2026

Impacted themes 🍃

Sika a mis au point un nouveau processus de recyclage du béton

Le processus permet notamment de séparer et réemployer les composants du béton usé, et de recycler les agrégats, indique la multinationale zougoise. Le chimiste de la construction Sika assure mardi avoir mis au point un nouveau processus de recyclage du béton, piégeant quelque 60 kilos de Co2 par tonne de matériel déchets de démolition concassés. Le processus permet notamment de séparer et réemployer les composants du béton usé, et de recycler les agrégats, indique la multinationale zougoise dans un communiqué.

1 Jan 2021 | https://europeanwomenonboa...

Impact on Score
Neutral →
valid from 11 Jun 2024 to 1 Feb 2026

Impacted themes 👥

2021 Gender diversity index of women on boards and in corporate leadership

European Women on Boards' mission is to promote gender equality in the C-suite and the Boardroom. Sika is ranked 48 among the top companies European according to the Gender Diversity Index for the year 2021.

4 Dec 2020 | http://www.radiohamburg.de...

Impact on Score
Neutral →
valid from 1 Dec 2020 to 1 Jan 2026

Impacted themes 🍃👥

Major fire at auto supplier Sika [DE]

A fire broke out on Friday in a company owned by the auto supplier Sika near Hamburg's Eidelstedt S-Bahn station. There is a lot of smoke, said a fire department spokesman.

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13 Nov 2020 | http://www.osha.gov/pls/im...

Impact on Score
Negative ↘
valid from 1 Nov 2020 to 1 Dec 2025

Severity
Minor ●●●

Impacted themes 👥

OSHA Penalty for Serious H&S Standard Violations

In November 2020, Sika Automotive Gastonia Inc.'s facility in Gastonia, NC was fined a $7,000 penalty for one serious violation of the US OSHA Health and Safety Standards.

29 Apr 2020 | https://echo.epa.gov/enfor...

Impact on Score
Negative ↘
valid from 1 Dec 2019 to 1 Jan 2025

Severity
Minor ●●●

Impacted themes 🍃

U.S. EPA Final Order With Penalty against Sika Corp, NJ, facility

In April 2020, Sika Corp in Lyndhurst Twp, NJ, received USD 11,162 fine for 'other' violation(s) of the Clean Water Act.

5 Apr 2020 | http://gender-pay-gap.serv...

Impact on Score
Neutral →
valid from 1 Apr 2020 to 1 May 2025

Impacted themes 👥

Sika Limited - Gender pay gap report 2020/21

In this organisation, women earn 78p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 22.5% lower than men's.

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21 Oct 2019 | http://www.osha.gov/pls/im...

Impact on Score
Neutral →
valid from 1 Oct 2019 to 1 Nov 2024

Impacted themes 👥

OSHA Penalty for Serious H&S Standard Violation

In October 2019, Sika Advanced Resins' facility in Eaton Rapids, MI, was fined $800 for one serious violation of U.S. OSHA health and safety standards.

16 Jul 2019 | http://wwwen.ipe.org.cn/In...

Impact on Score
Negative ↘
valid from 1 Jul 2019 to 1 Aug 2024

Severity
Minor ●●●

Impacted themes 🍃

[IPE NEWS 1] [2019] IPE Supervision records for Sika (China) Co Ltd [CN]

In 2019, Sika (China) Co Ltd was inspected by the Suzhou Industrial Park Land and Environmental Protection Bureau. The company failed to seal the organic waste gas.

15 May 2024 |

Impact on Score
Neutral →
valid from 11 Jun 2024 to 15 Jun 2029

No records found for this company on Compliance Database

🍃 Environment   👥 Labor & Human Rights   ⚖ Ethics   🔗 Sustainable Procurement

360° Watch Findings comprise relevant public information about companies' sustainability practices that have been identified via more than 10,000 data sources (including NGOs, press and trade unions). 360° Watch Findings are incorporated into the EcoVadis assessment and can have positive, negative or no score impact.

EcoVadis is connected to the following international sources:

- Sustainability networks and initiatives (e.g. AccountAbility, Business for Social Responsability, CSR Europe)
- Trade unions and employers' organizations
- International organization (e.g. United Nations, European Court of Human Rights, Global Compact, International Labor Organization, World Bank)
- NGOs (e.g. China Labor Watch, Greenpeace, WWF, Movimento Difesa del Cittadino)
- Research institutes and specialized press (e.g. CSR Asia, Blacksmith Institute, Corpwatch)

11. SPECIFIC COMMENTS

Additional comments from our analysts pertaining to the assessment.

Specific comments

💬	No records found in third party risk and compliance database.
💬	The company demonstrates an advanced management system on sustainable procurement.
💬	The company demonstrates an advanced management system on ethics issues.
💬	The company has published advanced reporting on sustainability issues.

12. CONTACT US

Any questions or need help? Visit our Help Center at support.ecovadis.com

APPENDIX:

INDUSTRY RISK PROFILE

Discover the primary sustainability risks, regulations, hot topics and best practices related to specific industries.

EcoVadis determines industry based on the International Standard Industrial Classification of All Economic Activities (ISIC), which is a compilation of all global economic activities published by the United Nations Statistical Commission. Its main purpose is to provide a set of activity categories that can be utilized for the collection and reporting of statistics according to such activities.

