

LABOUR AND HUMAN RIGHTS POLICY

Introduction and purpose

Employee engagement, human rights and worker health and wellness is core to the long-term success of our business. We strive for a sustainable workforce that is stable, engaged and committed to the organisation, our goals and objectives. We respect and protect the rights of our people across operations and throughout our business relationships.

We are committed to ensuring that our employees are subject to fair working practices and are treated with respect. Within our business, the rights of our employees are respected by the implementation of this policy and our Code of Ethics.

Intertek's policies and codes are based on and fully respect the International Bill of Human Rights and the International Labour Organization's declaration on Fundamental Principles and Rights at Work and the Children's Rights and Business Principles.

Requirements

1. Non-discrimination

Intertek shall not accept any form of discrimination against Intertek people on the basis of race, colour, gender, language, religion, political or other opinion, caste, national or social origin, property, birth, union affiliation, sexual orientation, health status, age, disability, or other distinguishing characteristics. Employment-related decisions, from hiring to termination and retirement shall be based on relevant and objective criteria. Intertek has an Inclusion and Diversity policy that recognises difference as a positive element.

2. Forced labour

Intertek shall prohibit any form of forced labour, including bonded labour, indentured labour, slave labour, or human trafficking. Intertek people shall be allowed to move around freely and leave their place of work when their work shift ends.

3. Child labour

Intertek shall not condone the hiring of child labour under any circumstances. The minimum age for full-time employment in 'regular work' shall be 16 years old or the legal minimum age for employment, whichever is greater. If the local minimum working age is 14 year old in accordance with exceptions for developing countries, this lower age shall apply. Intertek shall refrain from hiring workers under the age of 18 years old for positions where 'hazardous work' is performed.

4. Freedom of association and collective bargaining

Intertek shall respect employees' rights to form, not join or join a labour union or other organisation of their choice, and to bargain collectively in support of their mutual interests without fear of punitive actions such as intimidation, harassment or termination of employment. If no legally recognised union exists in the area of operations, or if only state-authorized organisations are allowed, Intertek shall respond to initiatives to establish internal means to achieving effective representation of workers' interests.





5. Harassment

Intertek shall protect workers from any acts of physical, verbal, sexual or psychological harassment, abuse or threats in the workplace by either their fellow workers or their managers.

6. Working hours, benefits and wages

Intertek shall ensure, as a minimum, it adheres to all applicable laws or industry standards, whichever may be more stringent, relating to wages, working hours, overtime and benefits. Intertek shall be committed to continuously developing employee skills and capabilities, and to providing opportunities for career advancement see performance management. In the event of termination of employment, Intertek shall meet or exceed applicable laws and industry standards.

7. Leave

Intertek shall grant all employees the right to sick leave and annual holiday, as well as parental leave for employees who have to care for a new-born child or newly adopted child as provided by national legislation. Employees who take such leave shall not face dismissal or threat of dismissal, and subject to business conditions, shall be able to return to their former employment or equivalent employment on comparable terms of employment.

8. Employee contracts and letters

All Intertek employees shall be provided with a written, understandable and legally binding contract/letter. Intertek shall not rely on part-time, short-term or casual labourers, trainees or false apprenticeships to pay lower wages and offer fewer benefits. This relates to contracts and compliance and individual freelancers, contractors and consultants.

Scope

This policy applies globally to the management, employees and contract workers of all entities in the Intertek Group. Our joint ventures and business partners are strongly encouraged to adopt and implement our policy.

Our subsidiaries are defined as companies that Intertek Group plc directly or indirectly owns or controls more than 50% of the voting rights in the subsidiary or which it, in some other way, controls.

Compliance

All subsidiaries within the Intertek Group shall comply with the provisions of the labour and human rights policy as well as national laws and regulations. Should there be differences between the content of this policy and the national laws or other applicable standards, the more rigorous requirements shall apply.

Companies that have recently joined the Intertek Group may be granted exemption from the policy's provisions during the initial period of integration.

Application

Intertek Group subsidiaries shall implement this policy in their daily work.

All Group companies shall take appropriate action to ensure that the provisions of this policy are communicated to their employees in their own language.



Compliance with policies, guidelines and codes shall be regularly tracked, and relevant corrective action plans identified and implemented.

The policy forms a part of the Intertek Code of Ethics. If Intertek people believe that they have experienced any mistreatment or have witnessed such in relation to the policy they can raise this with management or the compliance hotline.

The Intertek Group shall periodically review the labour and human rights policy in order to ensure its continued adequacy and relevance for our business. The most recent version will always apply.

Responsibilities

Line management is responsible for human rights and labour rights along with individual employees. All incidents will reported as instructed by the Intertek code of ethics.

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