



Intertek Sustainability Disclosure Index

In line with our own standard on Communications & Disclosures, we deeply believe that total transparency with robust disclosures and relevant targets aligned to corporate strategy is integral for corporations to demonstrate sustainability accountability to their stakeholders.

This disclosure index is complementary to our published reports and sets out how our latest sustainability disclosures map to our own Total Sustainability Assurance standards, the Global Reporting Initiative ('GRI') Standards and applicable Sustainability Accounting Standards Board ('SASB') requirements.



We are committed to providing our stakeholders with accurate and timely updates on our sustainability activities and performance and make every effort to produce reporting that is balanced and transparent and meets their needs.

We do this through our Annual Report, Sustainability Report, our website and by reporting against voluntary external indices.



Our Annual Report explains the wider context in which we operate and presents our sustainability performance in relation to both our corporate performance and global sustainable development issues.

Our Sustainability Report presents how our material issues - economic, environmental and social - relate to our long-term strategy, risks, opportunities and goals, including throughout our value chain.

Additional information, policies and case studies can also be found on our website.





Our Ever Better Approach to Sustainability

Our sustainability reporting helps us to set goals, measure performance, and manage change in order to make our operations more sustainable.

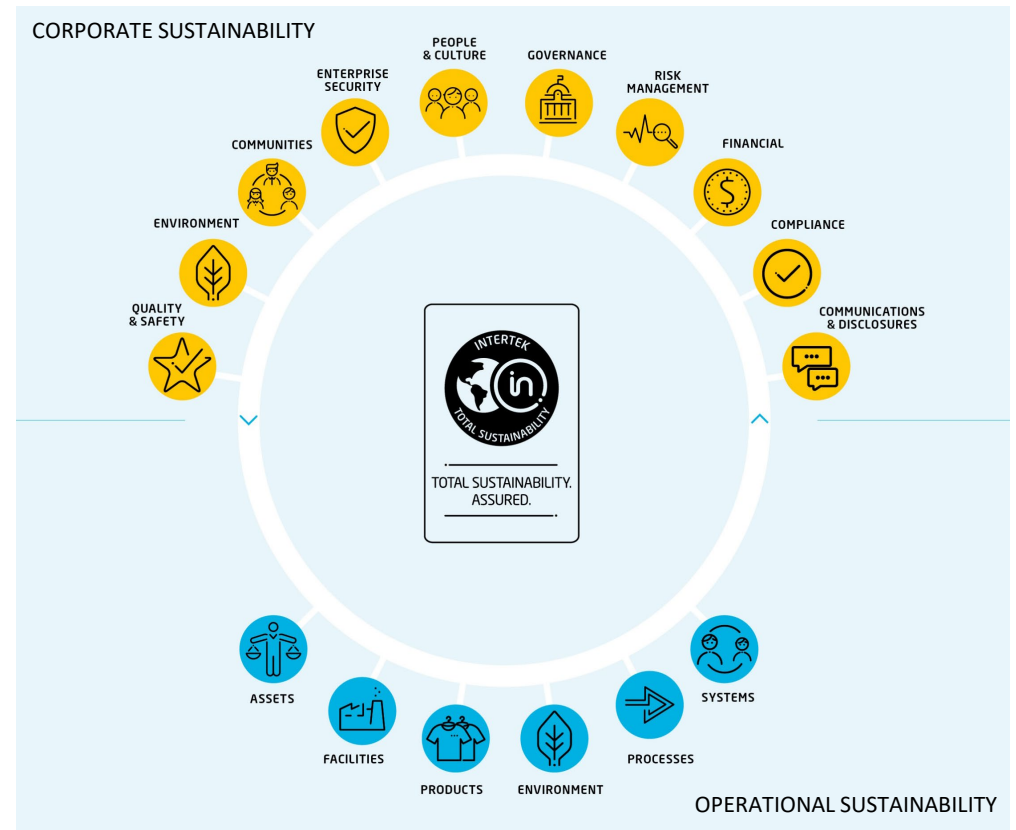
When accounting for ESG, there are many different frameworks and standards that can be used as a basis of reporting, all with different focus and levels of transparency to the audience they focus on. We know that the profusion of ESG standards and ratings agencies can make it difficult for corporations to build clear, measurable, authenticated and actionable sustainability objectives into their business models.

The Total Sustainability Assurance ('TSA') programme, against which we audit our clients' sustainability, is based on ten corporate sustainability standards that we believe define a truly sustainable organisation today. We believe our ten TSA standards are the most comprehensive sustainability standards currently available and include areas that are not covered in other reporting frameworks.

Our ten TSA Corporate Certification Standards demonstrate actionable, comparable, consistent and reliable disclosures and provide assurance beyond ESG disclosures and recognise that truly sustainable solutions must address the important operational aspects of every company, to cover environment, products, processes, facilities, assets, systems, corporate policies and stakeholder engagement.

As a purpose-led organisation and a world leader in sustainability services, our own standards must be as high as those we provide for our clients. In 2019 we committed to leading by example by applying our Corporate Sustainability Certification standards to ourselves at Intertek.

Applying the principles of the TSA programme helps us to guide and frame our own Sustainability Excellence approach, identify actions to improve our sustainability and assurance of our entire value chain, delivering real, robust and measurable value to our stakeholders.





Intertek Total Sustainability Assurance ('TSA') Corporate Certification standards index

The following table illustrates how we have applied the TSA framework to our sustainability disclosures and where specific information may be found.

