


5.1.0 OHS-MS- Occupational safety & Health Policy					
Revision: 02	Date: Aug 2025	Prepared by: EHS&S Manager	Approved By: General Manager	Next Review: Aug 2026	

Sika Kenya Limited manufactures, designs, and supplies specialized chemicals for building, construction, and automotive industries. The health and safety of our people is a **non-negotiable value** and central to how we do business. We strive for **Zero Harm** because we believe all injuries and incidents are preventable.

We recognize internal and external issues and the needs of workers, contractors, visitors, and regulators in shaping our health & safety priorities.

Our Commitment

We commit to:

- Providing a safe and healthy workplace for all employees, contractors, and visitors.
- Preventing work-related injury and ill-health through hazard elimination and risk reduction.
- Complying with all applicable legal and other requirements.
- Continual improvement in safety performance through management reviews and worker participation.
- Allocating resources, building competence through training, and openly communicating safety expectations.
- Preventing pollution and minimizing environmental impacts related to our work.

How We Work Safely

- **Leadership and Participation:** Top management leads by example; all workers actively participate and take ownership of safety.
- **No Risky Behaviors:** Unsafe acts are challenged and corrected immediately.
- **Integration into Business:** Health and Safety is built into every decision and process.
- We adopt and mandate the **STOP principle**: Substitution, Technical, Organizational, and Personal protective measures in all hazard identification, risk assessment, and incident investigations

Measuring Success

Our performance will be monitored through audits, key performance indicators, incident investigation with root cause analysis, and periodic management reviews.

Our Responsibility

Every employee has a duty to work safely, follow agreed controls, and support this policy.

This policy will be reviewed periodically to ensure its continued relevance, adequacy, and effectiveness.


Signed:

General Manager, Sika Kenya

Date: 12th Aug 2025



INTERNAL

5.1.0 OHS-MS- Occupational safety & Health Policy					
Revision: 02	Date: Aug 2025	Prepared by: EHS&S Manager	Approved By: General Manager	Next Review: Aug 2026	

Document Control Table

Revision No.	Date	Change Description	Prepared By:	Approved By:
1	1 st Jan 2019	Initial Preparation of the OHS policy		Milutin Milosevic
2	12 th Aug 2025	<ol style="list-style-type: none"> Context & stakeholder needs: Addresses ISO requirement to understand internal/external factors Leadership and worker engagement: Reinforces accountability and participation Core OH&S commitments: Aligns with ISO Clause 5.2 policy obligations Resources, competence, communication: Satisfies ISO support requirements STOP principle inclusion: Reflects Sika global standards and hazard control best practice Monitoring, audit, review: Ensures performance evaluation and continual improvement Policy periodic review: Meets ISO requirement for policy maintenance 	Patience Kiteto	Milutin Milosevic