

SIKA AG (GROUP)

Switzerland | Manufacture of other chemical products n.e.c.

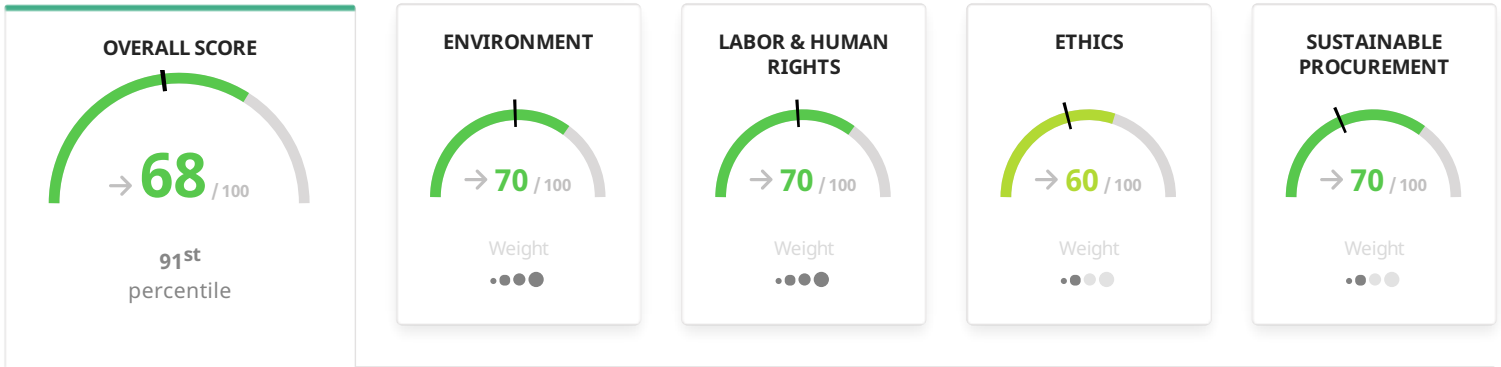


Publication date: 21 Jun 2023

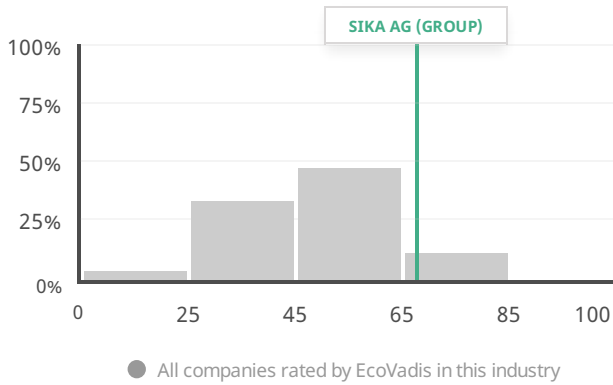
Valid until: 21 Jun 2024

Sustainability performance

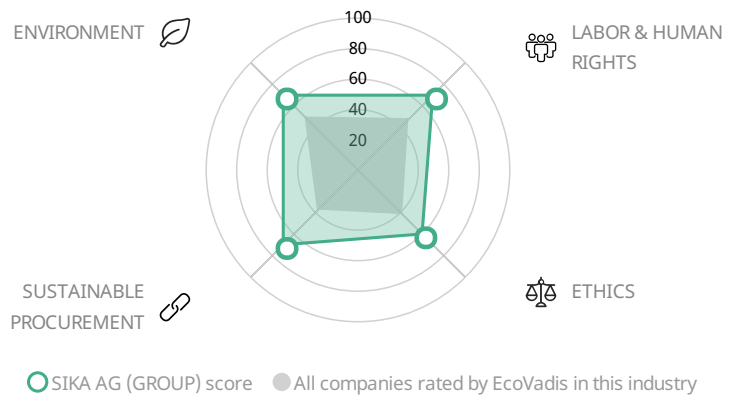
- Insufficient
- Partial
- Good
- Advanced
- Outstanding
- Average score



Overall score distribution



Theme score comparison



Strengths and Improvement Areas



Environment

Weight ●●●●

Strengths

Policies

Strengths

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

Environmental policy on air pollution

Quantitative objectives set on materials, chemicals & waste

Quantitative objectives set on water

Quantitative objectives set on energy consumption & GHGs

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

Endorsement of the Responsible Care Global Charter

Endorsement of the United Nations Global Compact (UNGC)