	Principles	Our response and where to find it
QUALITY & SAFETY		
1.1 – Own Operations	Continuous Improvement Process	Sustainability Report 2020, page 15
	Equipment & Assets	Sustainability Report 2020, page 47
	Site & Facilities Management	Our site & facilities management balances the needs of the organisation with worker health and safety ensuring workforce stability and core productivity.
	Business Resilience	Sustainability Report 2020, page 15
	Hazardous Materials Management	Sustainability Report 2020, page 42
	Distribution and Logistics	Not a material topic for Intertek. We are constantly looking for new and innovative ways to effectively deliver our services.
1.2 – Products & Services	Product/Service Design	Annual Report and Accounts 2020, pages 18-25
	Life Cycle Environmental Impact	Not considered material to our business at this time.
	Customer Focus	Sustainability Report 2020, page 16
	Incident, Product Withdrawal and Control Procedures	Not considered material to our business at this time.
	Product Testing	Effective procedures form an integral part of our testing processes.
	Product Sustainability Validation	Not considered material to our business at this time.
	Packaging	Not considered material to our business. However, where packaging is required (e.g. to return a tested product to a client) reasonable steps are taken to do so in the most sustainable way possible.
	Product Societal Value	Annual Report and Accounts 2020, pages 18-25
Product Pricing	Across the many countries Intertek operates in, we are committed to acting and competing in a fair and open manner in the marketplace. As such, we strive to present the Company accurately and avoid marketing our services in a way that is misleading. Code of Ethics	

	Principles	Our response and where to find it
1.3 – Supply Chain	Chemical Management	Sustainability Report 2020, page 42
	Procurement Policies & Responsible Sourcing	Sustainability Report 2020, page 16
	Supplier Engagement	Sustainability Report 2020, page 16
1.4 – Innovation	Key Suppliers	Sustainability Report 2020, page 16
	Innovation and R & D Processes	Annual Report and Accounts 2020, pages 18-25
	Product & Service Innovation	Annual Report and Accounts 2020, pages 18-25
	Empowered Approach	Sustainability Report 2020, page 17
	Market Surveillance	Sustainability Report 2020, page 32
	Strategic Alignment	Annual Report and Accounts 2020, pages 18-25
	Senior Management Engagement	Annual Report and Accounts 2020, pages 18-25
	People & Culture	
6.1 – Qualifications & Training	Competence to perform Job	Sustainability Report 2020, page 21-22
	Talent Attraction, Reward & Recognition	Sustainability Report 2020, page 21
6.2 – Employee Engagement	Skills Development & Assistance	Sustainability Report 2020, pages 21-22
	Senior Management Succession and Talent Planning	Sustainability Report 2020, page 21
6.3 – Human Rights	Respect for Human Rights	Sustainability Report 2020, page 22
	Labour Practices	Sustainability Report 2020, page 21
	Modern Slavery and Recruitment	Sustainability Report 2020, page 22 Modern Slavery Act Statement
	Diversity	Sustainability Report 2020, pages 23-25
6.4 – Worker Health and Wellness	Employee Wellbeing	Sustainability Report 2020, pages 19-20
	Supplier Workplace Health & Safety	Sustainability Report 2020, page 16
	Healthy Working Environment	Sustainability Report 2020, pages 19-20
Communities		
7.1 – Strategy	Corporate Strategy	Sustainability Report 2020, pages 14, 26
	Sustainability Strategy	Sustainability Report 2020, pages 26-29
7.2 – Economic Productivity	Supporting Community Development - Operations	Sustainability Report 2020, pages 26-29



	Principles	Our response and where to find it
	Employment Opportunities	Sustainability Report 2020, page 14
	Trade & Pricing	See TSA 1.2 Product Pricing
7.3 – Volunteerism	Support for Projects in Community	Sustainability Report 2020, pages 26-29
	Investment of Time & Talent	Sustainability Report 2020, pages 26-29
7.4 – Education	Quality Education	Sustainability Report 2020, pages 14, 21-22, 26-29
	Education on Sustainability	Sustainability Report 2020, pages 26-29
Governance		
8.1 – Board/ Independent Oversight	Accountability	Annual Report and Accounts 2020, page 81 Sustainability Report 2020, pages 30-31
	Governance structure	Annual Report and Accounts 2020, page 81 Sustainability Report 2020, pages 30-31
	Diversity of Membership	Annual Report and Accounts 2020, pages 74-76
	Diversity and Inclusion	Sustainability Report 2020, pages 23-25
8.2 – Stakeholder Engagement	Materiality Assessments	Sustainability Report 2020, page 32
	Prioritisation and Publication	Sustainability Report 2020, page 32
	Shareholder Relationship	Annual Report and Accounts 2020, pages 64-70
	Customer Relationship	Sustainability Report 2020, page 16
	Openness	Annual Report and Accounts 2020, page 13
	CSO Engagement	Annual Report and Accounts 2020, page 13 Sustainability Report 2020, pages 26-29
8.3 – Strategy & Executive Alignment	Leadership and Accountability	Annual Report and Accounts 2020, pages 16-23
	Innovation and R & D	See TSA 1.4 Innovation
	Performance Management	Annual Report and Accounts 2020, pages 24-25, 40-41
8.4 – Brand Reputation	Brand Heritage	Sustainability Report 2020, page 03
8.5 – Philanthropy	Community Service and Contributions	Sustainability Report 2020, pages 26-29
8.6 – Corporate Controls	Risk and Internal Control	Sustainability Report 2020, pages 33-35
	Authorities Cascade	Sustainability Report 2020, page 38
	Controls and Corrective Action Process	Sustainability Report 2020, pages 36-37
8.7 – Fair Competition	Fair Competition Policy & Training	Code of Ethics
	Corrective Action Process	Code of Ethics
8.8 – Lobbying & Political Contributions	Lobbying & Political Contributions	Annual Report and Accounts 2020, page 133 Sustainability Report 2020, page 37