It is possible that a company has operations in more than one industry. In these cases, EcoVadis classifies companies based on their main area of operation, as determined by sustainability risk and/or total revenue.

CRITERIA ACTIVATION BY THEME:

Discover the primary sustainability risks, regulations, hot topics and best practices related to specific industries.

Environment

High	Energy consumption & GHGs
High	Water
Non-activated	Biodiversity
Medium	Air Pollution
High	Materials, Chemicals & Waste
Non-activated	Product Use
Non-activated	Product End-of-Life
High	Customer Health & Safety
Non-activated	Environmental Services & Advocacy

Labor & Human Rights

High	Employee Health & Safety
Medium	Working Conditions
Medium	Social Dialogue
Medium	Career Management & Training
Medium	Child Labor, Forced Labor & Human Trafficking
Medium	Diversity, Equity and Inclusion
Non-activated	External Stakeholder Human Rights

Ethics

Medium	Corruption

Medium	Anticompetitive Practices
Medium	Responsible Information Management

Sustainable Procurement 🔗

High	Supplier Environmental Practices
Medium	Supplier Social Practices

KEY SUSTAINABILITY ISSUES

Find qualitative explanations of the key sustainability issues and risk associated with Manufacture of other chemical products n.e.c.

🍃 Environment

Importance	Sustainability issue
High	Energy consumption & GHGs

Definition

Energy consumption (e.g. electricity, fuel, renewable energies) used during operations and transport. Greenhouse gases direct and indirect emissions including CO2, CH4, N2O, HFC, PFC and SF6. Also includes production of renewable energy by the company.

Industry issues

In the United States, the chemical industry accounts for 6 percent of the country's total energy usage (1). As key ingredients of the chemical industry tend to be derivatives of hydrocarbons (oil and natural gas), the potential for large quantities of greenhouse gas (GHG) emissions is high. GHG emissions are elevated in the industry due to the use of fossil fuels, flue gas release, and gas flaring practices (2,3). Energy use in the industry is also high, because of the high fossil fuel input requirements to power production - a consequence of the large amounts of energy required in chemical processing (2,3). The production of steam is an important practice in the chemical industry and roughly 52% of energy use is devoted to this purpose; in fact, steam production accounts for 10% of the total industrial manufacturing energy consumed annually in the United States (4). There are many ways to increase energy efficiency the sector. An effective starting point is to monitor energy usage, by energy type, and to calculate GHG emissions on an ongoing basis. This enables targets to be set and guides subsequent action. Actual measures can include moving towards an advanced control and optimization (closed loop production) process, reducing gas flaring, and installing more efficient equipment and technology when possible (2). Finally, companies in this sector should consider publicly reporting their energy use and greenhouse gas emission KPIs. This level of transparency in regards to environment data is becoming the norm across manufacturing industries. Annual reporting builds trust with stakeholders and gives the company a sense of accomplishment and direction on climate change and energy efficiency.

High   Water

Definition

Water consumption during operations. Pollutants rejected into water.

Industry issues

The amount of water used in the production of chemicals varies greatly across the industry, depending on the products being manufactured. Overall it is a very water intensive sector. The most common use for water throughout the industry is for the cooling of substances following chemical reactions (4). In the United States, the chemical industry that requires the largest amount of water is the production of industrial organic compounds - requiring 4,150 Mgal/day. Plastics and synthetics manufacturing requires roughly 1,170 Mgal/day (4,5). The processing of raw materials for chemical manufacturing can also lead to emissions of hazardous chemicals into wastewater. Liquid effluents resulting from cleaning, cooling, or other activities can have serious consequences for the surrounding water system and lead to negative repercussions for the responsible company. To reduce water consumption, innovative water purification technologies can be implemented to facilitate reuse, or to ensure the cleanliness of wastewater emissions. Specific technologies include ion exchange technologies, reverse osmosis and nanofiltration technologies, and separation membranes - which are cross-linked polymer networks that are capable of selecting salt ions, organics or other contaminants to be rejected (6). On-site wastewater treatment plants are an advanced and very effective way to ensure complete control over emissions and enable the recycling of water. On-site treatment plants can help reduce water consumption and mitigate the release of pollutants into the water system. Onsite treatment plants typically consist of sedimentation or coagulation processes, followed by biological treatments to further treat the water, including carbon absorption, ion exchange, or reverse osmosis. The resulting treated wastewater can then be recycled for reuse as landscaping or wash water.

Medium   Air Pollution

Definition

Impact from operations on local environment around company facilities: emissions of dust, noise and odor. It also includes accidental pollution (e.g. spills) and road congestion around the operation facilities.