Actions

Strengths

Other actions to reduce energy consumption/GHG emissions

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

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

Adoption of cooling systems with reduced or recycled water consumption

Wastewater quality assessment

On-site or off-site wastewater treatment facilities
Water-stress assessment or mapping performed to identify exposure to water-related risks
Water accounting or auditing performed
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
Communication to downstream users regarding the use of dangerous substances and/or substances of very high concern (SVHC)
Registration of substances to the ECHA
Formalized process in place to assess and document risks related to customer health and safety
Formalized process in place to assess and document environmental risks
Implementation of a rainwater harvesting system
Measures to reduce energy consumption
Use of waste heat recovery system(s) or combined heat and power unit(s)
Periodical analysis on the volumes of major air pollutants or ambient air quality monitoring (testing levels of PM, NOx, SO2, VOC or heavy metals)
Training employees to safely handle and manage hazardous substances
41-60% of operational sites ISO 14001 certified
Company-specific research on potential health impacts of products/services
Provision of safety data sheets (SDS) adapted for the REACH regulation
Actions for labeling, storing, handling and transporting hazardous substances
Measures to reuse or recycle waste
Dedicated feedback channel on health & safety issues of products
Company awareness program for customers on health & safety issues associated with products/services

Results

Strengths

Reporting on total gross Scope 3 downstream GHG emissions

Reporting in accordance with SASB

Reporting on total weight of waste recovered

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 of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Reporting on scope 2 GHG emissions

Reporting on scope 1 GHG emissions

Company reports to CDP

Reporting on total energy consumption

Comprehensive reporting on environmental issues

Improvement Areas

Results

Priority Improvement Areas

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).

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.

Medium

The 360° Watch has identified at least one significant adverse report regarding air pollution

Low

No information related to reporting on total weight of pollutants emitted to water

Low

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



Strengths

Policies

Strengths

Quantitative objectives set on employee health & safety

Labor & human rights policy on diversity, equity & inclusion

Labor & human rights policy on 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

Comprehensive policy on a majority of labor or human rights issues

Endorsement of the Responsible Care Global Charter

Endorsement of the United Nations Global Compact (UNGC)

Actions

Strengths

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

Other proactive actions to prevent child and/or forced labor

Other actions on employee health & safety

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

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

Affinity or other support groups for minorities/vulnerable groups

Actions to prevent discrimination in professional development and promotion processes

ISO 45001 certified

Collective agreement in place

Employee stock ownership plan (not restricted to executive level)

Employee satisfaction survey

Bonus scheme related to company performance

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

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
Grievance mechanism on discrimination and/or harassment issues
Actions to promote wage equality in the workplace
Awareness training regarding diversity, discrimination, and/or harassment
Formalized process in place to assess and document risks related to employee health and safety
Health and safety training for subcontractors working on premises
Employee representatives or employee representative body (e.g. works council)
Internal audits on health & safety issues
Provision of protective equipment to impacted employees
Employee health & safety risk assessment
Actions to prevent discrimination during recruitment phase
Grievance mechanism on child labor, forced labor and/or human trafficking issues
Regular assessment (at least once a year) of individual performance
Active preventive measures for stress and noise
Regular employee health check-up
Official measures to anticipate or reduce layoffs and associated negative impacts (e.g. financial compensation, outplacement service)
Official measures promoting career mobility
Provision of skills development training
Joint labor management health & safety committee in operation
Setting of individual career plan for all employees
Training of employees on health and safety risks and best working practices
Results
Strengths
Reporting on the percentage of women employed in relation to the whole organization
Reporting in accordance with SASB
Reporting on average training hours per employee
Materiality analysis in sustainability reporting
External assurance of sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)

Comprehensive reporting on labor and human rights issues

Reporting on accident severity rate

Reporting on accident frequency rate

Improvement Areas

Policies

Priority Improvement Areas

Low

Inconclusive documentation for policies on health and safety for subcontractors working on the premises

Low

No quantitative target set on living wage

Low

The scope of application of the living wage target is unclear

Actions

Priority Improvement Areas

Low

Only 21-40% of operational facilities ISO 45001 certified

Low

Declares measures on living wage, but no supporting documentation available

Results

Priority Improvement Areas

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).

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



Ethics

Weight ●●●●

Strengths

Policies

Strengths

Policy on fraud

Policy on money laundering

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Policy on information security

Policies on corruption

Policy on anticompetitive practices

Dedicated responsibility for ethics issues

Comprehensive policies on ethics issues

Endorsement of the United Nations Global Compact (UNGC)

Actions

Strengths

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

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

Implementation of a records retention schedule

Information security risk assessments performed

Audits of control procedures to prevent information security breaches

Awareness training to prevent information security breaches

Anti-competitive practices risk assessments performed

Corruption risk assessments performed

Measures to protect third party data from unauthorized access or disclosure

Audits of control procedures to prevent corruption

Awareness training performed to prevent corruption

Anti-corruption due diligence program on third parties in place

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

Audits of control procedures to prevent anticompetitive practices

Awareness training performed to prevent anticompetitive practices

Results

Strengths

Reporting in accordance with SASB

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Comprehensive reporting on ethics issues

Improvement Areas

Actions

Priority Improvement Areas

Medium

Supporting documentation demonstrates a medium level of coverage of ethics actions throughout the company operations

Results

Priority Improvement Areas

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).