	Principles	Our response and where to find it
Risk Management		
2.1 – Risk Strategy	Risk Appetite	Sustainability Report 2020, pages 33-35
2.2 – Risk Process Controls & Reporting	Risk Identification	Sustainability Report 2020, pages 33-35
	Risk Assessment & Mitigation	Sustainability Report 2020, pages 33-35 Annual Report and Accounts 2020, pages 56-63
	Risk Register	Sustainability Report 2020, pages 33-35 Annual Report and Accounts 2020, pages 56-63
	Reporting Procedures	Sustainability Report 2020, pages 33-35
	Transparency	Sustainability Report 2020, pages 33-35 Annual Report and Accounts 2020, pages 56-63
	External Communications & Disclosure	Sustainability Report 2020, pages 33-35 Annual Report and Accounts 2020, pages 56-63
2.3 – Business Continuity & Disaster Recovery	Business Continuity & Disaster Recovery	Sustainability Report 2020, page 34
	Business Impact Analysis	Annual Report and Accounts 2020, pages 56-63
2.4 – Insurance	Insurance	Intertek maintains appropriate insurance coverage to ensure the protection of the business and its assets, in addition to covering all legal insurance requirements.
Compliance		
4.1 – Ethics & Integrity	Compliance Programme	Sustainability Report 2020, pages 36-37
	Anti-Bribery Policy	Intertek Anti-Bribery Policy
	Gifts and Hospitality Policy	Code of Ethics
	Charitable Donations Policy	Code of Ethics
	Lobbying & Political Donations Policy	See TSA 8.8 Lobbying & Political Contributions
	Senior Management Accountability & Ownership	Sustainability Report 2020, pages 36-37
	Compliance Monitoring	Sustainability Report 2020, page 37
	Procurement Compliance Policies	Sustainable Procurement Policy
	Marketing & Ethical Advertising	Sustainability Report 2020, page 49
	Responsible Business Model	Sustainability Report 2020, page 16 Annual Report and Accounts 2020, pages 8-13
	Voluntary Commitments Monitoring	Sustainability Report 2020, page 14



	Principles	Our response and where to find it
4.2 – Regulation Monitoring	Compliance with Laws & Regulations	Sustainability Report 2020, page 37
4.3 – Contract Management	Ethical Business Relationships	Sustainability Report 2020, pages 16, 36-37
4.4 – Verification	Compliance Programme Verification	Sustainability Report 2020, page 37
Financial		
9.1 – Financial Planning & Analysis	Long Term Strategic Planning & Alignment	Annual Report and Accounts 2020, pages 8-13
	Annual Budget Management & Control	Sustainability Report 2020, page 38
	Monthly Reporting and Budgetary Control	Sustainability Report 2020, page 38
	Forecast Management & Control	Sustainability Report 2020, page 38
9.2 – Treasury	Funding Management and Liquidity	Annual Report and Accounts 2020, pages 50-55
	Management and Control	Annual Report and Accounts 2020, pages 50-55
	Counterparty Risk and Security of Assets	Annual Report and Accounts 2020, pages 8-13
	Short-Term Investments	Annual Report and Accounts 2020, pages 50-55
	Trading	Annual Report and Accounts 2020, pages 50-55
	Foreign Exchange	Annual Report and Accounts 2020, pages 50-55
9.3 – Capital Allocation Management & Control	Strategic Alignment	Annual Report and Accounts 2020, pages 50-55
	Management & Control	Annual Report and Accounts 2020, pages 50-55
	Sustainable Investment	Annual Report and Accounts 2020, pages 50-55
9.4 – Internal Controls & Financial Audit Function	Internal Management & Control	Annual Report and Accounts 2020, page 80
	Internal Financial Audit	Annual Report and Accounts 2020, page 102
	Procurement Management & Control	Sustainability Report 2020, page 16
	Tax Policies and Controls	Annual Report and Accounts 2020, page 34 Intertek Group Tax Strategy
9.5 – Audited Financial Results	Financial Accounting/Annual Report	Annual Report and Accounts 2020

