

## EQUAL EMPLOYMENT OPPORTUNITY POLICY AND STATEMENT OF AFFIRMATIVE ACTION

It is the policy of Intertek and its subsidiaries to employ qualified persons without discrimination against any employee or applicant for employment because of ancestry, age, color, disability, genetic information, gender, gender identity, protected veteran status, national origin, race, religion, sexual orientation, or any other protected group status and further, to take affirmative action to employ and advance in employment qualified minorities, women, individuals with disabilities and or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, or thereafter referred collectively as "protected veterans." It is also the policy of Intertek to take affirmative action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

To implement this policy, Intertek has established Affirmative Action Programs by which we undertake that:

- We will recruit, hire, train and promote persons in all job titles and ensure that all other personnel actions are administered without regard to color, disability, gender identity, veteran status, national origin, race, religion, sex and sexual orientation;
- We will base decisions on employment to further the principle of equal employment opportunity;
- We will insure that all personnel actions such as compensation, benefits, transfers, promotions, layoffs, return from layoffs, training and education will be administered without regard to color, disability, gender identity, veteran status, national origin, race, religion, sex and sexual orientation;
- In accordance with the Rehabilitation Act of 1973 and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, the company will take affirmative action to employ and advance in employment qualified individuals with physical and mental disabilities, and protected veterans at all levels of employment. An applicant or employee may review the Affirmative Action Plans for Individuals with Disabilities and for Protected Veterans by sending an email to [hr.eeoc.data@intertek.com](mailto:hr.eeoc.data@intertek.com) or calling 877- 694-8543 #5 and ask to speak with our Diversity Analyst, Monday through Friday, between the hours of 8am – 5pm.

The overall responsibility for the implementation of this policy is the Vice President of Human Resources who is designated as the Equal Opportunity Official. One of the Equal Opportunity Official's duties is to establish and maintain an internal audit and reporting system to allow for effective measurement of Intertek's programs.





Employees and applicants for employment shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged or may engage in filing a complaint, assisted in a review, investigation or hearing, or have otherwise sought to obtain their legal rights under, or opposed any act or practice made unlawful under any federal, state, or local EEO law.

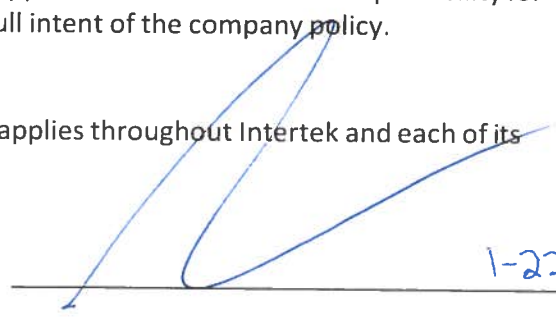
Any employee who believes that he or she has been subjected to discrimination, harassment, or other prohibited behavior by his/her supervisor, any member of management, co-worker, third-party vendors or in the course of conducting the company's business, should contact his/her supervisor or manager, a human resources representative, or the Vice President of Human Resources. Policy violations may also be reported by calling the Compliance Hotline at 1-800-461-9330 or accessing the Intertek Hotline at [www.intertekhotline.com](http://www.intertekhotline.com).

Any supervisor, manager or human resources representative who is aware of a complaint must ensure that it is promptly reported, investigated and treated confidentially. All employees and all levels of management are expected to provide assistance and support for this policy to assure complete compliance. Failure to cooperate in an investigation will result in discipline up to and including termination of employment. As noted above, retaliatory treatment of any employee reporting discrimination, harassment, or other prohibited behavior is strictly prohibited and should be reported immediately to his/her supervisor, manager or human resources representative, by calling the Intertek Hotline at 1-800-461-9330 or at [www.intertekhotline.com](http://www.intertekhotline.com).

Further, Intertek will not discipline, discharge, take adverse employment action, or in any other manner discriminate or take action against any employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing or action, including an investigation conducted by Intertek, or (c) consistent with Intertek's legal duty to furnish this information.

While certain employees are designated to administer the company's Equal Employment Opportunity and Affirmative Action Programs, every person at Intertek shares responsibility for making it work and ensuring that we achieve the full intent of the company policy.

I wish to reaffirm and reemphasize that this policy applies throughout Intertek and each of its subsidiaries.

  
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Todd Andrews  
General Counsel

1-22-2024  
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Date