Industry issues

In the United States, the production of industrial chemicals emits 517 kg of suspended particulates (TP) per US$ 1 million of production output and 369 kg of toxic chemicals are released to the air per US$ 1 million of production output (6). The release of odors during the production of chemical compounds is also a critical issue for the industry. Inorganic compounds like ammonia, for example, emit offensive fumes to the local environment, causing annoyance and even health problems in surrounding communities (8). Noise creation also requires attention, particularly during processes like the granulation, blending, and bagging of fertilizer (10). In addition to the more common emissions mentioned above, the chemical industry must also deal with the risk of serious incidents of accidental pollution to air, water, or land (5). The danger of minor to severe spills, like the Seveso, Italy chemical accident in 1976 that gave rise to the European Seveso Directive regarding safe storage of chemicals and improved safety management, is an ever present threat in the industry (7). The threat of spills is heightened during the transportation of chemicals and raw material inputs. Innovative equipment can be used to reduce the emission of particulate matter. Scrubber technologies are constantly improving and can be utilized to reduce the amount of total suspended particulates, as well as odors, released. Assessments can be undertaken to ensure that the surrounding areas are not exposed to unacceptable levels of noise. Corrective actions, like equipment muffling technology, should be implemented if the noise is found to be too great. To deal with the risk of accidental spills and pollution, companies should draw up detailed emergency plans and train employees on the procedures.

High   Materials, Chemicals & Waste

Definition

Consumption of all types of raw materials and chemicals. Non-hazardous and hazardous waste generated from operations. Also includes air emissions other than GHG (e.g. SOx, NOx).

Industry issues

Sulfur and Nitrogen Oxides, Volatile Organic Compounds (VOCs), Carbon Monoxide, and other harmful compounds are frequently emitted into the air during chemical production (5, 11). This is largely due to the use and combustion of hydrocarbons in the industry, but also results from various other chemical reactions. The emission VOCs and other compounds can be reduced and controlled with scrubbers and other flue gas technologies. While this equipment can be expensive, keeping up to date with the latest emissions reducing technology has numerous benefits for companies operating in this space. Waste is another significant issue in the chemical industry due to the use of material inputs that often result in hazardous byproducts during the manufacturing processes. Manufacturing waste is often produced in the form of filtration sludges, effluent treatment sludges, spent acids and process residues (11). Chlorinated wastes (e.g. PVC) are of particular concern as they can lead to the generation of a highly toxic, bioaccumulative compound known as Dioxin. These types of wastes can be incinerated at very high temperatures to reduce the chance of Dioxin generation (12). Dioxins are known to provoke the onset of various types of cancer as well as reproductive and developmental problems, all of which can have an affect on both human and environmental health (12). This is just one example; many byproducts of chemical manufacturing can be very harmful to people and the environment if they are not properly disposed of. Proper waste management procedures should be put in place according to best practices. Third parties can be contracted to dispose with particularly difficult or hazardous wastes. When it comes to the handling of hazardous waste, the chemical manufacturing industry needs to be particularly prepared. Both the material inputs and the chemicals produced are frequently hazardous. Strict procedures need to be implemented to ensure proper handling, storing, and labeling of dangerous materials. For example, the United Nations' Globally Harmonized System of Classification and Labelling of Chemicals (GHS) (aligned with OSHA) can be used to ensure that the hazardous properties of chemicals are clear (13). Companies operating in or importing chemicals into the European Union need to be particularly aware of the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulation. REACH requires chemicals to be registered with the European Chemicals Agency in line with specific requirements. To ensure that their environmental management systems are strong and incorporate best practices, manufacturers in this sector can align their environmental management systems with Responsible Care. Organizations can endorse the Responsible Care charter to declare their commitment to sustainability. They can also become certified against the Responsible Care Management System (RCMS) to verified their approach.

High Customer Health & Safety

Definition

Negative health and safety impacts of products and services on customers or consumers.

Industry issues

Customer health and safety is an issue of central importance in the chemicals industry due to the often hazardous nature of the products produced. Many products are immediately dangerous to customers. The World Health Organization (WHO) estimates that unintentional poisonings cause around 193,000 deaths per year globally (14). Others chemicals, or products containing certain chemicals, are more subtly harmful over time. The WHO also estimated that in 2012, 1.3 million lives and 43 million disability-adjusted life-years were lost due to exposures to selected chemicals (14). Even when the health impacts are seemingly minute, they can be serious if exposure is prolonged. For example, certain plastics exhibit a phenomenon known as outgassing, where they release hazardous volatile organic compounds over a period of years, negatively affecting air quality and the health of people exposed (15). PVC is a well-known compound that can exhibit this characteristic (15). Companies manufacturing chemicals should seek to be aware of and mitigate all levels and types of risk to customers. There are a number of actions that companies can take to substantially mitigate the risks to customer health and safety. Conducting research on the potential health impacts of products is a necessary starting point. Once hazards are identified, actions need to be implemented in response. For example, phasing out particularly harmful ingredients with less dangerous substitutes. Beyond this, the provision of information to customers is key in the abatement of risk. Providing access to an online database of Material Safety Data Sheets (MSDS) is a thorough and efficient way to ensure that customers know the hazards and how to handle the chemicals or products safely.

June 2024 | Page 54 / 68

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Labor & Human Rights

Importance	Sustainability issue
High	Employee Health & Safety

Definition

Deals with health and safety issues encountered by employees at work i.e. during operations and transport. Includes both physiological and psychological issues arising from, among others, dangerous equipment, work practices and hazardous substance.