	Principles	Our response and where to find it
	Financial Regulatory Reporting	Annual Report and Accounts 2020
	Disclosure	Our Results, Presentations and Announcements can be accessed on our website
Environment		
5.1 – Climate Change	Emissions	Sustainability Report 2020, pages 39-44
	Air Pollution	Sustainability Report 2020, pages 39-44
	Renewable Energy	Sustainability Report 2020, page 40
	Deforestation	Not considered material to our business at this time. However, we assess, eliminates and/or minimise the potential for deforestation as a result of our activities, products and services.
5.2– Resources	Energy Conservation	Sustainability Report 2020, pages 39-44
	Water Conservation	Water is a key resource and responsible water use can reduce the amount of stress that is placed on this critical resource. We are developing our reporting for water conservation and will include this in future reports.
	Sustainable Procurement	Sustainability Report 2020, page 16
	Land Management	Intertek has policies and procedures in place that seek to prevent adverse environmental impacts to property, including soil and ground water. Contingency plans are in place to prevent and manage spills of fuels, oils and other hazardous substances used or stored at our facilities.
5.3 – Biodiversity	Protect and Restore Ecosystem	We take a pro-active approach and conducts environmental impact assessments on proposed development activities, as appropriate, to fully identify and mitigate any potential risks.
5.4 – Waste Management	Waste Management	Sustainability Report 2020, page 42
	Wastewater Management	We seek to minimize/eliminate water effluent and effluent pollution. Policies and procedures support meeting or exceeding regulatory requirements in the jurisdiction of our operations.
5.5 – Regulatory	Environmental Compliance	Sustainability Report 2020, page 37



	Principles	Our response and where to find it
Enterprise Security		
3.1 – Intellectual Property	Intellectual Property (IP) Assets Management & Control	Sustainability Report 2020, page 47
3.2 – Data Protection & Privacy	Data Protection Privacy	Sustainability Report 2020, page 46 Sustainability Report 2020, pages 45-47
3.3 – Cyber Risk Management and Controls	Risk Identification and Asset Management Incident Management (Planning, Detecting, Responding & Recovering) Employee Engagement	Sustainability Report 2020, pages 45-47 Sustainability Report 2020, pages 45-47 Sustainability Report 2020, pages 45-47
3.4 – Physical Asset Security	Identity Management, Authentication and Access Control Physical Assets High Value Assets	Sustainability Report 2020, pages 45-47 Sustainability Report 2020, pages 45-47 Sustainability Report 2020, pages 45-47
3.5 – Employee Security	Employee Security	Sustainability Report 2020, pages 45-47
3.6 – Supply Chain Security	Supply Chain Security	Sustainability Report 2020, pages 45-47
Communications & Disclosures		
10.1 – Strategic Communications & Disclosures	Corporate Strategy Communication Strategic Metrics & KPIs	Sustainability Report 2020, pages 48-50 Annual Report and Accounts 2020, pages 24-25, 40-41
10.2 – Sustainability Communications & Disclosures	Sustainability Strategy Sustainability Metrics and KPIs	Sustainability Report 2020, pages 03-05, 12-13 Annual Report and Accounts 2020, pages 40-41
10.3 – Governance Communications & Disclosures	Governance Regulatory Compliance Reporting Communication with Stakeholders Communication of Risks Transparency of Supervisory Boards Diversity Reporting	Annual Report and Accounts 2020, page 73 Annual Report and Accounts 2020, page 13, 64-70, 85 Sustainability Report 2020, pages 32 See Risk Management Not applicable See TSA 8.1 Governance
10.4 – Financial Communications & Disclosures	Financial Communication	See Finance

	Principles	Our response and where to find it
10.5 – Internal Communications & Disclosures	Internal Dissemination of Information Anonymous Hotline & Whistleblower System Health & Safety Communications	Sustainability Report 2020, pages 48-50 Sustainability Report 2020, page 37 Sustainability Report 2020, pages 19-20
10.6 – Regulatory Disclosures	Regulatory Disclosures	Our Results, Presentations and Announcements can be accessed on our website
10.7 – External Disclosures	Products, Services, Organisational and Personnel Media Handling Social Media Handling	Sustainability Report 2020, pages 48-50 Sustainability Report 2020, pages 48-50 Sustainability Report 2020, pages 48-50



Intertek GRI Index

Our Sustainability Report has been prepared in accordance with the GRI Standards: Comprehensive option. The below specifies which GRI Standards have been used, which disclosures have been made and where these disclosures can be found in the Annual Report and Accounts 2020, Sustainability Report 2020 or other location. In exceptional cases, it is not possible to disclose certain required information, in which case the reason for omission is explained below.

GRI Standard	Disclosure	Our response and where to find it
GRI 101: Foundation general disclosures		
	101-1 Stakeholder inclusiveness	Annual Report and Accounts 2020, page 13
	101-2 Sustainability context	Our Ever Better Approach to Sustainability
	101-3 Materiality	Sustainability Report 2020, page 32
	101-4 Completeness	Sustainability Report 2020, page 32
	101-5 Accuracy	Annual Report and Accounts 2020, pages 24-25 and 40-41. Ernst & Young LLP ('EY') were engaged to provide independent limited assurance over selected information in the Annual Report and Accounts and the Sustainability Report for the year ended 31 December 2020.
	101-6 Balance	We aim to present information in such a way that the reader can assess trends in performance year on year.
	101-7 Clarity	Our Ever Better Approach to Sustainability
	101-8 Comparability	Annual Report and Accounts 2020, pages 40-41.
	101-9 Reliability	Sustainability Report 2020, page 48
	101-10 Timeliness	We will provide this Index alongside our Annual Report and Sustainability Report.
GRI 102: General disclosures		
Organizational profile		
	102-1 Name of the organization	Intertek Group plc
	102-2 Activities, brands, products, and services	Annual Report and Accounts, page
	102-3 Location of headquarters	London, UK
	102-4 Location of operations	Annual Report and Accounts 2020, pages 9 and 176-183
	102-5 Ownership and legal form	Intertek Group plc is a publicly listed company on the London Stock Exchange. Registered office

