



BUILDING TRUST



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(Refer to Sika Management System for latest version)

Quality, Environment, Health and Safety and Nuclear Policy

Sika Limited, Incorez and Cromar Building Products Limited are the UK subsidiaries of the Sika Group, a global company with a worldwide network of subsidiaries active in the manufacture, design, and supply of speciality chemicals for construction, industrial applications, and DIY. Our core product range includes sealants, coatings, adhesives, mortars, renders, waterproofing membranes, and admixtures.

The senior management of Sika and its UK subsidiaries are dedicated to the requirements and objectives of ISO 9001, ISO 14001, ISO 45001 and ISO 19443. It is committed to maintain effective QEHS/Nuclear Management Systems that meet all the needs of interested parties, and corporate, statutory, and regulatory requirements including those as a supplier to the nuclear industry. It is committed to provide everyone involved with the training and resource required to achieve these goals.

All departments, managers and employees have responsibilities relating to risk assessment of Health & Safety, Environment and Quality that are aligned with the aims and objectives laid out in the appropriate corporate manuals.

We strive to continually improve our products, services, and management systems so that, wherever possible, we can exceed our customers' expectations.

To achieve these objectives, management will:

- Ensure all employees are aware of the QEHS and Nuclear Policy and are committed to the effective implementation of the Management System.
- Provide adequate resources to implement, maintain and improve the QEHS and Nuclear Management System.
- Comply with all relevant existing and future legislation and industry best practice.
- Appoint competent resource to advise and assist the company in meeting its statutory obligations.
- Comply with all relevant Sika Limited QEHS/Nuclear procedures and requirements.
- Provide appropriate QEHS and Nuclear information, training and instruction to all employees, contractors, and visitors.
- Motivate and encourage employees to work in a manner which promotes high standards of QEHS performance and fostering a strong nuclear safety culture.
- Monitor and measure QEHS performance and report openly on progress.
- Monitor and measure the effectiveness of our business systems through Management Reviews and Internal Audit processes.
- Ensure nuclear safety requirements are considered and carefully managed.

- We commit to ensure nuclear safety is not compromised by other priorities.

QEHS Principles

1. Quality Management (ISO 9001:2015 & ISO 19443:2021)

We are committed to consistently providing products and services that meet or exceed customer and applicable statutory and regulatory requirements. Our quality objectives include:

- **Customer Focus:** Understanding and fulfilling customer needs and expectations to enhance customer satisfaction.
- **Continuous Improvement:** Continuously improving our processes, products, and services through regular review, performance monitoring, and effective corrective and preventive actions.
- **Product Conformity & Reliability:** Ensuring that our products are manufactured to the highest standards of quality, performance, and reliability.
- **Risk-Based Thinking:** Identifying and addressing risks and opportunities that can affect product conformity and customer satisfaction.
- **Specific Requirements for Nuclear Safety (ISO 19443:2021):** For products and services supplied to the nuclear energy sector that are important to nuclear safety (ITNS), we commit to:
 - Maintaining a robust quality culture focused on nuclear safety.
 - Ensuring the competence and qualification of personnel involved in ITNS activities.
 - Implementing stringent controls over design, procurement, manufacturing, testing, and documentation for ITNS products and services.
 - Applying graded approaches to quality management based on the safety significance of the product or service.
 - Ensuring traceability and control of items important to nuclear safety throughout their lifecycle.

2. Environmental Management (ISO 14001:2015)

We are committed to protecting the environment and preventing pollution in all our operations. Our environmental objectives include:

- **Pollution Prevention:** Minimizing the environmental impact of our operations, including emissions to air, discharges to water, and waste generation, through responsible management practices.
- **Resource Efficiency:** Optimizing the use of natural resources, including energy and water, and promoting the use of sustainable materials where feasible.
- **Legal Compliance:** Fulfilling all compliance obligations related to our environmental aspects.
- **Environmental Performance Improvement:** Continually improving our environmental performance through setting and reviewing environmental objectives and targets.



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- **Life Cycle Perspective:** Considering environmental aspects from a life cycle perspective, from raw material sourcing to product disposal.

3. Occupational Health & Safety Management (ISO 45001:2018)

We are committed to providing a safe and healthy working environment for all our employees, contractors, visitors, and other interested parties, aiming to prevent work-related injury and ill health. Our health and safety objectives include:

- **Hazard Elimination & Risk Reduction:** Systematically identifying hazards, assessing occupational health and safety risks, and implementing controls to eliminate hazards and reduce risks.
- **Legal Compliance:** Fulfilling all applicable legal and other requirements related to occupational health and safety.
- **Worker Participation:** Consulting with and encouraging the participation of workers and their representatives in the development, planning, implementation, and evaluation of our OH&S management system.
- **Safe Working Conditions:** Providing and maintaining safe plant and equipment, safe systems of work, and appropriate personal protective equipment.
- **Competence & Awareness:** Ensuring that all personnel are competent and aware of their OH&S responsibilities.

Sika Limited will ensure that this policy is communicated to and understood by all employees and published externally where appropriate.

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