Industry issues

There are a wide range of occupational safety hazards in the chemical sector-notably biological impacts caused by toxic chemicals and physical injuries occurring during the production process. Health and safety incidents, most notably chemical explosions, have been heavily publicized around the world due to the number of injuries that occur when system failures occur. Impacts to individual employees—notably noise and vibration exposures caused by heavy production equipment—are also common in any manufacturing setting. The potential severity of chemical production failures have a high potential of also injuring citizens in surrounding communities, as has been the case in some of the largest disasters-including the explosion that occurred in Tianjin, China, in 2015 that killed at least 173 people. Chemical manufacturers, just as companies in any sector, have an obligation to protect their workers from occupational impacts. Companies that fail to do so expose their business operations to lawsuits from injured employees and reduced productivity resulting from lost-time injuries. A robust and effective occupational health and safety management system is necessary to prevent exposure to toxic chemicals and to prevent physical injuries in the production of chemicals. Companies must perform occupational health and safety risk assessments that include not only production process impacts, but also toxic chemical exposures as well. Biological impact monitoring of employees should be periodically administered as well as employee training programs designed not only around safe machine use, but also around identifying biological impacts (16). Chemical manufacturers, as with all manufacturing companies, establish internal controls to prevent substance abuse in order to minimize human error. Lastly, an effective emergency response procedure that includes emergency eyewash/showers, fire suppression equipment should be accessible to all plant employees. Companies should refer to OSHA health and safety guidelines to better understand general occupational health and safety systems management and Responsible Care's occupational management resources (17).

Medium   Working Conditions

Definition

Deals with working hours, remunerations and social benefits granted to employees.

Industry issues

Human capital investment is increasingly important for companies seeking to develop a sustainable workforce while reducing hiring costs associated with high employee turnover (18). The provision of fair pay and working hours, retirement pensions and healthcare are issues which workers cite as insufficient, and which lead to employment insecurity. The International Trade Union Confederation's 2017 Global Poll indicates that wages have failed to increase at a rate consistent with global cost of living inflation, a conclusion supported by 84% of respondents that believe national minimum wages are insufficient, and 45% believe that the social protections, including pensions, healthcare and family leave are inadequate (19). These numbers highlight the opportunities for companies operating in countries where wage increases can improve quality of life. As indicated by the above figures, it is in the manufacturing sector's interest to invest in their human capital by providing adequate wages, social benefits and fair work hours to employees. Companies operating in less developed countries where minimum wage laws are deemed inadequate, including in China where 76% of ITUC respondents believe the national minimum wage is inadequate, companies should default to wage standards established by the ILO. Measures such as shift allowance, personal & medical insurance can be implemented to improve employees' work/life balance and reducing the impact the work has on employees' life outside of work.

Medium   Social Dialogue

Definition

Deals with structured social dialogue i.e. social dialog deployed through recognized employee representatives and collective bargaining.

Industry issues

Social dialogue, as defined by the International Labour Organization, includes all types of negotiation, consultation or exchange of information between, or among, government representatives, employers and workers. Companies that promote social dialogue through unions and other forms of worker-selected representatives are in a better position to obtain better visibility of potential health and safety issues and worker grievances around wages, working conditions and career development. A vast majority of ITUC respondents disapprove of their working conditions, including wages, benefits and job security - a figure that provides tremendous risks for companies that neglect worker engagement (20). When worker issues are not identified and remedied, companies and their supply chain partners risk business interruptions caused by worker strikes. While there is no "one size fits all" model of social dialogue that can be readily exported from one country to another due to cultural and political factors, adapting social dialogue to the national situation is key to ensuring local ownership of the worker engagement process. When companies engage in worker dialogue, they are in a better position to manage talent retention issues that potentially hinder long-term business sustainability. Given the importance of social dialogue in helping establish policies and procedures that promote both employer and employee interests, companies should work to promote collective bargaining, regardless of operational location. Collaboration with work councils, labor unions or worker representatives can be leveraged to address working conditions, remuneration, skills development and occupational health and safety needs. In countries where union membership is not permitted, or are insignificant due to low member rates, companies should establish alternative modes of social dialogue that promote worker interests.

Medium Career Management & Training

Definition

Deals with main career stages i.e. recruitment, evaluation, training and management of layoffs.

Industry issues

In addition to fair pay, social benefits, and safe and stimulating working conditions, manufacturers should include occupational skills development in their human capital management strategies. Occupational skills development, through formal training, developmental assignments, and feedback, provides mutual benefits for employees and employers. Manufacturers will benefit from a higher skilled workforce capable of meeting market demands, and workers will develop skills necessary for promotions and/or future employment opportunities in the sector. Workers are increasingly demanding occupational skills development in order to stay up-to-date on technological developments, ultimately ensuring they remain competitive on the job market. The reciprocal benefits ultimately reduce employee turnover costs, evidenced by one Harvard Business Review article (21) that finds that thriving workers are 32% more committed to their organization and 46% more satisfied with their jobs. To take advantage of the benefits provided by a skilled workforce, manufacturers should develop and implement occupational training and development programs. Ongoing employee evaluations accompanied by continuous feedback should be deployed to identify skills that enable employees to be placed in positions that allow for promotions. Lastly, manufacturers should ensure that, when necessary, workers performing redundant tasks are helped to access other responsibilities through training. Occupational skills development programs can benefit companies across all functional areas and should therefore be embedded throughout all operations.

Medium

Child Labor, Forced Labor & Human Trafficking

Definition

Deals with child, forced or compulsory labor issues within the company owned operations.