GRI Standard	Disclosure	Our response and where to find it
		address and registration number can be found on page 197 of the Annual Report and Accounts 2020.
	102-6 Markets served	Annual Report and Accounts 2020, pages 8-13
	102-7 Scale of the organization	Annual Report and Accounts 2020, pages 8-13
	102-8 Information on employees and other workers	Annual Report and Accounts 2020, pages 30 Omission: Development of our global HR data is under review and we are currently evaluating reporting options and expect to report 102-8b in the future. (By contract type).
	102-9 Supply chain	Sustainability Report 2020, page 16
	102-10 Significant changes to the organization and its supply chain	Annual Report and Accounts 2020, pages 146 and 157. There were no material changes to the overall location of suppliers, structure of the supply chain, or our relationships with suppliers during the reporting year.
	102-11 Precautionary Principle or approach	We take a precautionary approach to our environmental strategy as described by our activities in the Environment section. Sustainability Report 2020, pages 39-44.
	102-12 External initiatives	We are signatory to a number of global external codes and charters that reflect our commitment to sustainability and responsibility. These include, among others, the Business Ambition for 1.5°C, the UN Race to Zero and We Mean Business commitments.
	102-13 Membership of associations	Intertek is a member of a number of trade associations around the world that are composed of diverse groups of stakeholders that inform and advocate for effective solutions that protect the public, facilitate trade, and support innovation. These include but are not limited to: TIC Council; Independent International Organisation for Certification; National Association of Manufacturers; American National Standards



GRI Standard	Disclosure	Our response and where to find it
		Institute; Associação Brasileira De Avaliaçã Da Conformidade (Brazilian Conformity Assessment Association).
	Strategy	
	102-14 Statement from senior decision-maker	Annual Report and Accounts 2020, pages 2-7, 16-23
	102-15 Key impacts, risks, and opportunities	Annual Report and Accounts 2020, pages 2-23, 56-63
	Ethics and integrity	
	102-16 Values, principles, standards, and norms of behavior	Sustainability Report 2020, page 18
	102-17 Mechanisms for advice and concerns about ethics	Sustainability Report 2020, pages 22 and 37
	Governance	
	102-18 Governance structure	Annual Report and Accounts 2020, page 81 Sustainability Report 2020, pages 30-31
	102-19 Delegating authority	Sustainability Report 2020, pages 30-31
	102-20 Executive-level responsibility for economic, environmental, and social topics	Sustainability Report 2020, pages 30-31
	102-21 Consulting stakeholders on economic, environmental, and social topics	Annual Report and Accounts 2020, page 13, 64-70, 85 Sustainability Report 2020, pages 32
	102-22 Composition of the highest governance body and its committees	Annual Report and Accounts 2020, pages 74-76
	102-23 Chair of the highest governance body	Annual Report and Accounts 2020, page 74
	102-24 Nominating and selecting the highest governance body	Annual Report and Accounts 2020, pages 94-97
	102-25 Conflicts of interest	Annual Report and Accounts 2020, page 92
	102-26 Role of highest governance body in setting purpose, values, and strategy	Annual Report and Accounts 2020, page 2-23, 78

GRI Standard	Disclosure	Our response and where to find it
	102-27 Collective knowledge of highest governance body	Annual Report and Accounts 2020, pages 82-84
	102-28 Evaluating the highest governance body's performance	Annual Report and Accounts 2020, page 96
	102-29 Identifying and managing economic, environmental, and social impacts	Annual Report and Accounts 2020, pages 13, 64-70, 85 Sustainability Report 2020, pages 30-32
	102-30 Effectiveness of risk management processes	Annual Report and Accounts 2020, page 80
	102-31 Review of economic, environmental, and social topics	Annual Report and Accounts 2020, pages 82-84
	102-32 Highest governance body's role in sustainability reporting	Sustainability Report 2020, pages 30-31
	102-33 Communicating critical concerns	Annual Report and Accounts 2020, page 80
	102-34 Nature and total number of critical concerns	Annual Report and Accounts 2020, pages 56-63
	102-35 Remuneration policies	Annual Report and Accounts 2020, pages 107-114
	102-36 Process for determining remuneration	Annual Report and Accounts 2020, pages 107-116
	102-37 Stakeholders' involvement in remuneration	Annual Report and Accounts 2020, pages 105-107
	102-38 Annual total compensation ratio	Annual Report and Accounts 2020, page 128 Omissions: data by country.
	102-39 Percentage increase in annual total compensation ratio	Annual Report and Accounts 2020, page 128 Omissions: data by country.
	Stakeholder engagement	
	102-40 List of stakeholder groups	Annual Report and Accounts 2020, page 13
	102-41 Collective bargaining agreements	Sustainability Report 2020, page 22



GRI Standard	Disclosure	Our response and where to find it
	102-42 Identifying and selecting stakeholders	Annual Report and Accounts 2020, page 13 Sustainability Report 2020, page 32
	102-43 Approach to stakeholder engagement	Annual Report and Accounts 2020, pages 85-89 Sustainability Report 2020, page 32
	102-44 Key topics and concerns raised	Sustainability Report 2020, page 32
	Reporting practice	
	102-45 Entities included in the consolidated financial statements	Annual Report and Accounts 2020, pages 176-183
	102-46 Defining report content and topic Boundaries	Annual Report and Accounts 2020, page 39 Sustainability Report 2020, page 32 For Environmental reporting also see our Basis of Reporting Document
	102-47 List of material topics	Sustainability Report 2020, page 32
	102-48 Restatement of information	For Environmental data see our Basis of Reporting Document Sustainability Report 2020, page 41
	102-49 Changes in reporting	Annual Report and Accounts 2020, page 53, 141
	102-50 Reporting period	Financial year ended 31 December 2020
	102-51 Date of most recent report	Most recent previous report - March 2020
	102-52 Reporting cycle	Annual
	102-53 Contact point for questions regarding the report	Head of Sustainability sustainability.csr@intertek.com
	102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standard: Comprehensive option
	102-55 GRI content index	This index serves as the GRI content index.
	102-56 External assurance	Sustainability Report 2020, page 43