Medium

The 360° Watch has identified at least one significant adverse report regarding anti-competitive practices.



Sustainable Procurement

Weight ●●●●

Strengths

Policies

Strengths

Endorsement of the Together for Sustainability (TfS) initiative

Comprehensive sustainable procurement policies on both social and environmental factors

Actions

Strengths

Supplier sustainability code of conduct in place

Formal assessment of suppliers' progress with regards to REACH requirements

On-site audits of suppliers on environmental or social issues

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

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

Integration of social or environmental clauses into supplier contracts

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

Results

Strengths

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 of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Comprehensive reporting on sustainable procurement issues

Improvement Areas

Actions

Priority Improvement Areas

Medium

Supporting documentation demonstrates a medium level of coverage of sustainable procurement actions throughout the company supplier base/operations

360° Watch Findings

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

Impact on score

Neutral →

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.

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

Impact on score

Neutral →

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 ↘

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.

23 Jan 2023 | <http://www.droits-salaries...>

Impact on score

Neutral →

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.

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

Impact on score

Neutral →

Impacted themes



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

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

8 Dec 2022 | <https://www.droits-salarie...>

Impact on score

Neutral →

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.

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

Impact on score

Neutral →

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.

5 May 2022 | <https://www.morocccoworldne...>

Impact on score

Negative ↘

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 →

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 ↘

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://chemscore.chemsec...>

Impact on score

Neutral →

Impacted themes



2022 ChemScore Report

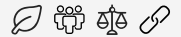
ChemScore looks at the 54 biggest chemical companies in the world, based on revenue, and ranks their performance in four different categories: the toxicity of their product portfolio, research and development of non-toxic chemicals, management and transparency, and the number and scope of controversies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

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

Impact on score

Neutral →

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].

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

Impact on score

Neutral →

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 →

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 →

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 CO2 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 →

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 →

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 →

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 →

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 zougnoise. 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 zougnoise dans un communiqué.

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

Impact on score

Neutral →

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.

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

Impact on score

Negative ↘

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 ↘

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 →

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.

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

Impact on score

Neutral →

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 ↘

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.

12 Apr 2019 | <https://www.wsocvt.com/new...>

Impact on score

Neutral →

Impacted themes



Worker dies at hospital after Gastonia plant accident

GASTON COUNTY, N.C. - Channel 9's partners at the Gaston Gazette reported a manufacturing worker at a Gastonia company died Thursday after a workplace accident, according to the state Department of Labor. The accident happened around 2 a.m. at Sika Automotive Gastonia on Kyle Court, off Bessemer City Highway.

11 Apr 2019 | <http://www.osha.gov/pls/im...>

Impact on score

Negative ↘

Severity

Minor ● ● ●

Impacted themes



OSHA Penalty for Serious H&S Standard Violations

In April 2019, Sika Automotive Gastonia's facility in Gastonia, NC, was fined \$29,400 for six serious violations of U.S. OSHA health and safety standards.

5 Apr 2019 | <http://gender-pay-gap.serv...>

Impact on score

Neutral →

Impacted themes



Sika Limited - Gender pay gap report 2019/20

In this organisation, women earn 72p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 27.5% lower than men's.

15 Nov 2018 | <https://www.osha.gov/pls/i...>

Impact on score

Negative ↘

Severity

Minor ● ● ●

Impacted themes



OSHA Penalty for Serious H&S Standard Violation(s)

On November 15th, 2018, Sika Corporation's facility in Madison Heights, MI, was fined a \$12,000 penalty for 5 serious violations of U.S. OSHA health and safety standards.

19 Sep 2018 | <http://wwwen.ipe.org.cn/In...>

Impact on score

Negative ↘

Severity

Minor ● ● ●

Impacted themes



[2018] IPE Supervision records for Sika (China) Co Ltd [CN]

In 2018, Sika (China) Co Ltd violated the Regulations on the Management of the Prevention and Control of Ship Pollution to the Marine Environment and was fined RMB 10,000 by the Maritime Bureau of Yangshan Port.

19 May 2023 |

Impact on score

Neutral →


No records found for this company on Compliance Database

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 labor & human rights issues.

 The company demonstrates an advanced management system on environmental issues.

You are receiving this score/medal based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the scorecard/medal validity, EcoVadis reserves the right to place the business' scorecard/medal on hold and, if considered appropriate, to re-assess and possibly issue a revised scorecard/medal.

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