Industry issues

Modern slavery—characterized by low wages, wage theft, violent and coercive working conditions, debt bondage, identification documentation retention, forced trafficking and exposure to unsafe working conditions is a global phenomenon. An estimated 40 million people worldwide are the victims of some form of forced labor—16 million in the private sector alone (22). The latest global estimates indicate that 160 million children were in child labor globally at the beginning of 2020, accounting for almost 1 in 10 of all children worldwide. 79 million children, nearly half of all those in child labor, were in hazardous work that directly endangers their health, safety and moral development (23). Human Rights Watch documented that several children reported immediate sickness after handling or working in close contact with chemical agents which can lead to long-term and chronic health effects (24). Examples of process chemicals include cleaning agents, solvents, lubricants, refrigerants, hydraulic fluids, pesticides, adhesives, inks and coatings. In some countries globally, including Argentina, Bangladesh, China, and others, manufacturing of basic chemical products such as soap or detergent is considered a disallowed job for child laborers as it endangers their health and poses long term risks due to harmful exposures to chemicals. The sector's now increasing new production lines result in more workers being hired and hence increasing forced labor, with adults reporting excessive working hours and deceitful recruitment promises. The reasons for labor exploitation include companies seeking cheap labor —often through the hiring of indigenous groups, children and migrant workers to perform hazardous work, and the dependency on temporary labor—often filled through labor agents that engage in practices that facilitate debt bondage. The manufacturing sector as a whole has significant exposure to slavery risks because of its dependency on migrant and other vulnerable labor groups to fill cheap, low-skilled positions. Combined with the construction sector, the manufacturing sector has an estimated 18% of the global migrant class (25). Documented reports of migrant workers subjected to recruitment fees and passport confiscation have been abundant around the world. In accordance with the Guiding Principles on Business and Human Rights, manufacturers must respect human rights throughout their operational scope. Companies should develop policies, due diligence procedures and remedy human rights violations. In accordance with the Dhaka Principles, companies should prohibit recruitment fees or deposits from workers and should allow workers to move or relocate freely. Companies must implement effective slavery and child labor awareness training, perform impact assessments and monitoring procedures such as site audits. Given the inherent exposure to hazardous chemicals, it is important that manufacturers adhere to ILO child labor conventions for working in hazardous job functions. Employers should provide transparent contracts to all workers regardless of their status, should not require employees to pay recruitment fees or withhold employee documentation during any duration of the labor contract. When cases of forced or child labor are discovered, it is important for companies to remedy the issues through engagement with NGOs to provide remedy to victims, e.g., housing, psychological support and educational opportunities for child workers.

Medium Diversity, Equity and Inclusion

Definition

Deals with discrimination and harassment prevention at the workplace. Discrimination is defined as different treatment given to people in hiring, remuneration, training, promotion, termination; based on race, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age. Harassment may include physical, psychological and verbal abuse in the work environment.

Industry issues

Developing a diverse workforce is not only a socially responsible business practice, it is also good for business. Diverse workforces unlock business innovation and drives market growth due to the knowledge that workers from different gender, sexual orientation, race and ethnicity bring to their functions. More diverse companies are better able to win top talent and improve customer orientation, employee satisfaction, and decision making, each of which lead to increasing financial returns. A 2015 report by McKinsey found that companies in the top quartile for racial and ethnic diversity are 35% more likely to have financial returns above their respective national industry medians, and companies in the top quartile for gender diversity are 15% more likely to have financial returns above their respective national industry medians. In the United States, there is a linear relationship between racial and ethnic diversity and better financial performance: for every 10% increase in racial and ethnic diversity on the senior-executive team, earnings before interest and taxes (EBIT) rise 0.8% (26). Many of the world's biggest and most successful companies have advanced diversity strategies that include respect of LGBT. Nearly 90% of Fortune 500 companies prohibit discrimination based on sexual orientation and gender identity and almost 60% of them extend benefits to the same-sex partners of their employees (27). Given the higher returns associated with diverse workforce, it is important that companies take steps to promote diversity in their operations. Companies must first create an environment that is welcoming of workers from all social backgrounds. Anti-discrimination and harassment policies should be framed to protect workers from all social backgrounds including, but not limited to, gender, race, ethnicity and national identity and increasingly important-sexual identity. While most countries have laws that prohibit discrimination, differences exist in the scope of groups protected and the level of enforcement—making it a strategic challenge for companies that operate in less progressive countries. When developing policies for operations in such locations, it is key for companies to be as inclusive as possible and to keep the business benefits in mind. In order to reinforce policies, diversity training should be provided to all employees, and anti-discrimination training should be required of all management levels—particularly human resources —with decision making authority. Human resources personnel should perform frequent internal salary audits to determine where wage gaps exist between different social groups within the organization. Additional pro-diversity measures that reinforce non-discriminatory efforts include employee cultural and gender associations that enable social groups to share experiences related to professional integration and networking. Lastly, an effective whistle-blowing procedure should be available to all employees to report concerns related to, or violations of, established anti-discrimination policy.

Ethics

Importance	Sustainability issue
Medium	Corruption

Definition

Deals with all forms of corruption issues at work, including among other things extortion, bribery, conflict of interest, fraud, money laundering.