GRI 103: Management approach

To make this index easier to understand, we have included each management approach (103-02) and its evaluation (103-03) alongside the relevant indicators.

103-1 Explanation of the material topic and its Boundary	Annual Report and Accounts 2020, pages 8-13 Sustainability Report 2020, page 32
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GRI Standard	Disclosure	Our response and where to find it
Material topics 200 series (economic topics)		
GRI 201: Economic performance	Economic performance	
	103-2 The management approach and its components	Annual Report and Accounts 2020, pages 8-13
	103-3 Evaluation of the management approach	Annual Report and Accounts 2020, pages 8-13, 24-25
	201-1 Direct economic value generated and distributed	Annual Report and Accounts 2020, pages 135-137 Omissions: we do not currently break down direct economic value by local market.
	201-2 Financial implications and other risks and opportunities due to climate change	Annual Report and Accounts 2020, pages 33, 59
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report and Accounts 2020, pages 170-173 Omissions: we do not disclose the number of employees included in the schemes or the percentage of salary contributed by employer and employee.
	201-4 Financial assistance received from government	Tax credits are included are included in Annual Report and Accounts 2020, pages 149 and 151 Omissions: this information is not broken down by country.
GRI 202: Market presence	Market presence	
	103-2 The management approach and its components	Annual Report and Accounts 2020, pages 8-13
	103-3 Evaluation of the management approach	Annual Report and Accounts 2020, pages 24-25
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	We comply with all local legislation in relation to minimum wages in all countries in which it operates. However, we do not currently collect data in relation to this indicator at a global level.
	202-2 Proportion of senior management hired from the local community	The global nature of our business encourages diversity in leadership, and we believe in supporting local communities. Sustainability Report 2020, page 23
GRI 203: Indirect economic impacts	Indirect economic impacts	
	103-2 The management approach and its components	Annual Report and Accounts 2020, page 34



GRI Standard	Disclosure	Our response and where to find it
	103-3 Evaluation of the management approach	Annual Report and Accounts 2020, page 34
	203-2 Significant indirect economic impacts	Our indirect economic impacts are diverse and associated with our business relationships and community investment projects. Annual Report and Accounts 2020, page 34 Sustainability Report 2020, page 26-29
GRI 204: Procurement practices	Procurement practices	
	103-2 The management approach and its components	Sustainability Report 2020, page 16
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 16
	204-1 Proportion of spending on local suppliers	Sustainability Report 2020, page 16
GRI 205: Anti-corruption	Anti-corruption	
	103-2 The management approach and its components	Sustainability Report 2020, pages 33-37
	103-3 Evaluation of the management approach	Sustainability Report 2020, pages 33-37
	205-1 Operations assessed for risks related to corruption	Sustainability Report 2020, pages 33-37
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report 2020, page 37
	205-3 Confirmed incidents of corruption and actions taken	Sustainability Report 2020, page 37
GRI 206: Anti-competitive behavior	Anti-competitive behaviour	
	103-2 The management approach and its components	Sustainability Report 2020, pages 33-37
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 37
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Sustainability Report 2020, page 37

GRI Standard	Disclosure	Our response and where to find it
GRI 207: Tax 2019	Tax	
	103-2 The management approach and its components	Annual Report and Accounts 2020, page 34
	103-3 Evaluation of the management approach	Annual Report and Accounts 2020 page 34
	207-1 Approach to tax	Annual Report and Accounts 2020, page 34 Intertek Group Tax Strategy
	207-2 Tax governance, control and risk management	Annual Report and Accounts 2020, page 34 Intertek Group Tax Strategy
	207-3 Stakeholder engagement and management of concerns related to tax	Annual Report and Accounts 2020, page 34 Intertek Group Tax Strategy
Material topics 300 series (environmental topics)		
GRI 302: Energy	Energy	
	103-2 The management approach and its components	Sustainability Report 2020, pages 39-41
	103-3 Evaluation of the management approach	Sustainability Report 2020, pages 39-44
	302-1 Energy consumption within the organization	Sustainability Report 2020, page 40
	302-2 Energy consumption outside of the organization	Sustainability Report 2020, page 41
GRI 305: Emissions	Emissions	
	103-2 The management approach and its components	Sustainability Report 2020, pages 39-44
	103-3 Evaluation of the management approach	Sustainability Report 2020, pages 39-44
	305-1 Direct (Scope 1) GHG emissions	Sustainability Report 2020, page 41
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report 2020, page 41
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report 2020, page 41
	305-4 GHG emissions intensity	Sustainability Report 2020, page 41
	305-5 Reduction of GHG emissions	Sustainability Report 2020, pages 40-44



