

	<b>Integrated Quality, Environmental, Health and Safety Management Systems Policy</b>	Document No.	SIKA1001/04
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**Sika is one of the leading companies in the field of manufacturing construction chemicals. All Sika staff are committed to achieve higher levels of performance to satisfy our customers and to prevent and minimize environmental impacts and health & safety risks from our activities.**

**This commitment will be fulfilled through the following:**

- Maintain high performance that fulfils the actual and future needs of Sika customers, Environmental and Health & Safety requirements.
- Increase the overall performance at lower costs and maintain highest quality to comply with the customers' requirements.
- Develop the overall skills of the personnel through the provision of qualified employees and special training programs in the field of the company activities.
- Initiate a process of continual improvement for services, quality, environmental and health & safety systems in the company.
- Set and review integrated system objectives, targets and programs during periodical management review.
- Use of suitable machinery, equipment, and materials.
- Define and highlight duties and responsibilities.
- Identification, evaluation and assessment of environmental aspects and health & safety risks to minimize their potential impacts and hazards.
- Comply with applicable legal requirements and with other requirements to which the organization subscribes
- Protect the environment and prevent pollution, injury, and ill health.
- Internal and external communication to enhance the required working environment for both customer satisfaction and employees' safe and healthy environment.
- Emergency preparedness through control measures used to prevent or mitigate their consequences.
- Encourage and motivate employees to create and enhance team spirit and communicating and reinforcing this policy throughout the company and to the public.

**To ensure the continuity of this performance, the company has established and applied a Quality, Environment and Health & Safety systems complying with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 and ensures a process of the continual improvement to enhance the effectiveness of the company's management systems by carrying out periodical review and update of this policy. This policy shall be available to all employees and interested parties.**

**General Manager**