Industry issues

Corruption distorts fair markets and, if not managed effectively exposes companies to financial losses from both the act itself and the increased cost of business caused by rampant industry-wide corruption. Global anti-corruption laws are becoming more stringent in their expectations that companies establishing effective controls to prevent all types of corruption. Business exposures to corruption vary depending on the nature, scope and location of a company's international activity. They can arise both when companies seek to sell their products and services directly to foreign governments and state-owned entities and in the form of bribe payments in return for favorable contracting decisions. Risks can also take other, less obvious forms, such as when companies face shakedowns from customs inspectors and tax assessors during efforts to import or export raw materials or finished products. Additionally, risks can surface when companies operate manufacturing facilities in foreign countries, which requires frequent interaction with hosts of foreign officials ranging from maintaining utility service to paying local taxes and securing police protection. To minimize corruption risks, companies should implement a risk-based due diligence procedure to identify opportunities or situations where corrupt transactions are possible. It is important that companies identify anti-corruption training needs in order to keep employees abreast on the regional or sector environment that exposes them to potential risks. Lastly, companies must document and maintain detailed records of all due diligence measures in order to minimize liability in the event that the company is implicated in corruption investigations involving internal employees or third-party relationships.

Medium	Anticompetitive Practices

Definition

Deals with anti-competitive practices including among others: bid-rigging, price fixing, dumping, predatory, pricing, coercive monopoly, dividing territories, product tying, limit pricing, and the non respect of intellectual property.

Industry issues

Anti-competitive behaviors, including monopolies, price-fixing and bid-rigging--each of which prevent small and medium-sized companies from competing while denying vulnerable populations access to medicine. The pharmaceutical industry is particularly vulnerable to anti-competitive patent practices and price-fixing. Cartels are receiving greater attention from US and EU regulators, and in the US, the Justice Department has increased prosecutions significantly in the last several years, exposing companies to greater risks when appropriate measures are not implemented internally to prevent such practices. Large pharma companies should implement mitigation strategies to prevent employees and business partners from engaging in price-fixing schemes. Training of employees in the market impacts caused by such behaviors can serve as an effective tool because of the job insecurity that the loss of business creates when sector actors engage in such practices. Employees should be trained in how to avoid such situations, particularly those operating in activities requiring effective judgement. Through training, audits and whistleblower procedures, companies can greatly reduce risk exposures to internal anti-competitive practices.

Medium

Responsible Information Management

Definition

Deals with third-party data protection and privacy which encompasses the protection of customer personal identification information (PII) and third party intellectual property rights.

Industry issues

Companies collect, process and share confidential information belonging to third-parties in order to operate their business. Third-party confidential information includes employee and consumer personal identification information, third parties' intellectual property, and business partner trade secrets. Companies are legally mandated in several jurisdictions to manage third party data responsibly. Breaches of third-party data, including proprietary intellectual property, trade secrets and employee and consumer PII expose companies to operational seizures, financial and reputational impacts caused by stakeholder lawsuits and regulatory penalties. The financial impacts of information security breaches can be both immediate and drawn out over several years, due to possible litigation action by parties who lost confidentiality of their information entrusted to the breached company. The costs of regulatory violations remain severe, and proposed changes to major regulatory frameworks in major countries are likely to impose greater fines. Ponemon Institute estimates the global average cost of a cyber-attack to be US$3.86 million (28). Beyond direct regulatory and financial penalties, breaches in a company' information management system can cause long term distrust in the company's information security management. Almost immediately after Target's information breach, the company' net earnings for the fourth quarter were down 46 percent from the same period the year before. Over time, Target will pay an estimated US$1.4 billion when factoring ongoing legal costs, class-action lawsuits by consumers and business partners, and credit monitoring services for affected consumers (29). In order for companies to manage operational and legal risks associated with information security breaches, it is vital that robust information security management systems are developed and implemented across to the operational scope. Companies should perform vulnerability assessments, implement access and disclosure controls and provide thorough training for all employees responsible for processing third-party data. An adequate incident response procedure capable of preventing further data loss, communicating with exposed stakeholders, and systems updates is necessary to meet legal requirements in key jurisdictions.

Sustainable Procurement

Importance	Sustainability issue
High	Supplier Environmental Practices

Definition

Deals with environmental issues within the supply chain i.e. environmental impacts generated from the suppliers and subcontractors own operations and products.

Industry issues

A high proportion of the materials used in the chemical industry have a very heavy environmental footprint. Many of the material inputs are derived from petroleum extraction; one of the most environmentally intrusive activities of any industry. The extraction of petroleum and other key chemical industry inputs require large amounts of energy and water, release considerable air, water, and waste emissions, and can be responsible for damage to the local environment. Materials such as potassium from potash, limestone, sulfur, molybdenum oxide, copper and ferrous sulfate are all derived from mining activities, an industry that is frequently linked to a number of negative environmental effects. Chemical manufacturers should be aware of these environmental threats in their supply chains when they purchase raw materials and commodities. While mining and other extraction activities are often inextricably linked to some degree of environmental damage, there are vast ranges of activities that determine the level of damage. It is important that suppliers of raw materials are in line with the requirements laid out by the REACH regulation and other similar chemicals laws. Engaging with suppliers to promote best practices can have a large impact on the results. An effective first step is to create a supplier code of conduct that lays out the company's expectations for suppliers' environmental behavior. This can be strengthened with supplier assessments and audits, as well as capacity building and the sharing of best practices which may lead to long-term partnerships with suppliers to address major environmental concerns along the value chain.