GRI Standard	Disclosure	Our response and where to find it
GRI 307: Environmental compliance	Environmental compliance	
	103-2 The management approach and its components	Sustainability Report 2020, pages 39-41
	103-3 Evaluation of the management approach	Sustainability Report 2020, pages 39-41
	307-1 Non-compliance with environmental laws and regulations	Sustainability Report 2020, page 37
GRI 308: Supplier environmental assessment	Supplier environmental assessment	
	103-2 The management approach and its components	Sustainability Report 2020, page 16
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 16
	308-1 New suppliers that were screened using environmental criteria	Environmental performance is reviewed by our regional procurement teams and our screening process for suppliers focuses primarily on human rights and labour standards risk. We are developing mechanism to capture the number of new suppliers screened and will report on this in future.
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability Report 2020, pages 16, 44
Material topics 400 series (social topics)		
GRI 302: Employment	Employment	
	103-2 The management approach and its components	Sustainability Report 2020, pages 18-25
	103-3 Evaluation of the management approach	Sustainability Report 2020, pages 18-25
	401-1 New employee hires and employee turnover	Sustainability Report 2020, page 21 Annual Report and Accounts 2020, page 41 Omission: New employee hires. Development of our global HR data is under review and we are currently evaluating reporting options and expect to report this in the future.
	401-2 Benefits provided to full-time employees that are not provided to	Sustainability Report 2020, page 21 Omission: list of benefits.

GRI Standard	Disclosure	Our response and where to find it
	temporary or part-time employees	
	401-3 Parental leave	Intertek complies with all local legislation in relation to provision of parental leave and provides benefits beyond minimum requirements in many countries. Omission: number of employees taking parental leave
GRI 402: Labour/Management relations	Labour/Management relations	
	103-2 The management approach and its components	Sustainability Report 2020, pages 18-25
	103-3 Evaluation of the management approach	Sustainability Report 2020, pages 18-25
	402-1 Minimum notice periods regarding operational changes	We operate in some countries where legislation defines the minimum consultation time required, and in others where this is set out in policy or in collective terms.
GRI 403: Occupational health & safety 2018	Occupational health & safety	
	103-2 The management approach and its components	Sustainability Report 2020, pages 18-25
	103-3 Evaluation of the management approach	Sustainability Report 2020, pages 18-25
	403-1 Occupational health & safety management system	Sustainability Report 2020, page 19
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report 2020, page 19
	403-3 Occupational health services	Sustainability Report 2020, page 19, 25
	403-4 Worker participation, consultation, and communication on occupational health & safety	Sustainability Report 2020, page 19
	403-5 Worker training on occupational health & safety	Sustainability Report 2020, page 19-20
	403-6 Promotion of worker health	Sustainability Report 2020, page 19-20



GRI Standard	Disclosure	Our response and where to find it
	403-7 Prevention and mitigation of occupational health & safety impacts directly linked by business relationships	Sustainability Report 2020, page 19
	403-8 Workers covered by an occupational health & safety management system	Sustainability Report 2020, page 19
	403-9 Work-related injuries	Sustainability Report 2020, page 19
	403-10 Work-related ill health	Sustainability Report 2020, pages 19-20
GRI 404: Training and education	Training and education	
	103-2 The management approach and its components	Sustainability Report 2020, pages 18-25
	103-3 Evaluation of the management approach	Sustainability Report 2020, pages 18-25
	404-1 Average hours of training per year per employee	Sustainability Report 2020, page 22 Omissions: our system is not set up to record training hours per employee by gender
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report 2020, pages 14, 21-22
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Report 2020, pages 22
GRI 405: Diversity and equal opportunity	Diversity and equal opportunity	
	103-2 The management approach and its components	Sustainability Report 2020, pages 23-25
	103-3 Evaluation of the management approach	Sustainability Report 2020, pages 23-25
	405-1 Diversity of governance bodies and employees	Gender diversity is disclosed in: Sustainability Report 2020, pages 23-25 Annual Report and Accounts 2020, pages 74-76

GRI Standard	Disclosure	Our response and where to find it																
		Age diversity across the Group:																
		<table border="1"> <thead> <tr> <th></th> <th><30</th> <th>30-50</th> <th>>50</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>32%</td> <td>55%</td> <td>12%</td> </tr> <tr> <td>Male</td> <td>22%</td> <td>56%</td> <td>21%</td> </tr> <tr> <td>Total Group</td> <td>26%</td> <td>56%</td> <td>18%</td> </tr> </tbody> </table>		<30	30-50	>50	Female	32%	55%	12%	Male	22%	56%	21%	Total Group	26%	56%	18%
	<30	30-50	>50															
Female	32%	55%	12%															
Male	22%	56%	21%															
Total Group	26%	56%	18%															
		Omission: by employee category																
	405-2 Ratio of basic salary and remuneration of women to men	Information unavailable. Development of our global HR data is under review and we are currently evaluating reporting options and expect to report this in the future.																
GRI 406: Non-discrimination	Non-discrimination																	
	103-2 The management approach and its components	Sustainability Report 2020, pages 21-22																
	103-3 Evaluation of the management approach	Sustainability Report 2020, pages 21-22																
	406-1 Incidents of discrimination and corrective actions taken	Sustainability Report 2020, page 37																
GRI 407: Freedom of association and collective bargaining	Freedom of association and collective bargaining																	
	103-2 The management approach and its components	Sustainability Report 2020, page 22																
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 22																
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Operations: We are not aware of any operations that have violated, or are at significant risk of violating, people's rights to exercise freedom of association and collective bargaining. Omissions: Information for suppliers.																
GRI 408: Child labor	Child labor																	
	103-2 The management approach and its components	Sustainability Report 2020, page 22 Labour and Human Rights policy Code of Ethics																
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 22																
	408-1 Operations and suppliers at significant risk for incidents of child labor	We report on 408-1c																



