

INCLUSION & DIVERSITY POLICY

Introduction and overview

Intertek has a history that goes back over 130 years, evolving from the combined growth of a number of innovative companies from around the globe.

Diversity has always been at the heart of who we are and will continue to provide the power behind our success in the future. With team members from over 100 countries, all with different backgrounds, cultures and beliefs – our diverse workforce makes us the leading company we are today.

The Group is supportive of all the communities in which we are active and is committed to giving local, talented people the opportunity of employment and further development. It is Intertek's policy that everyone should have an equal opportunity of employment, fair reward and career advancement on the basis of ability, performance, necessary qualifications and conduct.

As a business we want to ensure that we have the right capabilities to deliver our strategy. It is therefore critical for business success that we identify and include those individuals who possess the skills and competencies to deliver our services in the diverse marketplaces where we operate. We recognise and harness the value that individuals of different backgrounds and capabilities bring to our business. Our diverse workforce helps us to understand, communicate and trade with our vast client base through their understanding of local issues and cultures. This adds value in assuring our services are tailored to customer needs and underpins sales growth, customer retention and satisfaction.

Policy

The purpose of our inclusion and diversity policy is to:

- facilitate a culture of inclusiveness where people are able to perform at their best, where their views, opinions and talents are respected, harnessed and they are not discriminated against; and
- attract, develop and retain the best people who share in the mission, values and success of the company, regardless of differences.

Intertek's employment policies and practices operate within a framework which reflects a culture of merit where decisions are based on the individual's ability to perform in relation to the needs of the business. These policies are intended to complement and conform to local and national laws, regulations and codes of practice. We act to apply all employment policies and practices, including recruitment, promotion, reward, working conditions, and performance management related policies, in a way that is informed, fair and objective. As such, our inclusion and diversity policy acts to eliminate discrimination so that our employees are treated fairly and feel respected and included in our workplaces.





Definitions

We define diversity as the way an individual can differ from other individuals. This includes age, disability, marriage and civil partnership status, pregnancy, race, ethnicity, nationality, colour, religion or belief, gender or gender reassignment, sexual orientation and educational background.

Inclusion is about how people feel and engage within our organisation. We will strive to ensure our employees feel valued, respected and well treated; we will strive to embrace all employee differences and individual talents to benefit the organisation.

A diverse and inclusive organisation is one that values diversity, and treats everyone fairly regardless of difference, to gain the best from its people and to provide the best service to its customers.

Scope and responsibility

Our inclusion and diversity policy applies to the Intertek Board and all Intertek employees across the globe. All employees are responsible for actively implementing our inclusion and diversity policy and should be aware of their personal responsibility towards each other, customers, contractors, suppliers and the wider community.

This policy statement has the complete support of the Board of Directors and the Management team of Intertek Group plc.

Authorised by the **Chief Executive Officer, Intertek Group plc**

Name: André Lacroix

Signed:

Date: March 2021