|	
Medium	Supplier Social Practices

Definition

Deals with labor practices and human rights issues within the supply chain i.e. labor practices and human rights issues generated from the suppliers and subcontractors own operations or products.
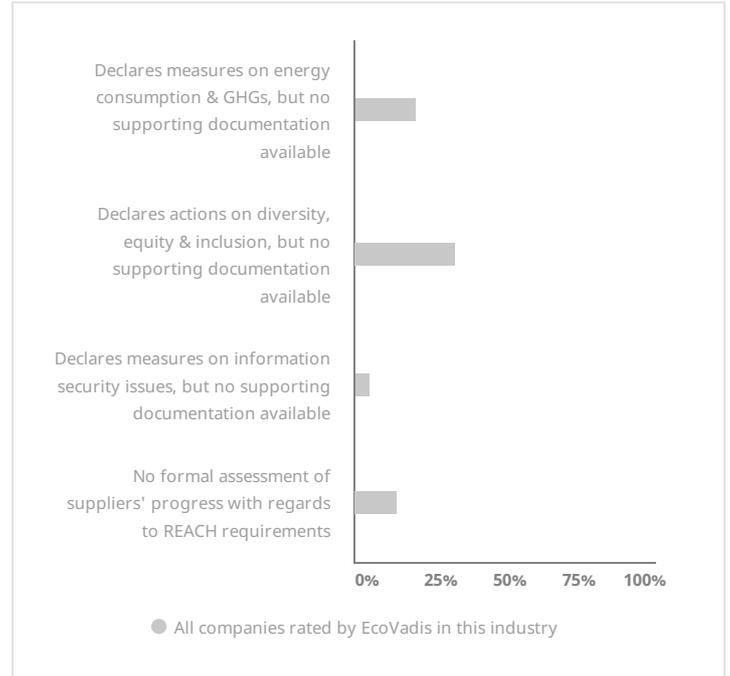
Industry issues

To prevent supply disruptions and potentially costly litigation, companies should work to embed their social practices- and human rights commitments throughout their supply chain operations in order to address operational impacts on stakeholders. Companies have an obligation to respect human rights of both internal and external stakeholder groups, and the public seems increasingly engaged in holding companies accountable. In accordance with the UN Guiding Principles on Business and Human Rights, human rights impact assessments should include those of supply chain operations. Companies should develop and implement due diligence procedures, to include supply chain mapping, risk assessments and follow up supplier engagements, including training and on-site audits. Companies should also establish contract provisions detailing supplier expectations regarding human rights protections. Lastly companies should, when necessary, establish grievance procedures in the absence of a supplier procedure.

Key industry Strengths

● All companies rated by EcoVadis in this industry
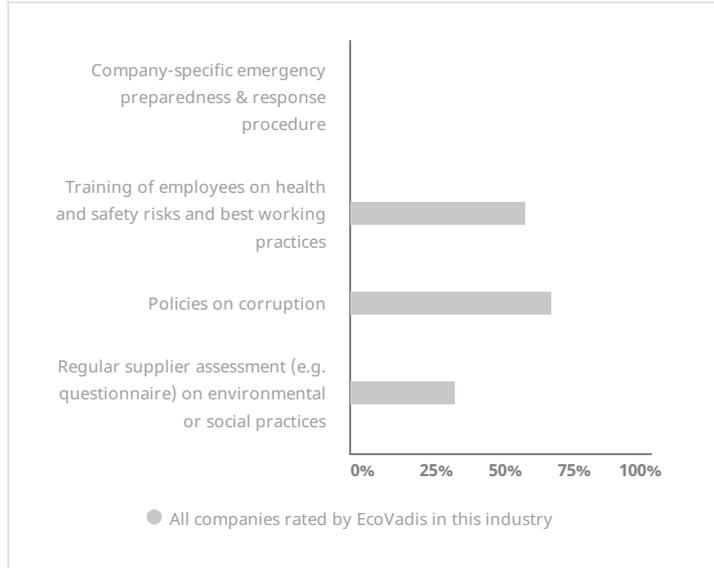
Key industry Improvement Areas

● All companies rated by EcoVadis in this industry

Sustainability KPIs Overview

KPI	All companies rated by EcoVadis in this industry
Active whistleblowing procedure in place	27%
Audit or assessment of suppliers on CSR issues	33%
Carbon disclosure project (CDP) respondent	10%
Global Compact Signatory	12%
ISO 14001 certified (at least one operational site)	33%
OHSAS 18001/ISO 45001 certification or equivalent (at least one operational site)	21%
Policy on sustainable procurement issues	30%
Reporting on energy consumption or GHGs	40%
Reporting on health & safety indicators	28%

Main Regulations and Initiatives

CITES (Convention on International Trade in Endangered Species of Wild Fauna and Flora)

http://www.cites.org/

CITES is an international agreement between governments. Its aim is to ensure that international trade in specimens of wild animals and plants does not threaten their survival.

🍃 Environment

EU regulation REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals)

http://ec.europa.eu/environment/chemicals/reach/reach_intro.htm

⚖ Regulatory

The REACH European Community Regulation (18 December 2006) encourages manufacturers and importers of "Substances of Very High Concern" to pre-register them.

