

**GENDER PAY GAP REPORT**  
Sika Limited

**Company overview and commitment**

Sika is a specialty chemicals company with a globally leading position in the development and production of systems and products for bonding, sealing, damping, reinforcing, and protection in the building sector and industrial manufacturing. Sika has subsidiaries in 102 countries around the world with over 400 factories and produces innovative technologies for customers worldwide. In doing so, Sika plays a crucial role in enabling the transformation of the construction and transportation sectors towards greater environmental and sustainability performance.

At Sika we believe in diversity and inclusion and the positive impact this has on our business. This belief is underpinned by two of our core values – sustainability & integrity and empowerment & respect.

**Gender Pay Gap Reporting**

Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The gender pay gap is not about equal pay but is the difference in the average pay and bonuses between all men and all women across our business.

**Gender Pay Gap Figures**

All figures in this report relate to a snapshot date of 5 April 2024 and use the standard methodologies for calculating the gender pay gap as set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

	Mean	Median
Gender Pay Gap	4.09%	5.17%
Gender Bonus Gap	38.73%	24.69%

The ‘mean’ gender pay gap has decreased but the ‘median’ gender pay gap has increased. Also, the % of both men and women receiving a bonus has decreased over last year.

The main driver for the decrease on the % of males and females receiving a bonus was due to a one off ‘cost of living bonus’ in 2022/2023, which was awarded to circa 40% of employees. A bonus payment was made during 2023/ 2024 however the achievement was less than the on-target earnings expected.

Proportion of employees receiving a bonus:



**SIKA LIMITED**

Proportion of male and female employees in each quartile:

Pay Quartile	Male	Female
Upper	76.26%	23.74%
Upper Middle	78.90%	21.10%
Lower Middle	77.93%	22.07%
Lower	69.55%	30.45%

### Why we have a Gender Pay Gap

Through a practice of job evaluation, benchmarking and regular reviews, Sika is confident that men and women are paid equally for equivalent work carried out across the company.

The main reasons for our mean pay gap at 4.09% and median pay gap at 5.17% are:

- We currently employ fewer women than men (females account for 24.35% of the total workforce at the snapshot date, a slight increase from last year)
- We currently have fewer women than men in senior roles (senior roles attract higher salaries)

We find this to be reflective of the construction industry in general.

### How we are addressing the Gender Pay Gap

We are confident that our pay and bonus gaps are based on the distribution of men and women across the different levels of our business and not attributed to our pay policies. It's by tracking that distribution and striving to attract more women into our business that we can further close our gender pay gap.

We see a future for women in the construction industry and we are keen to assist with that progression:

- We aim to recruit from the widest possible talent pool and are committed to the principles of equal opportunities, equality, and diversity
- We aim for strong employee retention, promote flexible & hybrid working and enhance family friendly policies
- We support all employees with their development needs and invest greatly in bespoke management and leadership training to develop both current and future managers
- We continue to monitor key gender ratios in recruitment, development and turnover

### Declaration

We confirm that the information and data provided in this report is accurate and has been produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signature



**Name** Tom Forsyth  
**Position** General Manager

Signature



**Name** Miles Garrod  
**Position** Chief Financial Officer UK

### SIKA LIMITED

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