

INCLUSION AND DIVERSITY POLICY

3 July 2025

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Policy statement

Intertek has a rich history that goes back over 130 years. 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 – we truly are a rich mosaic of diverse talent. We believe this is a significant factor in making 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. We promote meritocracy and equal opportunity in the entire employee experience.

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.

Definitions

Diversity encompasses the variety of differences that exist among people in the workplace. Diversity recognises that everyone is different in a variety of visible and non-visible ways, and that those differences are to be recognised, respected, valued and celebrated.

Inclusion is the practice of including people in a way that is fair for all, values everyone's differences, and empowers and enables each person to be themselves and achieve their full potential and thrive at work. Inclusion is about how people feel and engage within our organisation.

At Intertek, we strive to create an inclusive and diverse environment where everyone feels valued, respected and treated fairly regardless of difference, and where people feel empowered to perform at their best and provide the best service to their customers.

Our policy's purpose

The purpose of our inclusion and diversity policy is to:

- provide fairness and respect for all in our employment, whether temporary, part-time or full-time
- facilitate a culture of inclusiveness where people are able to perform at their best, are not discriminated against and where their views, opinions and talents are respected and harnessed; and
- attract, develop and retain the best people who share in the mission, values and success of the company, regardless of, and not limited to:
 - Age
 - Caring responsibilities
 - Disability
 - Gender identity/expression



- Gender Reassignment
- Marital and Civil Partnership status
- Pregnancy & maternity
- Race, nationality and ethnicity
- Religion or belief or absence of religion or belief
- Sexual orientation
- Socio-economic background

Intertek's employment policies and practices operate within a framework that reflects our values -driven culture and a merit-based approach to decisions about an 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.

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.

Company Responsibilities

- To actively support inclusion and diversity to ensure that all our employees are valued and treated with dignity and respect.
- To continually strive to provide employees with a working environment that is free from discrimination.
- To ensure managers work in partnership with employees to create and sustain an inclusive working environment where everyone's unique contribution is valued and a merit-based approach is promoted.
- To ensure that decisions affecting employment, training, promotion and career development are solely based on an individual's ability and genuine occupational requirements.
- To comply with relevant legislation and Intertek's Code of Ethics that outlines to employees the required standards of behaviour and conduct in relation to how they treat their colleagues and other people they have contact with as part of their work with Intertek.
- To regularly review the policy and its practical application and make any updates to continue to work towards identifying and eliminating any discriminatory practices.
- To provide employees and managers with the appropriate information, via this Policy, on inclusion and diversity in the workplace; as well as provide inclusion and diversity training for all employees.
- To engage with disabled employees, workers and customers in an interactive process to determine



accommodations or adjustments to meet their needs, where reasonable and practicable to do so.

- To ensure all internal publications and material reflect, in the language and images, the diversity of our employees and customers.
- To provide products and services to our customers and clients without any form of unlawful discrimination and/or harassment.
- This policy will be reviewed annually as part of the Ever-Better approach and progress and improvements will be tracked over time, and revisions will be communicated through the Group. Any questions or feedback on the policy can be directed to the Executive Vice President Human Resources.

Employee Responsibilities

- To familiarise themselves with this policy and to act in accordance with Intertek's commitment to inclusion and diversity at all times.
- Not to discriminate against colleagues and other people they have contact with as part of their work with Intertek, treating everyone with respect and helping to create an environment that is free from discrimination and/or harassment of any kind.
- To be sensitive to the potential impact of their behaviour on colleagues, customers, visitors, suppliers and contractors.
- To work in partnership with managers to create and sustain an inclusive working environment, in which everyone's unique contribution is valued.
- To co-operate with managers in the elimination of any discriminatory practices and/or harassment that may be identified.

Recruitment and Selection

Intertek endeavours to attract people from all sections of society and we strive to reflect the diversity of the communities in which we operate. We will ensure fair treatment through the recruitment process.