🍃 Environment

HPV (High Production Volume)

http://www.icca-at-dubai.org/index.php?section=2&pageId=49

In the ICCA HPV Program, co-producers of chemicals work together to share health, environmental and safety data, assess chemicals, and engage in a "peer review" of their assessments with government experts of OECD member countries and NGOs.

🍃 Environment

Responsible Care ®

http://www.responsiblecare.org/page.asp?p=6341&l=6

Responsible Care® is the chemical industry's global voluntary initiative under which companies, through their national associations, work together to continuously improve their health, safety and environmental performance, and to communicate with stakeholders about their products and processes.

🍃 Environment

The Cartagena Protocol on Biosafety

http://www.cbd.int/biosafety/background.shtml

⚖ Regulatory

The Protocol on Biosafety is an international treaty governing the movements of living modified organisms (LMOs) resulting from modern biotechnology from one country to another.

🍃 Environment

Convention on biological diversity

http://www.cbd.int/

⚖ Regulatory

The convention on biological diversity is an international treaty to sustain the righ diversity of life on earth

🍃 Environment

GPS (Global Product Strategy)

http://www.icca-at-dubai.org/index.php?section=2&pageId=48

ICCA has developed a Global Product Strategy to improve product stewardship within the chemical industry and with customers throughout the product chain.

🍃 Environment

LRI (Long-range Research Initiative)

http://www.icca-at-dubai.org/index.php?section=2&pageId=50

The Long-range Research Initiative (LRI) has become one of the industry's key signature initiatives, a long-term, voluntary research investment to improve the scientific basis for understanding the impacts of chemicals on public health and the environment.

🍃 Environment

SusChem (European Technology Platform for Sustainable Chemistry)

http://www.suschem.org/

SusChem brings together a wide spectrum of organizations and individuals looking to boost sustainable chemistry, industrial biotechnology and chemical engineering research, development and innovation in Europe.

🍃 Environment

Standard ISO 14000 (International Standard Organisation)

http://www.iso.org/iso/iso_14000_essentials

The ISO 14000 family addresses various aspects of environmental management

🍃 Environment

Universal Declaration of Human Rights

http://www.un.org/Overview/rights.html

🔨 Regulatory

The Universal Declaration of Human Rights (UDHR) is an advisory declaration adopted by the United Nations General Assembly (10 December 1948)

👥 **Labor & Human Rights**

Standard OHSAS 18001 (Occupational Health and Safety Assessment Series)

http://www.ohsas-18001-occupational-health-and-safety.com/index.htm

OHSAS 18000 is an international occupational health and safety management system specification.

👥 **Labor & Human Rights**

United Nations Convention against Corruption (UNCAC)

http://www.unodc.org/unodc/en/treaties/CAC/index.html

🔨 Regulatory

The UNCAC is the first leg12y binding international anti-corruption instrument. In its 8 Chapters and 71 Articles, the UNCAC obliges its States Parties to implement a wide and detailed range of anti-corruption measures affecting their laws, institutions and practices.

⚖️ **Ethics**

OECD guidelines for multinational enterprises

http://www.oecd.org/about/0,2337,en_2649_34889_1_1_1_1_1,00.html

The Guidelines are recommendations addressed by governments to multinational enterprises operating in or from adhering countries. They provide voluntary principles and standards for responsible business conduct in a variety of areas including employment and industrial relations, human rights, environment, information disclosure, combating bribery, consumer interests, science and technology, competition, and taxation.

🍃 👥 ⚖️ 🔗 **All themes**

Standard ISO 26000 (International Standard Organisation)

http://www.iso.org/iso/pressrelease.htm?refid=Ref972

The future International Standard ISO 26000, Guidance on social responsibility, will provide harmonized, glob12y relevant guidance based on international consensus among expert representatives of the main stakeholder groups and so encourage the implementation of best practice in social responsibility worldwide.

🍃 👥 ⚖️ 🔗 **All themes**

International Labor Organization's Fundamental Conventions

http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_095895.pdf

🔨 Regulatory

The Governing Body of the International Labour Office has identified eight Conventions as fundamental to the rights of human beings at work. These rights are a precondition for 12 the others in that they provide a necessary framework from which to strive freely for the improvement of individual and collective conditions of work.

👥 **Labor & Human Rights**

Foreign Corrupt Practices Act of 1977

http://www.usdoj.gov/criminal/fraud/fcpa/

🔨 Regulatory

The Foreign Corrupt Practices Act of 1977 (FCPA) prohibits payments, gifts, or Practices Act contributions to officials or employees of any foreign government or government-owned business for the purpose of getting or retaining business.

⚖️ **Ethics**

United Nations Global Compact (10 principles)

http://www.unglobalcompact.org/AboutTheGC/TheTenPrinciples/index.html

The Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of ten principles in the areas of human rights, labour standards, the environment, and anti-corruption:

🍃 👥 ⚖️ 🔗 **All themes**

Standard Global Reporting Initiative's (GRI)

http://www.globalreporting.org/Home

The GRI is a network-based organization, that has set out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance.

🍃 👥 ⚖️ 🔗 **All themes**

Carbon disclosure project

https://www.cdp.net

CDP is an international, not-for-profit organization providing the only global system for companies and cities to measure, disclose, manage and share vital environmental information.

🍃 **Environment**

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