GRI Standard	Disclosure	Our response and where to find it
GRI 409: Forced or compulsory labor	Forced or compulsory labor	
	103-2 The management approach and its components	Sustainability Report 2020, page 22 Labour and Human Rights policy Code of Ethics Modern Slavery Act Statement
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 22
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	We report on 409-1c
GRI 411: Rights of Indigenous Peoples	Rights of Indigenous Peoples	
	103-2 The management approach and its components	Sustainability Report 2020, pages 22-25
	103-3 Evaluation of the management approach	Sustainability Report 2020, pages 22-25
	411-1 Incidents of violations involving rights of indigenous peoples	Sustainability Report 2020, page 37
GRI 412: Human rights assessment	Human rights assessment	
	103-2 The management approach and its components	Sustainability Report 2020, page 37
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 37
	412-1 Operations that have been subject to human rights reviews or impact assessments	Information unavailable. We are currently evaluating reporting options and will consider reporting on this in the future.
	412-2 Employee training on human rights policies or procedures	Sustainability Report 2020, page 37
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Sustainability Report 2020, page 37

GRI Standard	Disclosure	Our response and where to find it
GRI 413: Local communities	Local communities	
	103-2 The management approach and its components	Sustainability Report 2020, pages 26-29 Modern Slavery Act Statement
	103-3 Evaluation of the management approach	Sustainability Report 2020, pages 26-29
	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability Report 2020, pages 26-29
	413-2 Operations with significant actual and potential negative impacts on local communities	Sustainability Report 2020, pages 26-29 Modern Slavery Act Statement
GRI 414: Supplier social assessment	Supplier social assessment	
	103-2 The management approach and its components	Sustainability Report 2020, page 16
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 16
	414-1 New suppliers that were screened using social criteria	Our regional procurement teams carry out our screening process for suppliers and focus on human rights and labour standards risk. We are developing mechanism to capture the number of new suppliers screened for social criteria and will report on this in future.
GRI 415: Public policy	Public policy	
	103-2 The management approach and its components	Sustainability Report 2020, page 37
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 37
	415-01 Political contributions	Annual Report and Accounts 2020, page 133
GRI 417: Marketing and labeling	Marketing and labeling	
	103-2 The management approach and its components	Sustainability Report 2020, page 16, 49
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 16, 49



GRI Standard	Disclosure	Our response and where to find it
	417-1 Requirements for product and service information and labeling	n/a
	417-2 Incidents of non-compliance concerning product and service information and labeling	Sustainability Report 2020, page 37
	417-3 Incidents of non-compliance concerning marketing communications	Sustainability Report 2020, page 37
GRI 418: Customer privacy	Customer privacy	
	103-2 The management approach and its components	Sustainability Report 2020, page 45-47
	103-3 Evaluation of the management approach	Sustainability Report 2020, page 45-47

GRI Standard	Disclosure	Our response and where to find it
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report 2020, page 46
GRI 419: Socioeconomic compliance	Socioeconomic compliance	
	103-2 The management approach and its components	Sustainability Report 2020, pages 36-37
	103-3 Evaluation of the management approach	Sustainability Report 2020, pages 36-37
	419-1 Non-compliance with laws and regulations in the social and economic area	Sustainability Report 2020, page 37





Sustainable Accounting Standards Board ('SASB') - Intertek framework alignment

The US-based SASB sets out sustainability reporting standards for various sectors. The following table summarises our response to the professional & commercial services sector standard, which applies to us:

SASB metric	Accounting Metric	Where to find it	SASB metric	Accounting Metric	Where to find it
Data Security			Professional Integrity		
SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Sustainability Report 2020, page 46	SV-PS-510a.1	Description of approach to ensuring professional integrity	Sustainability Report 2020, pages 36-37.
SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Sustainability Report 2020, page 46	SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Sustainability Report 2020, pages 36-37.
SV-PS-230a.3	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	Sustainability Report 2020, page 46	Activity Metric		
Workforce Diversity & Engagement			SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Number of employees by gender and geographic split included in People & Culture section. Omission: split by contract type. Development of our global HR data is under review and we are currently evaluating reporting options and expect to report on this in the future.
SV-PS-330a.1 P	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	Sustainability Report 2020, page 30. Annual Report and Accounts 2020, page 74-76 Omission: Racial/Ethnic group relating to all other employees. Development of our global HR data is under review and we are currently evaluating reporting options and expect to report on this in the future.	SV-PS-000.B	Employee hours worked, percentage billable	For the year ending 31 December 2020: Total hours worked 50,218,303 Percentage billable 80.2% (Based on direct operational headcount employees delivering Assurance and Inspection services. Not applicable for Testing and Certification teams.)
SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	Sustainability Report 2020, page 21. Omission: Involuntary turnover rate. The metric is collected internally, however the definition differs to that set out in the requirements. Development of our global HR data is under review and will consider reporting on this in the future.			
SV-PS-330a.3	Employee engagement as a percentage	Sustainability Report 2020, page 21.			

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