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LABOUR AND HUMAN RIGHTS POLICY

November 2026

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Introduction

Intertek is committed to running its business in a manner that protects the health, safety and wellbeing of our employees and others impacted by our activities. We respect and promote labour and human rights in accordance with international human rights principles including the UN Guiding Principles on Business and Human Rights, 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.

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 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.

This policy applies globally to the management, employees and contract workers of all subsidiaries[1] part of the Intertek Group of companies. Our joint ventures and business partners are strongly encouraged to adopt and implement our policy.

Intertek's expectation of suppliers is set out in our Sustainable Procurement policy and Supplier Code of Conduct, which can be accessed on our website at www.intertek.com/about/our-responsibility/

Intertek takes seriously all matters relating to the ethical conduct and behaviours of our employees and others impacted by our activities. In the event of any concern about the ethical conduct of an Intertek employee, contractor or supplier in their engagement with each other, suppliers and employees should immediately report their concern by using our ethics and integrity portal, through our intranet or www.intertekhotline.com

Labour and Human Rights Policy

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, which can be found on our internal intranet and at www.intertek.com, that recognises difference as a positive element.

Forced labour and modern slavery
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.

We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain.

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

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 years 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.

Health, safety and wellbeing of our employees and other stakeholders, including local communities
Intertek regards high standards of Employee Safety and Wellbeing ('ES&W') as a cornerstone of a successful business. Intertek employees, contractors and business partners have a clear duty to take every reasonable precaution to maintain a safe and healthy working environment in order to avoid the possibility of injury or putting at risk those with whom they work and members of the public. Our Group-wide 'General Safe Working Guidelines' provide the basis for a common and aligned ES&W standard for all Intertek sites.

Proactive health and safety hazard/risk recognition and mitigation
The health and safety of our employees and contractors are the utmost priority at Intertek. All of our businesses have robust ES&W training programmes during our induction/on-boarding process, emergency responses procedures, intervention and reporting of Hazard Observations, near misses and safety incidents. Intertek firmly believe that to drive progress, the performance indicators we track must focus on the diligent implementation of robust processes and actions that lead to building a culture of proactive ES&W awareness. With dedicated reporting each month our global network of ES&W representatives support continuous improvement.

Freedom of association and collective bargaining
Intertek respects 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-authorised organisations are allowed, Intertek shall respond to initiatives to establish internal means to achieving effective representation of workers' interests.

Training for employees that enables them to develop their skills and find greater fulfilment in their work
Intertek shall be committed to continuously developing employee skills and capabilities, and to providing opportunities for career advancement.

Working conditions, including hours
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. In the event of termination of employment, Intertek shall meet or exceed applicable laws and industry standards.

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.

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.

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.

Our goals and targets

Compliance with policies, guidelines and codes shall be regularly tracked, and relevant corrective action plans identified and implemented. We will monitor our progress towards achieving the following targets:

- Achieve an average Total Recordable Incident Rate of less than 0.5 per 200,000 hours worked in 2027, using 2026 as a baseline year.
- Achieve 100% completion of our annual compliance training by eligible employees in 2027, using 2026 as a baseline year, to ensure that all are educated on issues such as discrimination and harassment, human rights, bribery, corruption and employee relations.
- Provide 100% of permanent employees with access to training and development opportunities, as well as annual discussions on growth and development, in 2027, using 2026 as a baseline year.

Allocation of responsibilities

The Legal, Risk & Compliance Department has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that we, and those working for us, comply with it.

The Regional HR Directors have primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness and dealing with any queries about it and auditing internal control systems and procedures to ensure they are effective.

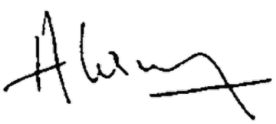
Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given any required training.

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

Policy Review Period

This policy will be reviewed annually 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 “Ask a Question” function on the intranet under the Legal and Compliance pages.

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

Name: André Lacroix **Signed:**  **Date: 16 November 2026**