This includes:

- Checking that job statements/descriptions are relevant and non-discriminatory.
- Ensuring that the wording and images used in job adverts reflect and appeal to all sections of society and comply with law.
- Short-listing only those people whose skills and qualifications most closely match the job statement/description.
- Asking fair, objective, job-related and consistent competency-based questions at interview.
- Keeping records of the recruitment and selection process, including interviews.
- Monitoring recruitment and selection to ensure equality of opportunity throughout the process and taking steps to eliminate any discriminatory practices.
- Making adjustments to meet the needs of disabled applicants, where reasonable and practicable to do so.



Promotion and Career Development

Decisions in respect of promotions and career development focus on skills and talents rather than assumptions based on, and not limited to, the following: age, caring responsibilities, disability, gender identity/expression, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, nationality, ethnicity, religion or belief or absence of religion or belief, sexual orientation or socio-economic background. As a minimum, all employees are offered yearly discussions on growth and development.

Training and Development

The role of training and development is to improve the job, to develop skills and to prepare individuals for other roles and responsibilities.

We target that 100% of permanent employees have access to training and development opportunities, as well as yearly discussions on growth and development.

As with promotion and career development, decisions in respect of who is trained and how that training will be facilitated will be based on individual development needs and not on age, caring responsibilities, disability, gender identity/expression, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, nationality, ethnicity, religion or belief or absence of religion or believe, sexual orientation or socio-economic background.

Intertek will engage in an interactive process with disabled employees who request an accommodation or reasonable adjustment and where reasonable will make accommodations or adjustments. Where possible a range of training options may be used, such as e-learning and regional seminars, to ensure that everyone has equal access to training irrespective of disability, location or hours of work.

Training material will aim to reflect, in the language and images, the diversity of our employees and customers. Intertek aims to provide training and development opportunities to all employees.

Reward Policy

Intertek's approach to Reward and Recognition is set out in full in the Remuneration Policy, which is found on the Intertek Intranet, WhatsIn. However, decisions in respect of Reward will not be based on assumptions of age, caring responsibilities, disability, gender identity/expression, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, nationality, ethnicity, religion or belief or absence of religion or believe, sexual orientation or socio-economic background.

Diversity Monitoring

To get an accurate picture of Intertek and to ensure that we are providing equal opportunities in our merit-based employment decisions, we will collect, on a voluntary basis, individual personal information on the diversity of potential recruits and existing employees.

All personal data is held securely and processed in compliance with the Group Data Protection Policy.

Employee Concerns

Employees have the right to be treated with dignity and respect and to work in an environment where they can feel confident to raise any concerns they may have.

Intertek is committed to maintaining a culture where issues of integrity and professional ethics can be raised and discussed openly. Should an employee believe they are being bullied, harassed or victimised



then they should raise these concerns through the [Intertek Hotline](#), that is available for all employees, contractors and others representing Intertek, to enable confidential reporting of suspected misconduct or breaches of the Code of Ethics. Independently owned and operated by Conversant, reported concerns will be kept secure and confidential.

The Code of Ethics can be accessed from WhatsIn, the Group intranet, or employees can obtain a copy from their line manager or Regional Compliance Officer. All concerns will be taken seriously and managers will work with employees to investigate these as quickly as possible, with sensitivity and where appropriate, seek to resolve these informally where possible.

Any allegations concerning breaches of the Code will be investigated quickly and fairly by the Company. Details of the investigation will be kept confidential and only shared on a strict need-to-know basis, unless we are legally obliged to provide details as part of a criminal or regulatory investigation or civil proceedings.

Related documents:

This policy should be read in conjunction with our [Intertek Code of Ethics](#) and our [Group Health, Safety and Wellbeing Policy](#), which covers our approach to employee health, safety and wellbeing, including mental health.

Authorised by the Chief Executive Officer, Intertek Group plc.

Name: André Lacroix

Signed:

Date: 3 July 2025