

GENDER PAY GAP REPORT
Sika Limited

Company overview and commitment

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

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 2023 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.

As of 1st January 2023, Everbuild Building Products Ltd (EBP), was legally integrated into Sika Ltd (Sika). All employees who were employed by EBP were TUPED over to Sika and have been included in the snapshot date for gender pay reporting purposes.

	Mean	Median
Gender Pay Gap	7.29%	-4.41%
Gender Bonus Gap	69.34%	0%

As expected, the overall ‘mean’ and ‘median’ pay gaps have decreased following the legal integration of EBP.

The ‘mean’ gender pay gap has decreased, however, the % of both men and women receiving a bonus has increased compared to last year.

The main driver for the increase in males and females receiving a bonus was due to a one off ‘cost of living bonus’ which was awarded to circa 40% of employees. The 2022 Annual bonus, payable 2023, was not paid to the majority of those eligible, however of those that did receive a bonus the majority were Males, which has driven the ‘mean’ gender bonus gap.

Proportion of employees receiving a bonus:



SIKA LIMITED

Proportion of male and female employees in each quartile:

Pay Quartile	Male	Female
Upper	77.63%	22.37%
Upper Middle	67.11%	32.89%
Lower Middle	82.02%	17.98%
Lower	79.30%	20.70%

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.

Our mean pay gap at 7.29% and median pay gap at -4.41% is a big improvement over last year. The main reasons for this gap are:

- We currently employ fewer women than men (females account for 24.2% of the total workforce at the snapshot date, a slight decrease 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, with Sika's Gender Pay Gap reducing year on year.

How we are addressing the Gender Pay Gap

We're 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 principle 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

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

Signature

Tom Forsyth
Tom Forsyth (Apr 2, 2024 10:48 GMT+1)

Name Tom Forsyth
Position General Manager

Signature

Miles Garrod
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