

Approval:	General Manager
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SAFETY AND HEALTH POLICY STATEMENT

Sika Kenya Limited is an established manufacturer, designer and supplier of specialized chemicals for building, construction and automotive industries.

We are committed to continual improvement in safety and health performance.

This is non-negotiable in our drive towards Zero Harm.

- We believe that all injuries and incidents are preventable.
- The safety of our employees, visitors and contractors and the prevention and minimization of any impact is a non-negotiable value.
- Employees at all levels in the organization are the role models in the management of safety and health matters.
- Risky behaviors are not acceptable and are addressed when observed.
- Excellent safety and health performance is recognized as good business practice.

Safety and Health management is integrated in the way we do our business and forms a core element of our decision-making processes to benefit our stakeholders and community at large.

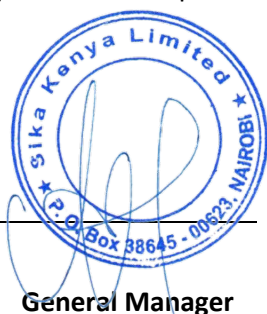
To achieve our goal, we are committed to:

- Compliance with applicable legal and other requirements as a minimum standard.
- Providing safe and healthy work environment for employees, visitors, and contractors.
- Continually improving our performance through management reviews and open relations with all stakeholders.
- The prevention of accidents/incidents and pollution.
- Promoting safety and health awareness.
- Promoting employees' consultation and participation in health and safety aspects.

Our performance in these endeavors will be monitored and measured against our targets and objectives set and endorsed by management; and in compliance with ISO 45001 and OSHA Act 2007.

Our employees have a responsibility to work within required standards and actively promote and support this policy.

Signature: _____

A circular blue stamp for Sika Kenya Limited, Nairobi, Kenya. The stamp contains the company name, location, and contact information: "Sika Kenya Limited", "P.O. Box 38645 - 00623, NAIROBI", and "Kenya". A blue ink signature is written over the stamp.

General Manager

Date: July 22, 2024